

Policy Manual



Title: Professional Technical Staff Recognition Programs	Number: 6Hx2-3.42
Legal Authority: Fla. Statutes § 1001.64, Fla. Admin. Code r. 6A-14.029	Page: 1 of 1

GENERAL STATEMENT

The College recognizes that Professional Technical Staff (PTS) play an integral part in achieving its mission and provides incentive programs to encourage and reward them for their many contributions to the College. As an institution of higher education, the College values lifelong learning and continuous improvement and encourages PTS to continue their education. Accordingly, the College has established two recognition programs, the PTS Educational Incentive Award and the PTS Outstanding Achievement Award. Participation in either program is voluntary and is not a professional development requirement.

THE POLICY and STAFF

PTS Educational Incentive Award:

This award consists of a one-time payment to those full-time regular PTS employees who receive a new conferred degree while employed by Broward College and after successfully completing their probationary period with a rating of meets expectation or above and no additional compensation has been factored for the additional education. Awards are granted in accordance with the established procedure.

PTS Outstanding Achievement Award:

This award is available annually to any full-time and/or part-time PTS employee (non-work-study) with three consecutive years of employment by the end of the previous fiscal year (June 30). Previous recipients may reapply after a five-year waiting period. Criteria for the award are publicized through the Professional Technical Staff Council, a standing body appointed by the President. This Council solicits nominations/applications for the award, reviews the applications and recommends award recipients to the President.

IMPLEMENTATION and OVERSIGHT

The Human Resources Benefits Department has the responsibility for the implementation and oversight of this policy. Policy violations and appeals will be investigated by the Executive Director, Talent and Culture or his/her designee.

VIOLATION OF POLICY

Violations of this policy will be investigated and may result in discipline up to and including termination as well as loss of any monetary award received under the policy.

History: Revised August 26, 2008, revised September 25, 2012, revised January 24, 2017, revised December 10, 2019

**Approved by the
Board of Trustees**

Date:
12/10/2019

President's Signature

Date:
12/10/2019