

VALENCIA COLLEGE

Salary Schedules for Fiscal Year 2018-2019

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

STEP	ASSOCIATE'S	BACHELOR'S	MASTER'S	MASTER'S + 30	DOCTORATE
1	\$41,030	\$42,430	\$45,930	\$49,430	\$52,930
2	\$42,201	\$43,601	\$47,101	\$50,601	\$54,101
3	\$43,372	\$44,772	\$48,272	\$51,772	\$55,272
4	\$44,543	\$45,943	\$49,443	\$52,943	\$56,443
5	\$45,714	\$47,114	\$50,614	\$54,114	\$57,614
6	\$46,885	\$48,285	\$51,785	\$55,285	\$58,785
7	\$48,056	\$49,456	\$52,956	\$56,456	\$59,956
8	\$49,227	\$50,627	\$54,127	\$57,627	\$61,127
9	\$50,398	\$51,798	\$55,298	\$58,798	\$62,298
10	\$51,569	\$52,969	\$56,469	\$59,969	\$63,469
11	\$52,740	\$54,140	\$57,640	\$61,140	\$64,640
12	\$53,911	\$55,311	\$58,811	\$62,311	\$65,811
13	\$55,082	\$56,482	\$59,982	\$63,482	\$66,982
14	\$56,253	\$57,653	\$61,153	\$64,653	\$68,153
15	\$57,424	\$58,824	\$62,324	\$65,824	\$69,324
16	\$58,595	\$59,995	\$63,495	\$66,995	\$70,495
17	\$59,766	\$61,166	\$64,666	\$68,166	\$71,666
18	\$60,937	\$62,337	\$65,837	\$69,337	\$72,837
19	\$62,108	\$63,508	\$67,008	\$70,508	\$74,008
20	\$63,279	\$64,679	\$68,179	\$71,679	\$75,179
21	\$64,450	\$65,850	\$69,350	\$72,850	\$76,350
22	\$65,621	\$67,021	\$70,521	\$74,021	\$77,521
23	\$66,792	\$68,192	\$71,692	\$75,192	\$78,692
24	\$67,963	\$69,363	\$72,863	\$76,363	\$79,863
25	\$69,134	\$70,534	\$74,034	\$77,534	\$81,034
26	\$70,305	\$71,705	\$75,205	\$78,705	\$82,205
27	\$71,476	\$72,876	\$76,376	\$79,876	\$83,376
28	\$72,647	\$74,047	\$77,547	\$81,047	\$84,547
29	\$73,818	\$75,218	\$78,718	\$82,218	\$85,718
30	\$74,989	\$76,389	\$79,889	\$83,389	\$86,889

* 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	MASTER'S	MASTER'S + 30	DOCTORATE
1	\$49,236	\$50,916	\$55,116	\$59,316	\$63,516
2	\$50,641	\$52,321	\$56,521	\$60,721	\$64,921
3	\$52,046	\$53,726	\$57,926	\$62,126	\$66,326
4	\$53,452	\$55,132	\$59,332	\$63,532	\$67,732
5	\$54,857	\$56,537	\$60,737	\$64,937	\$69,137
6	\$56,262	\$57,942	\$62,142	\$66,342	\$70,542
7	\$57,667	\$59,347	\$63,547	\$67,747	\$71,947
8	\$59,072	\$60,752	\$64,952	\$69,152	\$73,352
9	\$60,478	\$62,158	\$66,358	\$70,558	\$74,758
10	\$61,883	\$63,563	\$67,763	\$71,963	\$76,163
11	\$63,288	\$64,968	\$69,168	\$73,368	\$77,568
12	\$64,693	\$66,373	\$70,573	\$74,773	\$78,973
13	\$66,098	\$67,778	\$71,978	\$76,178	\$80,378
14	\$67,504	\$69,184	\$73,384	\$77,584	\$81,784
15	\$68,909	\$70,589	\$74,789	\$78,989	\$83,189
16	\$70,314	\$71,994	\$76,194	\$80,394	\$84,594
17	\$71,719	\$73,399	\$77,599	\$81,799	\$85,999
18	\$73,124	\$74,804	\$79,004	\$83,204	\$87,404
19	\$74,530	\$76,210	\$80,410	\$84,610	\$88,810
20	\$75,935	\$77,615	\$81,815	\$86,015	\$90,215
21	\$77,340	\$79,020	\$83,220	\$87,420	\$91,620
22	\$78,745	\$80,425	\$84,625	\$88,825	\$93,025
23	\$80,150	\$81,830	\$86,030	\$90,230	\$94,430
24	\$81,556	\$83,236	\$87,436	\$91,636	\$95,836
25	\$82,961	\$84,641	\$88,841	\$93,041	\$97,241
26	\$84,366	\$86,046	\$90,246	\$94,446	\$98,646
27	\$85,771	\$87,451	\$91,651	\$95,851	\$100,051
28	\$87,176	\$88,856	\$93,056	\$97,256	\$101,456
29	\$88,582	\$90,262	\$94,462	\$98,662	\$102,862
30	\$89,987	\$91,667	\$95,867	\$100,067	\$104,267

* 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 FACULTY RATES

	8 MONTH		10 MONTH		12 MONTH	
DEGREE LEVEL	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
ASSOCIATE'S	\$34,443	\$50,416	\$37,888	\$55,458	\$41,332	\$60,499
BACHELOR'S	\$36,009	\$52,708	\$39,610	\$57,978	\$43,211	\$63,249
MASTER'S	\$39,140	\$57,291	\$43,054	\$63,020	\$46,968	\$68,749
MASTER'S +30	\$42,271	\$61,874	\$46,498	\$68,062	\$50,725	\$74,249
DOCTORATE	\$43,837	\$64,166	\$48,220	\$70,582	\$52,604	\$76,999

- * 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
TEMPORARY FACULTY SALARY SCHEDULE**

4 MONTH FACULTY RATES

DEGREE LEVEL	FALL	SPRING	SUMMER FULL TERM
ASSOCIATE'S	\$17,222	\$17,222	\$17,222
BACHELOR'S	\$18,005	\$18,005	\$18,005
MASTER'S	\$19,570	\$19,570	\$19,570
MASTER'S +30	\$21,136	\$21,136	\$21,136
DOCTORATE	\$21,919	\$21,919	\$21,919

**VALENCIA COLLEGE
OVERLOAD AND PART-TIME FACULTY SALARY SCHEDULE
(ON-CAMPUS)**

ON-CAMPUS CREDIT COURSES TAUGHT BY FULL-TIME FACULTY, NON-FACULTY FULL-TIME STAFF WHO HAVE FEWER THAN 60 FACULTY DEVELOPMENT HOURS AND PART-TIME FACULTY

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$606	\$1,818	\$2,424	\$3,030	\$3,636
MASTER'S	\$663	\$1,989	\$2,652	\$3,315	\$3,978
DOCTORATE	\$726	\$2,178	\$2,904	\$3,630	\$4,356

ON-CAMPUS CREDIT COURSES TAUGHT BY NON-FACULTY FULL-TIME STAFF AND FULL-TIME ANNUALLY APPOINTED FACULTY WHO HAVE 60 OR MORE FACULTY DEVELOPMENT HOURS AND ASSOCIATE FACULTY

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$649	\$1,947	\$2,596	\$3,245	\$3,894
MASTER'S	\$705	\$2,115	\$2,820	\$3,525	\$4,230
DOCTORATE	\$767	\$2,301	\$3,068	\$3,835	\$4,602

ON-CAMPUS 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	\$1,060	\$3,180	\$4,240	\$5,300	\$6,360
MASTER'S	\$1,114	\$3,342	\$4,456	\$5,570	\$6,684
DOCTORATE	\$1,179	\$3,537	\$4,716	\$5,895	\$7,074

**VALENCIA COLLEGE
OVERLOAD AND PART-TIME FACULTY SALARY SCHEDULE
(OFF-CAMPUS)**

**OFF-CAMPUS DUAL ENROLLMENT CREDIT COURSES TAUGHT BY FULL-TIME FACULTY, NON-FACULTY FULL-TIME
STAFF WHO HAVE FEWER THAN 60 FACULTY DEVELOPMENT HOURS AND PART-TIME FACULTY**

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$910	\$2,730	\$3,640	\$4,550	\$5,460
MASTER'S	\$995	\$2,985	\$3,980	\$4,975	\$5,970
DOCTORATE	\$1,088	\$3,264	\$4,352	\$5,440	\$6,528

**OFF-CAMPUS DUAL ENROLLMENT CREDIT COURSES TAUGHT BY NON-FACULTY FULL-TIME STAFF AND FULL-TIME
ANNUALLY APPOINTED FACULTY WHO HAVE 60 OR MORE FACULTY DEVELOPMENT HOURS AND ASSOCIATE FACULTY**

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$973	\$2,919	\$3,892	\$4,865	\$5,838
MASTER'S	\$1,058	\$3,174	\$4,232	\$5,290	\$6,348
DOCTORATE	\$1,152	\$3,456	\$4,608	\$5,760	\$6,912

OFF-CAMPUS 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	\$1,590	\$4,770	\$6,360	\$7,950	\$9,540
MASTER'S	\$1,670	\$5,010	\$6,680	\$8,350	\$10,020
DOCTORATE	\$1,770	\$5,310	\$7,080	\$8,850	\$10,620

**VALENCIA COLLEGE
OVERLOAD AND PART-TIME FACULTY SALARY SCHEDULE
(ON-CAMPUS & ADVISING COMPONENT)**

**ON-CAMPUS CREDIT COURSES WITH ADVISING COMPONENT TAUGHT BY NSE FACULTY
WHO HAVE FEWER THAN 60 FACULTY DEVELOPMENT HOURS**

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$764	\$2,292	\$3,056	\$3,820	\$4,584
MASTER'S	\$820	\$2,460	\$3,280	\$4,100	\$4,920
DOCTORATE	\$883	\$2,649	\$3,532	\$4,415	\$5,298

**ON-CAMPUS CREDIT COURSES WITH ADVISING COMPONENT TAUGHT BY NSE FACULTY
WHO HAVE 60 OR MORE FACULTY DEVELOPMENT HOURS AND ASSOCIATE FACULTY**

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$806	\$2,418	\$3,224	\$4,030	\$4,836
MASTER'S	\$863	\$2,589	\$3,452	\$4,315	\$5,178
DOCTORATE	\$924	\$2,772	\$3,696	\$4,620	\$5,544

**VALENCIA COLLEGE
OVERLOAD AND PART-TIME FACULTY SALARY SCHEDULE
(OFF-CAMPUS & ADVISING COMPONENT)**

**OFF-CAMPUS DUAL ENROLLMENT CREDIT COURSES WITH ADVISING COMPONENT TAUGHT BY NSE FACULTY
WHO HAVE FEWER THAN 60 FACULTY DEVELOPMENT HOURS**

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$1,067	\$3,201	\$4,268	\$5,335	\$6,402
MASTER'S	\$1,153	\$3,459	\$4,612	\$5,765	\$6,918
DOCTORATE	\$1,246	\$3,738	\$4,984	\$6,230	\$7,476

**OFF-CAMPUS DUAL ENROLLMENT CREDIT COURSES WITH ADVISING COMPONENT TAUGHT BY NSE FACULTY
WHO HAVE 60 OR MORE FACULTY DEVELOPMENT HOURS**

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$1,130	\$3,390	\$4,520	\$5,650	\$6,780
MASTER'S	\$1,216	\$3,648	\$4,864	\$6,080	\$7,296
DOCTORATE	\$1,310	\$3,930	\$5,240	\$6,550	\$7,860

**VALENCIA COLLEGE
SPECIALIZED SERVICES RATE SCHEDULE**

CLOCK HOUR SPECIALIZED SERVICES RATES

SPECIALIZED SERVICES	STANDARD	ASSOCIATE FACULTY	SENIOR TEACHING FELLOWS
ASSOCIATE'S DEGREE	\$24.06	\$25.51	\$37.39
BACHELOR'S DEGREE	\$26.25	\$28.07	\$41.35
MASTER'S DEGREE	\$28.16	\$29.95	\$44.91
EARNED DOCTORATE	\$31.80	\$33.64	\$51.39
APPLIED PRIVATE MUSIC	\$37.42		
ENTERTAINMENT PERFORMER	Up to \$60.00		
PHYSICIANS & DENTISTS	Up to \$68.22		
CRIMINAL JUSTICE	Up to \$68.22		
CONTINUING EDUCATION	Up to \$100.00		

NOTES:

1. A maximum of six (6) one-hour private lessons may be included within the normal workload. Additional private lessons to students may be taught on an overload basis (over and above the required thirty-five [35] hours per week) with the approval of the Dean.
2. Where other specialized services are necessary and/or where contracts at different rates of pay are necessary, the President or his/her designate, in conjunction with the Vice President, Organizational Development and Human Resources may approve these.
3. Part-time employees are hired by the session or on an hourly basis. A part-time instructional employee teaching credit classes will not be hired in excess of one term at a time unless specifically approved by the President or his/her designate and in conjunction with the Vice President, Organizational Development and Human Resources.
4. The Valencia Continuing Education rate includes development, preparation, coordination and instruction.

**VALENCIA COLLEGE
SPECIALIZED SERVICES RATE SCHEDULE**

FLAT RATE SPECIALIZED SERVICES RATES

FACULTY DEVELOPMENT, ALTERNATIVE DELIVERY, & TEACHING/LEARNING ACADEMY (TLA)	RATE
Destination Program Participant	\$500
Course Development (Face-to-Face Course)	\$300
Course Development (1-3 Week Online/Hybrid)	\$300
Course Development (4-5 Week Online/Hybrid)	\$500
Course Development (6+ Week Online/Hybrid)	\$700
Course Facilitation (Face-to-Face, One 1-2.5 Hour Session)	\$150
Course Facilitation (Face-to-Face, One 3-6 hour Session)	\$300
Course Facilitation (Face-to-Face, Multiple 1-2.5 Hour Sessions)	\$150 per course session
Course Facilitation (Face-to-Face, Multiple 3-6 Hour Sessions)	\$300 per course session
Course Facilitation (Online/Hybrid, Conducted Over 1-3 Weeks)	\$300
Course Facilitation (Online/Hybrid, Conducted Over 4-5 Weeks)	\$500
Course Facilitation (Online/Hybrid, Conducted Over 6+ Weeks)	\$700
Quality Matters Team Reviewer	\$150
Quality Matters Team Chair (Initial Review)	\$250
Quality Matters Team Chair (Re-Review)	\$150
LEARNING COMMUNITIES	RATE
LinC Contract	\$267 per contact hour
Campus SL Coordinator (Fall & Spring)	\$3,444 per term
Campus SL Coordinator (Summer)	\$1,722 per term

**VALENCIA COLLEGE
MISCELLANEOUS FACULTY RATE SCHEDULE**

SUBSTITUTE TEACHING - STANDARD RATE (PER CONTACT HOUR)

DEGREE	STANDARD
ASSOCIATE'S	\$15.27
BACHELOR'S	\$19.70
MASTER'S	\$22.52
DOCTORATE	\$26.14

SUBSTITUTE TEACHING – DUAL ENROLLMENT (PER CONTACT HOUR)

DEGREE	STANDARD
ASSOCIATE'S	\$22.90
BACHELOR'S	\$29.55
MASTER'S	\$33.78
DOCTORATE	\$39.21

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.

FACULTY SERVICE	INTERNSHIP PROGRAM	INDEPENDENT STUDY	STUDENT ORIENTATION/MENTORING
RATE OF PAY:	To supervise a student intern is \$125 per student	\$25 per student credit hour	\$25 per student per term

**VALENCIA COLLEGE
STAFF SALARY SCHEDULE**

PAY GRADE	MINIMUM OF PAY GRADE	MAXIMUM OF PAY GRADE	ELIGIBLE FOR OVERTIME? (FT ONLY)	RECEIVE CONTRACT?	FULL-TIME, PART-TIME, OR MIXED	PART-TIME HOURLY RATE	EXAMPLES OF POSITIONS IN PAY GRADE
1617	\$25,100	\$34,020	Yes	No	Mixed	\$12.02	Custodian, Groundskeeper, Irrigation Specialist, Security Officer, Clerk, Sales Associate, Maintenance Assistant, Delivery Courier, Staff Assistant I
1618	\$26,244	\$38,054	Yes	No	Mixed	\$12.57	Clerk, Custodial/Grounds Working Supervisor, Equipment Mechanic, Master Security Officer, Library Assistant, Delivery Courier Sr., Specialists, Staff Assistant II
1619	\$28,344	\$42,515	Yes	No	Mixed	\$13.57	Campus Store Asst. Manager, Custodial Asst. Supervisor, Equipment Mechanic Sr., Maintenance Technician, Specialists, Service Center Representative, Enrollment Services Advisor
1620	\$31,178	\$48,326	Yes	No	Mixed	\$14.93	Accounts Assistant, Instructional Lab Assistant, Implementation Coordinator, International Student Advisor, Security Field Supervisor, Specialists, Client Service Consultant, Library Services Supervisor, AC Technician
1621	\$34,296	\$54,873	Yes	No	Mixed	\$16.43	Advisors, Accounting Specialists, Managers, Purchasing Agent, Graphic Designer, Lab Supervisor, Trades/Maintenance Assistant Supervisor, Compliance Inspector, Coordinators, Specialists, Success Coach

**VALENCIA COLLEGE
STAFF SALARY SCHEDULE**

PAY GRADE	MINIMUM OF PAY GRADE	MAXIMUM OF PAY GRADE	ELIGIBLE FOR OVERTIME? (FT ONLY)	RECEIVE CONTRACT?	FULL-TIME, PART-TIME, OR MIXED	PART-TIME HOURLY RATE	EXAMPLES OF POSITIONS IN PAY GRADE
1622	\$37,725	\$60,360	Mixed	No	Mixed	\$18.07	Graphic Designer Sr., CADD Technician, Compliance Inspector Sr., Construction Specialist, Managers, Supervisors, Teaching Lab Supervisors, Teaching Coordinators
1623	\$41,498	\$66,396	Mixed	No	Mixed	\$19.87	Trades/Maintenance Supervisor, Graphic Design Supervisor, Functional IS Support Specialist, Producer, Senior News Writer
1624	\$47,722	\$78,742	Mixed	No	Mixed	\$22.86	Assistant Directors, Computer Analysts, Web Developer, Managers, Network Administrators, Recruiter, Controller
1625	\$54,881	\$90,553	Mixed	No	Full-time	N/A	Computer Analysts Sr., Database/Systems Administrators, IT Managers, Directors, Superintendents, Planner-Facility
1626	\$65,857	\$108,664	Mixed	No	Full-time	N/A	Database/Administrators Sr., Directors, Managing Directors
1627	\$79,028	\$130,397	No	No	Full-time	N/A	Directors
1628	\$94,834	\$161,218	No	Yes	Full-time	N/A	Deans, Campus Deans, Assistant Vice Presidents, Chief Philanthropy Officer
1629	\$113,801	\$199,151	No	Yes	Full-time	N/A	Executive Deans
1630	\$136,561	\$252,638	No	Yes	Full-time	N/A	Vice Presidents, Campus Presidents, Foundation President

**VALENCIA COLLEGE
STUDENT AND UNCLASSIFIED POSITIONS HOURLY RATE SCHEDULE**

PAY GRADE	HOURLY RATE	POSITION TITLES INCLUDE
S	\$8.25	Student Assistant
S1	\$8.25	Laboratory Aide I Entertainment Specialist I Learning Assistant I Office Aide I
Unclassified	\$13.82 \$16.22 \$21.59 \$27.97 \$27.97	Testing Proctor Testing Supervisor Reference Assistant Counselor Librarian

**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	\$25.25	\$31.25	\$37.25	\$37.25
BACHELOR'S (BA) OR 10 YEARS EXPERIENCE	\$25.75	\$31.75	\$37.75	\$37.75
MASTER'S (MA) OR 15 YEARS EXPERIENCE	\$26.00	\$32.00	\$38.00	\$38.00
DOCTORATE	\$26.50	\$32.50	\$38.50	\$38.50

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	\$20.00	\$22.00	\$24.00	\$25.00	\$26.00
ASSOCIATE OF ARTS (AA)/ ASSOCIATE OF SCIENCE (AS)	\$20.25	\$22.25	\$24.25	\$25.25	\$26.25
BACHELOR'S (BA)	\$20.50	\$22.50	\$24.50	\$25.50	\$26.50

**VALENCIA COLLEGE
NOTES**

FACULTY:

1. For twelve (12) month faculty, the annual salary will be distributed in the same manner as for other (12) month employees. For employees beginning or terminating during the year, the salary will be prorated based on 260-days from July 1, 2018, through June 30, 2019. For ten (10) month faculty, the annual salary will be divided into twenty-two (22) or twenty-six (26) equal payments at the election of the faculty member. For ten (10) month faculty beginning or terminating during the year, the salary will be prorated based on 194 days.
2. Faculty on a supplemental contract who teach less than a normal teaching load for Summer A or B may be paid based on a corresponding percentage of the normal full-time salary if regularly required office and student engagement hours are maintained. Salaries of personnel employed under federal projects may not exceed board-approved salaries.
3. Faculty Incentive Plan: Faculty members who meet the requirements for the Professional Development plan and/or the High Impact Practices plan (formerly known as Institutional Effectiveness) will be eligible for payment level as described below based on established criteria in the Faculty Incentive Plan and paid upon approval by the President or his/her designee.

Faculty Incentive Play Options:	Payment:
Participates only in High Impact Practices Plan--30 hours	\$1,000
Participates only in Tier I level of Professional Development Plan--25 hours	\$750
Participates only in Tier II level of Professional Development Plan--50 hours	\$1,500
Participates in both Tier I level of Professional Development Plan (25 hours) AND High Impact Practices Plan (30 hours)	\$1,750
Participates in both Tier II level of Professional Development Plan (50 hours) AND High Impact Practices Plan (30 hours)	\$2,500

4. A faculty member performing extra, non-teaching duties outside his/her normal working hours may be paid a salary supplement for the additional duties. The pay rate for such extra duties shall be at the greater of the Department of Labor (DOL) Federal or Florida minimum wage rate to a maximum of \$25.00 per hour. For additional teaching duties see the credit overload and/or continuing education schedules. A faculty member may not receive payment for hours worked which exceed his/her normal working hours by more than ten (10) hours per week unless approved by the President or his/her designate and in conjunction with the Vice President, Organizational Development and Human Resources.
5. Full-time Annually Appointed faculty will be paid a flat rate that does not correlate to the regular faculty salary schedule. Compensation is based on a full teaching load and the associated office and student engagement hours. For personnel beginning or terminating during the session, the salary will be prorated based on a ratio of the number of actual days worked and the number of work days in the academic session.
6. Full-time faculty, when teaching day or evening classes for other instructors who are absent from campus on sick leave, personal leave or professional leave without pay, will be paid in accordance with policy 6Hx28:3A-05.

VALENCIA COLLEGE NOTES

EXECUTIVE-LEVEL EMPLOYEES

1. 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 Policy6Hx28:3F-02.
 - If termination is for cause the executive will not be entitled to this payment.

SALARY PAYMENT:

1. For twelve calendar month employees, the annual salary will be divided into twenty-six (26) payments. For personnel beginning or terminating during the year, the salary will be prorated on a 260-day work year from July 1, 2018, through June 30, 2019.

SALARY INCREASES, SUPPLEMENTS, DIFFERENTIALS, SPECIAL RATES AND OVERTIME:

1. Full-time employees who worked one day more than half of the work days in the 2017-2018 fiscal year or were offered and accepted employment prior to January 1, 2018 will receive a 2.00% raise effective August 12, 2018.
2. Employees who worked less than six months in the 2017-2018 fiscal year or were offered and accepted employment after January 1, 2018 will not receive a raise, unless they are below the minimum of pay range, in which case they will be placed at the new minimum, if the minimum of the pay range is not reduced.
3. Part-time employees, on the Staff Salary Schedule, unclassified schedule and the Clock Hour Specialized Services Rates Schedule, will receive a 2.00% pay raise effective August 12, 2018.
4. 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.
5. 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.
6. 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.
7. 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**

SALARY INCREASES, SUPPLEMENTS, DIFFERENTIALS, SPECIAL RATES AND OVERTIME:

8. An exempt non-instructional employee performing special assignments outside his/her normal working hours may be paid a salary supplement for the extra duties. The pay rate for such extra duties shall be determined by the President or his/her designate in conjunction with the Vice President, Organizational Development and Human Resources.
9. Board approved salary increases will not be processed for employees employed under federal/state grants unless money for these increases have been budgeted in the grants.
10. A non-exempt employee may not work in excess of ten (10) hours per week beyond forty (40) unless approved by the President or his/her designate in conjunction with the Vice President, Organizational Development and Human Resources.
11. Individuals returning to the college after having retired under the Florida Retirement System or the State Community College Optional Retirement Program and received benefits under the Retirement Incentive Program shall be reemployed at the entry level without credit for experience. This is done in conjunction with approval from the Vice President, Organizational Development and Human Resources.