

VALENCIA COLLEGE

Salary Schedules for Fiscal Year 2022-2023

Full-Time Faculty, Full and Part-Time Staff & Students

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**VALENCIA COLLEGE
FULL-TIME 10-MONTH TENURE EARNING FACULTY SALARY SCHEDULE***

STEP	ASSOCIATE'S	BACHELOR'S	MASTERS	MASTER'S + 30	DOCTORATE
1	\$42,892	\$44,292	\$47,792	\$51,292	\$54,792
2	\$44,110	\$45,510	\$49,010	\$52,510	\$56,010
3	\$45,329	\$46,729	\$50,229	\$53,729	\$57,229
4	\$46,548	\$47,948	\$51,448	\$54,948	\$58,448
5	\$47,766	\$49,166	\$52,666	\$56,166	\$59,666
6	\$48,985	\$50,385	\$53,885	\$57,385	\$60,885
7	\$50,203	\$51,603	\$55,103	\$58,603	\$62,103
8	\$51,422	\$52,822	\$56,322	\$59,822	\$63,322
9	\$52,641	\$54,041	\$57,541	\$61,041	\$64,541
10	\$53,859	\$55,259	\$58,759	\$62,259	\$65,759
11	\$55,078	\$56,478	\$59,978	\$63,478	\$66,978
12	\$56,296	\$57,696	\$61,196	\$64,696	\$68,196
13	\$57,515	\$58,915	\$62,415	\$65,915	\$69,415
14	\$58,734	\$60,134	\$63,634	\$67,134	\$70,634
15	\$59,952	\$61,352	\$64,852	\$68,352	\$71,852
16	\$61,171	\$62,571	\$66,071	\$69,571	\$73,071
17	\$62,390	\$63,790	\$67,290	\$70,790	\$74,290
18	\$63,608	\$65,008	\$68,508	\$72,008	\$75,508
19	\$64,827	\$66,227	\$69,727	\$73,227	\$76,727
20	\$66,045	\$67,445	\$70,945	\$74,445	\$77,945
21	\$67,264	\$68,664	\$72,164	\$75,664	\$79,164
22	\$68,483	\$69,883	\$73,383	\$76,883	\$80,383
23	\$69,701	\$71,101	\$74,601	\$78,101	\$81,601
24	\$70,920	\$72,320	\$75,820	\$79,320	\$82,820
25	\$72,138	\$73,538	\$77,038	\$80,538	\$84,038
26	\$73,357	\$74,757	\$78,257	\$81,757	\$85,257
27	\$74,576	\$75,976	\$79,476	\$82,976	\$86,476
28	\$75,794	\$77,194	\$80,694	\$84,194	\$87,694
29	\$77,013	\$78,413	\$81,913	\$85,413	\$88,913
30	\$78,231	\$79,631	\$83,131	\$86,631	\$90,131

* A new employee may receive up to a maximum of 15 years of credit for relevant prior professional experience as a component of a faculty member's base salary. A year's credit is allowed if an employee was employed for more than one-half the duty days in an academic year as a full-time employee. Minor fractions of a year cannot be added to obtain experience credit on the salary schedule.

VALENCIA COLLEGE
FULL-TIME 12-MONTH TENURE EARNING FACULTY SALARY SCHEDULE*

STEP	ASSOCIATE'S	BACHELOR'S	MASTERS	MASTERS + 30	DOCTORATE
1	\$51,470	\$53,150	\$57,350	\$61,550	\$65,750
2	\$52,932	\$54,612	\$58,812	\$63,012	\$67,212
3	\$54,395	\$56,075	\$60,275	\$64,475	\$68,675
4	\$55,857	\$57,537	\$61,737	\$65,937	\$70,137
5	\$57,319	\$58,999	\$63,199	\$67,399	\$71,599
6	\$58,782	\$60,462	\$64,662	\$68,862	\$73,062
7	\$60,244	\$61,924	\$66,124	\$70,324	\$74,524
8	\$61,706	\$63,386	\$67,586	\$71,786	\$75,986
9	\$63,169	\$64,849	\$69,049	\$73,249	\$77,449
10	\$64,631	\$66,311	\$70,511	\$74,711	\$78,911
11	\$66,093	\$67,773	\$71,973	\$76,173	\$80,373
12	\$67,556	\$69,236	\$73,436	\$77,636	\$81,836
13	\$69,018	\$70,698	\$74,898	\$79,098	\$83,298
14	\$70,480	\$72,160	\$76,360	\$80,560	\$84,760
15	\$71,943	\$73,623	\$77,823	\$82,023	\$86,223
16	\$73,405	\$75,085	\$79,285	\$83,485	\$87,685
17	\$74,867	\$76,547	\$80,747	\$84,947	\$89,147
18	\$76,330	\$78,010	\$82,210	\$86,410	\$90,610
19	\$77,792	\$79,472	\$83,672	\$87,872	\$92,072
20	\$79,254	\$80,934	\$85,134	\$89,334	\$93,534
21	\$80,717	\$82,397	\$86,597	\$90,797	\$94,997
22	\$82,179	\$83,859	\$88,059	\$92,259	\$96,459
23	\$83,641	\$85,321	\$89,521	\$93,721	\$97,921
24	\$85,104	\$86,784	\$90,984	\$95,184	\$99,384
25	\$86,566	\$88,246	\$92,446	\$96,646	\$100,846
26	\$88,028	\$89,708	\$93,908	\$98,108	\$102,308
27	\$89,491	\$91,171	\$95,371	\$99,571	\$103,771
28	\$90,953	\$92,633	\$96,833	\$101,033	\$105,233
29	\$92,415	\$94,095	\$98,295	\$102,495	\$106,695
30	\$93,878	\$95,558	\$99,758	\$103,958	\$108,158

* A new employee may receive up to a maximum of 15 years of credit for relevant prior professional experience as a component of a faculty member's base salary. A year's credit is allowed if an employee was employed for more than one-half the duty days in an academic year as a full-time employee. Minor fractions of a year cannot be added to obtain experience credit on the salary schedule.

**VALENCIA COLLEGE
ANNUALLY APPOINTED FACULTY SALARY SCHEDULE***

8, 10, & 12 MONTH ANNUALLY APPOINTED FACULTY RATES

	8 MONTH		10 MONTH		12 MONTH	
DEGREE LEVEL	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
ASSOCIATE'S	\$36,012	\$52,711	\$39,613	\$57,982	\$43,214	\$63,253
BACHELOR'S	\$37,649	\$55,107	\$41,414	\$60,617	\$45,178	\$66,128
MASTER'S	\$40,922	\$59,899	\$45,014	\$65,888	\$49,106	\$71,878
MASTER'S +30	\$44,195	\$64,690	\$48,615	\$71,160	\$53,034	\$77,629
DOCTORATE	\$45,832	\$67,087	\$50,415	\$73,794	\$54,999	\$80,503

- * A new employee may receive up to a maximum of 15 years of credit for relevant prior professional experience as a component of a faculty member's base salary. A year's credit is allowed if an employee was employed for more than one-half the duty days in an academic year as a full-time employee. Minor fractions of a year cannot be added to obtain experience credit on the salary schedule.

**VALENCIA COLLEGE
FULL-TIME TEMPORARY FACULTY SALARY SCHEDULE***

DEGREE LEVEL	ONE TERM (SUMMER TERM)**	ONE TERM (FALL OR SPRING)	TWO TERMS (FALL AND SPRING)	THREE TERMS (FALL, SPRING AND SUMMER)**
ASSOCIATE'S	\$13,505	\$18,007	\$36,012	\$43,214
BACHELOR'S	\$14,119	\$18,826	\$37,649	\$45,178
MASTER'S	\$15,346	\$20,462	\$40,922	\$49,106
MASTER'S +30	\$16,574	\$22,099	\$44,195	\$53,034
DOCTORATE	\$17,189	\$22,917	\$45,832	\$54,999

* Temporary Faculty rates are flat amounts based on educational degree for the duration of the temporary contract. The duration of benefits eligibility will be based on the terms of the temporary contract.

** Summer Term is equal to 12 weeks.

**VALENCIA COLLEGE
FULL-TIME OVERLOAD FACULTY SALARY SCHEDULE**

These rates are applicable to Full-Time (FT) Faculty and Full-time Staff (Exempt) teaching courses in all modalities. It does not include Dual Enrollment courses taught at a high school or courses with an advising component i.e., New Student Experience faculty.

CREDIT COURSES TAUGHT WITHOUT CURRENT ASSOCIATE FACULTY CERTIFICATION

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$703	\$2,109	\$2,812	\$3,515	\$4,218
MASTER'S	\$769	\$2,307	\$3,076	\$3,845	\$4,614
DOCTORATE	\$843	\$2,529	\$3,372	\$4,215	\$5,058

CREDIT COURSES TAUGHT WITH CURRENT ASSOCIATE FACULTY CERTIFICATION

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$754	\$2,262	\$3,016	\$3,770	\$4,524
MASTER'S	\$819	\$2,457	\$3,276	\$4,095	\$4,914
DOCTORATE	\$891	\$2,673	\$3,564	\$4,455	\$5,346

CREDIT COURSES TAUGHT BY SENIOR TEACHING FELLOWS

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$1,230	\$3,690	\$4,920	\$6,150	\$7,380
MASTER'S	\$1,293	\$3,879	\$5,172	\$6,465	\$7,758
DOCTORATE	\$1,368	\$4,104	\$5,472	\$6,840	\$8,208

* For additional details regarding eligibility for Associate Faculty Certification please follow this link: [Program Information](#)

**VALENCIA COLLEGE
FULL-TIME OVERLOAD FACULTY SALARY SCHEDULE
TEACHING DUAL ENROLLMENT COURSES AT A HIGH SCHOOL**

These rates are only applicable to Full-Time (FT) faculty and Full-time Staff (Exempt) teaching Dual Enrollment courses at a high school.

DUAL ENROLLMENT CREDIT COURSES TAUGHT WITHOUT CURRENT ASSOCIATE FACULTY CERTIFICATION

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$1,056	\$3,168	\$4,224	\$5,280	\$6,336
MASTER'S	\$1,155	\$3,465	\$4,620	\$5,775	\$6,930
DOCTORATE	\$1,263	\$3,789	\$5,052	\$6,315	\$7,578

DUAL ENROLLMENT CREDIT COURSES TAUGHT WITH CURRENT ASSOCIATE FACULTY CERTIFICATION

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$1,129	\$3,387	\$4,516	\$5,645	\$6,774
MASTER'S	\$1,228	\$3,684	\$4,912	\$6,140	\$7,368
DOCTORATE	\$1,336	\$4,008	\$5,344	\$6,680	\$8,016

DUAL ENROLLMENT CREDIT COURSES TAUGHT BY SENIOR TEACHING FELLOWS

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$1,846	\$5,538	\$7,384	\$9,230	\$11,076
MASTER'S	\$1,938	\$5,814	\$7,752	\$9,690	\$11,628
DOCTORATE	\$2,054	\$6,162	\$8,216	\$10,270	\$12,324

* For additional details regarding eligibility for Associate Faculty Certification please follow this link: [Program Information](#)

**VALENCIA COLLEGE
FULL-TIME OVERLOAD FACULTY SALARY SCHEDULE
TEACHING COURSES WITH AN ADVISING COMPONENT**

These rates are only applicable to Full-Time (FT) faculty and Full-time Staff (Exempt) teaching courses with advising component.

CREDIT COURSES WITH ADVISING COMPONENT TAUGHT WITHOUT CURRENT ASSOCIATE FACULTY CERTIFICATION

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$888	\$2,664	\$3,552	\$4,440	\$5,328
MASTER'S	\$951	\$2,853	\$3,804	\$4,755	\$5,706
DOCTORATE	\$1,025	\$3,075	\$4,100	\$5,125	\$6,150

CREDIT COURSES WITH ADVISING COMPONENT TAUGHT WITH CURRENT ASSOCIATE FACULTY CERTIFICATION

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$936	\$2,808	\$3,744	\$4,680	\$5,616
MASTER'S	\$1,002	\$3,006	\$4,008	\$5,010	\$6,012
DOCTORATE	\$1,072	\$3,216	\$4,288	\$5,360	\$6,432

* For additional details regarding eligibility for Associate Faculty Certification please follow this link: [Program Information](#)

VALENCIA COLLEGE
FULL-TIME OVERLOAD FACULTY SALARY SCHEDULE
DUAL ENROLLMENT COURSES AT A HIGH SCHOOL WITH AN ADVISING COMPONENT

These rates are only applicable to Full-Time (FT) faculty and Full-time Staff (Exempt) teaching dual enrollment courses with advising component i.e., New Student Experience faculty.

DUAL ENROLLMENT CREDIT COURSES WITH ADVISING COMPONENT TAUGHT WITHOUT CURRENT ASSOCIATE FACULTY CERTIFICATION

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$1,239	\$3,717	\$4,956	\$6,195	\$7,434
MASTER'S	\$1,338	\$4,014	\$5,352	\$6,690	\$8,028
DOCTORATE	\$1,446	\$4,338	\$5,784	\$7,230	\$8,676

DUAL ENROLLMENT CREDIT COURSES WITH ADVISING COMPONENT TAUGHT WITH CURRENT ASSOCIATE FACULTY CERTIFICATION

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$1,311	\$3,933	\$5,244	\$6,555	\$7,866
MASTER'S	\$1,412	\$4,236	\$5,648	\$7,060	\$8,472
DOCTORATE	\$1,520	\$4,560	\$6,080	\$7,600	\$9,120

For additional details regarding eligibility for Associate Faculty Certification please follow this link: [Program Information](#)

**VALENCIA COLLEGE
MISCELLANEOUS FACULTY RATE SCHEDULE**

SUBSTITUTE TEACHING - STANDARD RATE (PER CONTACT HOUR)

DEGREE	STANDARD
ASSOCIATE'S	\$16.43
BACHELOR'S	\$21.21
MASTER'S	\$24.24
DOCTORATE	\$28.14

SUBSTITUTE TEACHING – DUAL ENROLLMENT (PER CONTACT HOUR)

DEGREE	STANDARD
ASSOCIATE'S	\$24.65
BACHELOR'S	\$31.81
MASTER'S	\$36.36
DOCTORATE	\$42.20

NOTE: Dual enrollment rates apply to classes taught at off-campus locations and are 1.5 times the standard substitute teaching rate. The instructor will be paid at the end of the term.

**VALENCIA COLLEGE
SPECIALIZED SERVICES RATE SCHEDULE**

FLAT RATE SPECIALIZED SERVICES RATES

FACULTY DEVELOPMENT, ONLINE TEACHING & LEARNING, & TEACHING/LEARNING ACADEMY (TLA)	RATE
Destination Program Participant	\$500
Destination Program Facilitation	\$750
Course Development (Face-to-Face, 1-6 hour session(s))	\$300
Course Development (Face-to-Face, >6 hour session(s))	\$500
Course Development (1-3 Week Online/Mixed-mode)	\$300
Course Development (4-5 Week Online/ Mixed-mode)	\$500
Course Development (6+ Week Online/ Mixed-mode)	\$700
Course Facilitation (Face-to-Face, 1-2.5 Hour Session)	\$150 per session
Course Facilitation (Face-to-Face, 3-6 Hour Session)	\$300 per session
Course Facilitation (Online/Mixed-mode, Conducted Over 1-3 Weeks)	\$300
Course Facilitation (Online/Mixed-mode, Conducted Over 4-5 Weeks)	\$500
Course Facilitation (Online/Mixed-mode, Conducted Over 6+ Weeks)	\$700
Online Course Peer Reviewer	\$150
Online Course Peer Review Panel Chair (Initial Review)	\$250
Online Course Peer Review Panel Chair (Re-Review)	\$150
Faculty Participating in Online Course Peer Review	\$150
LEARNING COMMUNITIES	RATE
LinC Contract	\$267 per contact hour
Learning Support ACE, CARE (Fall & Spring)	\$3,444 per term
Learning Support ACE, CARE (Summer)	\$1,722 per term

**VALENCIA COLLEGE
SPECIALIZED SERVICES RATE SCHEDULE**

FACULTY SPECIALIZED SERVICES RATES

TYPE OF WORK	RATE
Internship Supervision	\$125 per student
Independent Study Supervision	\$25 per student credit hour
New Faculty Institute	\$500

* For additional details regarding eligibility for Associate Faculty Certification please follow this link: [Program Information](#)

**VALENCIA COLLEGE
STAFF SALARY SCHEDULE**

PAY GRADE	MINIMUM OF PAY GRADE	MAXIMUM OF PAY GRADE	ELIGIBLE FOR OVERTIME?	RECEIVE CONTRACT?	FULL-TIME, PART-TIME, OR MIXED	PART-TIME HOURLY RATE	EXAMPLES OF POSITIONS IN PAY GRADE
1617	\$31,262	\$45,658	Yes	No	Mixed	\$15.03	Curriculum Assistant, Custodial, Groundskeeper, Laboratory Aide, Laboratory Assistant I, Learning Assistant, Sales Associate, Security Officer, Staff Assistant
1618	\$31,866	\$49,704	Yes	No	Mixed	\$15.32	Assessment Specialist, Curriculum Assistant Senior, Custodial Working Supervisor, Laboratory Assistant II, Library Assistant, Master Security Officer, Records Document Management Systems Specialist, Staff Assistant, Support Specialist
1619	\$33,176	\$54,231	Yes	No	Mixed	\$15.95	Administrative Assistant, Admissions Specialist, Enrollment Services Advisor, Maintenance Technician, Specialists
1620	\$34,757	\$59,055	Yes	No	Mixed	\$16.71	Accounts Payable/Receivable Specialist, Air Conditioning Technician, CE Client Service Consultant, Graduation and Record Specialist, Human Resources Specialist, Implementation Coordinator, Instructional Lab Assistant, Library Staff, Reference Assistant, Security Field Supervisor, Specialists
1621	\$36,754	\$66,158	Yes	No	Mixed	\$17.67	Coordinator, Executive Assistant, Financial Aid Specialist, Graphic Designer, Grants Accounting, Instructional Lab Assistant Senior, Instructional Lab Supervisor, Lab Supervisor, Managers, Student Services Advisor, Technical Support Specialist

**VALENCIA COLLEGE
STAFF SALARY SCHEDULE**

PAY GRADE	MINIMUM OF PAY GRADE	MAXIMUM OF PAY GRADE	ELIGIBLE FOR OVERTIME?	RECEIVE CONTRACT?	FULL-TIME, PART-TIME, OR MIXED	PART-TIME HOURLY RATE	EXAMPLES OF POSITIONS IN PAY GRADE
1622	\$38,854	\$69,938	Mixed	No	Mixed	\$18.68	CE Instructor, Executive Assistant Senior-Campus President, Graphic Designer Senior, Supervisors, Teaching Lab Supervisor
1623	\$41,912	\$75,440	Mixed	No	Mixed	\$20.15	Coordinator Disability Support Services, Functional IS Support Specialist, Graphic Design Supervisor
1624	\$48,676	\$90,051	Mixed	No	Mixed	\$ 23.40	Assistant Directors, Faculty Developer/Instructional Designer, Institutional Research Analyst, Managers, Recruiter AST
1625	\$55,979	\$103,561	No	No	Full-time	N/A	Campus Director Advising, Directors, IT Managers, Project Directors
1626	\$67,174	\$124,272	No	No	Full-time	N/A	Directors, IT Staff, Managing Directors, Senior Directors, Senior IT Project Managers
1627	\$80,609	\$149,124	No	No	Full-time	N/A	Directors, Managing Directors, Senior Directors
1628	\$96,731	\$183,784	No	Yes	Full-time	N/A	Assistant Vice Presidents, Chief Philanthropy Officer, Deans, Foundation VP & COO
1629	\$116,077	\$226,353	No	Yes	Full-time	N/A	Associate VP Enrollment Management, Chief Information Officer, Deans
1630	\$139,292	\$285,549	No	Yes	Full-time	N/A	Provosts, Foundation President and CEO, Vice Presidents

**VALENCIA COLLEGE
STUDENT AND OTHER DISTINCT PART-TIME POSITIONS HOURLY RATE SCHEDULE**

STUDENT POSITIONS HOURLY RATE SCHEDULE

PAY GRADE	HOURLY RATE	POSITION TITLES INCLUDE
S	\$13.00	Student Assistant
WS	\$13.00	Institutional Work Study Student Federal Work Study Student*

OTHER DISTINCT PART-TIME POSITIONS HOURLY RATE SCHEDULE

PAY GRADE	HOURLY RATE	POSITION TITLES INCLUDE
S1	\$13.00	Entertainment Specialist I Laboratory Aide I Learning Assistant I Office Aide I
ARTM	\$15.00	Art Model

PAY GRADE	BASIC	SKILLED	CERTIFIED
UFIT	\$21.00	\$25.00	\$30.00

* Student and Work Study employees may only work part-time (PT) hours and their assignments are temporary.

**VALENCIA COLLEGE
DEAF/HARD OF HEARING SERVICE PROVIDER HOURLY RATE SCHEDULE**

SIGN LANGUAGE SERVICE PROVIDERS				
CREDENTIALS	QA/EIPA3	CI or CT/EIPA4	NIC/EIPA5	CI & CT/EIPA5
ASSOCIATE OF ARTS (AA) OR 5 YEARS EXPERIENCE	\$27.56	\$33.31	\$39.71	\$39.71
BACHELOR'S (BA) OR 10 YEARS EXPERIENCE	\$27.98	\$33.85	\$40.24	\$40.24
MASTER'S (MA) OR 15 YEARS EXPERIENCE	\$28.52	\$34.11	\$40.51	\$40.51
DOCTORATE	\$29.05	\$34.65	\$41.04	\$41.04

KEY:

- QA – Quality Assurance Certificate (FL)
- NIC – National Interpreter Certification
- CI– Certificate of Interpreting (National)
- CT – Certificate of Transliterating (National)
- EIPA – Educational Interpreter Performance Assessment (National)

CAPTIONISTS WITH C-PRINT CERTIFICATIONS					
CREDENTIALS	BASE	3 YEARS EXP	5 YEARS EXP	10 YEARS EXP	15 YEARS EXP
BASE RATE	\$21.32	\$23.45	\$25.58	\$26.65	\$27.72
ASSOCIATE OF ARTS (AA)/ ASSOCIATE OF SCIENCE (AS)	\$21.59	\$23.72	\$25.85	\$26.92	\$27.98
BACHELOR'S (BA)	\$21.85	\$23.99	\$26.12	\$27.18	\$28.25

VALENCIA COLLEGE NOTES

EXECUTIVE-LEVEL EMPLOYEES:

1. Positions in pay grades 1629 and 1630 are executive management positions. Salaries of employees in these positions are determined by the President in conjunction with the Vice President, Organizational Development and Human Resources.
2. Effective July 1, 1991, executive management employees shall accumulate seven (7) days of administrative incentive credit each year; such credit to be prorated for each month worked, with a maximum accrual of thirty-five (35) days. Payment for such credited service will be made as follows:
 - If termination is voluntary and the executive provides at least nine (9) months' notice, the payments, less any withholdings and deductions required by law, will be distributed over the remaining number of regularly scheduled pay periods in the current period of employment.
 - If termination is involuntary, but not for cause or the executive provides less than nine (9) months' notice, payment will be made at the time of his/her termination in accordance with Policy [6Hx28:3F-02](#).
 - If termination is for cause the executive will not be entitled to this payment.

SALARY INCREASES, DIFFERENTIALS, SPECIAL RATES AND OVERTIME:

1. Full-time employees who worked one day more than six (6) consecutive months prior to the effective date of the annual board approved increases shall be eligible for receiving the increase.
2. Part-time employees on the Staff Salary Schedule will be eligible to receive the board approved annual increase if placed in their positions prior to the beginning of the new Fiscal Year. Part-Time Faculty will be paid the rates published in the most recent applicable Salary Schedule.
3. Employees at or above the maximum of the pay range will be paid a lump sum equivalent to the approved increase. Employees not at or above the maximum of the pay range will receive a pay increase to the maximum of the pay grade, and the remainder award as a lump sum.
4. Full-time non-exempt employees who work 40 or more hours in their primary job between 5:00 p.m. and 8:00 a.m. during the bi-weekly pay period will be entitled to a shift differential for that pay period. The amount of the shift differential will be \$20.00 per pay period.
5. Part-time hourly, non-instructional employees who work 50% or more of their hours between 5:00 p.m. and 8:00 a.m. during the bi-weekly pay period will be entitled to 25 cents per hour shift differential for that pay period.

VALENCIA COLLEGE NOTES

APPLICABLE POLICIES:

1. Total Rewards: Compensation & Hours of Work for Employees of the College; [6Hx28:3C-01](#)
2. Total Rewards: Recognition of Full-Time Employees for Educational Advancement; [6Hx28:3C-04](#)
3. Credit for Prior Experience and Service at the College on the Instructional Salary Schedule; [6Hx28:3C-04.2](#)
4. Terminal Pay for Full-Time Employees; [6Hx28:3F-02](#)