



TOTAL REWARDS SUMMARY

PART-TIME FACULTY MEMBERS

TEACHING ACADEMIC CREDIT PROGRAMS

PART-TIME LIBRARIANS

There are plenty of places to find employment, but at Valencia, you'll find fulfillment. Valencia College is committed to providing employees with a competitive and comprehensive total rewards package. Your total rewards include significantly more than just your base pay. Our total rewards program offers a wide-ranging combination of pay, benefits, professional development, and work/life balance in a meaningful, collaborative work environment.

PAID TIME OFF

(Part-time faculty members teaching academic credit programs only) Valencia is the first among Florida colleges to offer paid time off for part-time faculty members teaching academic credit programs. As a part-time faculty member, you'll receive: one half-hour of paid time off for each academic credit contact hour taught, at the start of each scheduled, contracted term, to use in the event of an unforeseen circumstance, illness or emergency. Paid time off is non-cumulative, non-compensable and non-transferable.

FICA ALTERNATIVE TO SOCIAL SECURITY

Part-time employees are automatically enrolled in the 401(a) FICA Alternative Plan where 7.5 percent of gross earnings will be placed in a tax-sheltered annuity, in lieu of the current 6.2 percent Social Security contribution, for employees who would not otherwise be eligible for defined retirement plans. Valencia's FICA Alternative Plan is currently administered by Corebridge Financial (formerly AIG Retirement Services), with flexibility in investment fund options available.

RETIREMENT SAVINGS OPTIONS

Valencia has partnered with Corebridge Financial (formerly AIG Retirement Services) to administer and provide the best benefit programs for Valencia employees. Through our partnership with Corebridge, employees have access to a variety of services to help plan, save and invest for retirement, including financial advising and educational workshops. Build your retirement portfolio by investing in the 457(b) or 403(b) voluntary plans. Plans offer immediate vesting and are portable, which means they can be rolled into investment options. You can choose pre-tax and/or post-tax contributions.

FACULTY AND INSTRUCTIONAL DEVELOPMENT

Valencia's comprehensive, competency-based Faculty Development Program offers face-to-face seminars and classroom training to online and hybrid courses — giving you variety, quality and, best of all, choice. Courses are uniquely designed and facilitated by Valencia experts — your colleagues — to engage teachers, scholars and practitioners in continuous improvement processes that result in student learning.

ASSOCIATE FACULTY CERTIFICATION PROGRAM

The Associate Faculty Certification is Valencia's way of recognizing and rewarding a commitment to enhancing knowledge, skills and abilities that lead to student learning and academic success. The program provides an opportunity to deepen your understanding of the Essential Competencies of a Valencia Educator as a part of a collaborative, innovative teaching community and to earn an increase in pay for contracted contact hours taught.

CAMPUS CENTERS FOR TEACHING/LEARNING INNOVATION

Campus Centers for Teaching/Learning Innovation provide a place where faculty learning, collaboration, innovation and scholarship contribute to the greater success of our students, faculty and community with a variety of services in support of teaching and learning. Services include partnering with an instructional designer to create and practice delivery of course content and materials; certifications, programs and teaching tools help to expand your professional practice and development in the Essential Competencies of a Valencia Educator; the Essential Competency Library offers more than 800 titles in books, scholarly journals and electronic resources in support of the Essential Competencies of a Valencia Educator; resources including computers, printers, iPads and video equipment are available along with a community of faculty to connect with.

This summary is intended as an overview and is subject to revision. Full details are contained in the applicable summary plan details and Valencia College policies and procedures.



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EDUCATION AND PROFESSIONAL DEVELOPMENT

- **LinkedIn Learning:** LinkedIn Learning is an award-winning industry leader in online training, with a digital library of more than 6,000 courses covering a wide range of technical, business, software and creative topics. These trainings give employees the opportunity to refine or develop professional skills, learn new software and explore other areas as they plan for career growth.
- **Valencia EDGE:** Designed to help with Employee Development, Growth and Engagement, this online portal offers access to customized Valencia courses and in-person workshops that are held virtually or on Valencia campuses.

OTHER VALENCIA COLLEGE REWARDS

- **Free LYNX Bus Transportation:** Interested in ridesharing or sustainable transportation? Valencia has partnered with LYNX Transportation to offer free bus transportation for all Valencia faculty, staff and students.
- **Microsoft Office 365 for Personal Use:** Available for all current Valencia College faculty and staff. Office 365 accounts are active for the duration of active employment.
- **Discounts on Valencia Arts and Entertainment Events:** Through Valencia's Arts and Entertainment program, employees have the chance to attend award-winning plays, dance presentations and theater performances – all for a discounted price and often for free.
- **Access to Campus Library Services:** Valencia employees have full access to all library and database services on campus. The library is your resource for research, personal enrichment or leisure reading.
- **Access to Valencia's Dental Hygiene Clinic:** Valencia's fully accredited dental hygiene program provides preventive dental hygiene services to faculty, staff, students and the general public – often for less than an insurance copay.

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