

VALENCIA COLLEGE

Salary Schedules for Fiscal Year 2024-2025

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

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Classification and Compensation Philosophy

At Valencia College, we believe that our employees play a pivotal role in shaping our students' educational journey and success. We recognize that everyone brings a unique blend of knowledge, skills, and abilities acquired through varying educational, practical, and professional experiences.

We value these collective experiences as the foundation of our compensation practices.

Compensation is one component of a comprehensive total rewards package offered at the College. We are committed to providing competitive compensation that aligns with market standards and reflects our available financial resources. The following core principles guide our classification and compensation philosophy:

- **Fairness:** We believe in providing fair (and internally equitable) compensation, adhering to pertinent laws and regulations for all staff and faculty within our institution. Standard operating procedures and practices are applied consistently to include a thorough review of the scope of responsibilities and qualifications outlined in the job description and a candidate's relevant experience; additional analyses are conducted to assist in maintaining internal pay equity.
- **Competitiveness:** We seek to offer competitive compensation packages with those of similar organizations, particularly within the higher education sector. We strive to continuously review market data to remain competitive and to provide a total rewards package that includes financial compensation, non-financial benefits, and career development opportunities to enhance the overall employee experience at the College and contribute to motivation and engagement.
- **Transparency:** We are committed to ensuring transparency in our pay practices, enabling prospective and current employees to understand their potential earnings and how decisions are determined clearly. We provide continued support through open communication and access to resources and informational guides.
- **Sustainability:** Our compensation practices are designed to be financially sustainable. We aim to meet our current and future obligations to our employees while also investing in the strategic priorities of our college.
- **Flexibility and Responsiveness:** We maintain flexibility in our compensation practices to adapt to changing market conditions and institutional priorities. We aim to continually evaluate data and current policies and procedures, adjusting as needed to ensure external and internal alignment.

By adhering to these principles, we uphold our commitment to fairness, competitiveness, transparency, sustainability, and adaptability in our compensation approach at Valencia College to attract, motivate, and retain top talent.

VALENCIA COLLEGE
FULL-TIME 10-MONTH TENURE EARNING FAULTY SALARY SCHEDULE

| FY 2024-25 Step | ASSOCIATE'S | BACHELOR'S | MASTERS | MASTERS + 30 | DOCTORATE |
|--------------------|-------------|------------|----------|-----------------|-----------|
| 1 | \$44,138 | \$45,538 | \$49,038 | \$52,538 | \$56,038 |
| 2 | \$45,389 | \$46,789 | \$50,289 | \$53,789 | \$57,289 |
| 3 | \$46,639 | \$48,039 | \$51,539 | \$55,039 | \$58,539 |
| 4 | \$47,889 | \$49,289 | \$52,789 | \$56,289 | \$59,789 |
| 5 | \$49,140 | \$50,540 | \$54,040 | \$57,540 | \$61,040 |
| 6 | \$50,390 | \$51,790 | \$55,290 | \$58,790 | \$62,290 |
| 7 | \$51,640 | \$53,040 | \$56,540 | \$60,040 | \$63,540 |
| 8 | \$52,891 | \$54,291 | \$57,791 | \$61,291 | \$64,791 |
| 9 | \$54,141 | \$55,541 | \$59,041 | \$62,541 | \$66,041 |
| 10 | \$55,392 | \$56,792 | \$60,292 | \$63,792 | \$67,292 |
| 11 | \$56,642 | \$58,042 | \$61,542 | \$65,042 | \$68,542 |
| 12 | \$57,892 | \$59,292 | \$62,792 | \$66,292 | \$69,792 |
| 13 | \$59,143 | \$60,543 | \$64,043 | \$67,543 | \$71,043 |
| 14 | \$60,393 | \$61,793 | \$65,293 | \$68,793 | \$72,293 |
| 15 | \$61,644 | \$63,044 | \$66,544 | \$70,044 | \$73,544 |
| 16 | \$62,894 | \$64,294 | \$67,794 | \$71,294 | \$74,794 |
| 17 | \$64,144 | \$65,544 | \$69,044 | \$72,544 | \$76,044 |
| 18 | \$65,395 | \$66,795 | \$70,295 | \$73,795 | \$77,295 |
| 19 | \$66,645 | \$68,045 | \$71,545 | \$75,045 | \$78,545 |
| 20 | \$67,896 | \$69,296 | \$72,796 | \$76,296 | \$79,796 |
| 21 | \$69,146 | \$70,546 | \$74,046 | \$77,546 | \$81,046 |
| 22 | \$70,396 | \$71,796 | \$75,296 | \$78,796 | \$82,296 |
| 23 | \$71,647 | \$73,047 | \$76,547 | \$80,047 | \$83,547 |
| 24 | \$72,897 | \$74,297 | \$77,797 | \$81,297 | \$84,797 |
| 25 | \$74,147 | \$75,547 | \$79,047 | \$82,547 | \$86,047 |
| 26 | \$75,398 | \$76,798 | \$80,298 | \$83,798 | \$87,298 |
| 27 | \$76,648 | \$78,048 | \$81,548 | \$85,048 | \$88,548 |
| 28 | \$77,899 | \$79,299 | \$82,799 | \$86,299 | \$89,799 |
| 29 | \$79,149 | \$80,549 | \$84,049 | \$87,549 | \$91,049 |
| 30 | \$80,399 | \$81,799 | \$85,299 | \$88,799 | \$92,299 |

* 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*

| FY 2024-25 Step | ASSOCIATE'S BACHELOR'S | MASTERS | MASTERS + 30 | DOCTORATE | |
|--------------------|------------------------|----------|--------------|-----------|-----------|
| 1 | \$52,966 | \$54,646 | \$58,846 | \$63,046 | \$67,246 |
| 2 | \$54,466 | \$56,146 | \$60,346 | \$64,546 | \$68,746 |
| 3 | \$55,967 | \$57,647 | \$61,847 | \$66,047 | \$70,247 |
| 4 | \$57,467 | \$59,147 | \$63,347 | \$67,547 | \$71,747 |
| 5 | \$58,968 | \$60,648 | \$64,848 | \$69,048 | \$73,248 |
| 6 | \$60,468 | \$62,148 | \$66,348 | \$70,548 | \$74,748 |
| 7 | \$61,969 | \$63,649 | \$67,849 | \$72,049 | \$76,249 |
| 8 | \$63,469 | \$65,149 | \$69,349 | \$73,549 | \$77,749 |
| 9 | \$64,970 | \$66,650 | \$70,850 | \$75,050 | \$79,250 |
| 10 | \$66,470 | \$68,150 | \$72,350 | \$76,550 | \$80,750 |
| 11 | \$67,970 | \$69,650 | \$73,850 | \$78,050 | \$82,250 |
| 12 | \$69,471 | \$71,151 | \$75,351 | \$79,551 | \$83,751 |
| 13 | \$70,971 | \$72,651 | \$76,851 | \$81,051 | \$85,251 |
| 14 | \$72,472 | \$74,152 | \$78,352 | \$82,552 | \$86,752 |
| 15 | \$73,972 | \$75,652 | \$79,852 | \$84,052 | \$88,252 |
| 16 | \$75,473 | \$77,153 | \$81,353 | \$85,553 | \$89,753 |
| 17 | \$76,973 | \$78,653 | \$82,853 | \$87,053 | \$91,253 |
| 18 | \$78,474 | \$80,154 | \$84,354 | \$88,554 | \$92,754 |
| 19 | \$79,974 | \$81,654 | \$85,854 | \$90,054 | \$94,254 |
| 20 | \$81,475 | \$83,155 | \$87,355 | \$91,555 | \$95,755 |
| 21 | \$82,975 | \$84,655 | \$88,855 | \$93,055 | \$97,255 |
| 22 | \$84,476 | \$86,156 | \$90,356 | \$94,556 | \$98,756 |
| 23 | \$85,976 | \$87,656 | \$91,856 | \$96,056 | \$100,256 |
| 24 | \$87,476 | \$89,156 | \$93,356 | \$97,556 | \$101,756 |
| 25 | \$88,977 | \$90,657 | \$94,857 | \$99,057 | \$103,257 |
| 26 | \$90,477 | \$92,157 | \$96,357 | \$100,557 | \$104,757 |
| 27 | \$91,978 | \$93,658 | \$97,858 | \$102,058 | \$106,258 |
| 28 | \$93,478 | \$95,158 | \$99,358 | \$103,558 | \$107,758 |
| 29 | \$94,979 | \$96,659 | \$100,859 | \$105,059 | \$109,259 |
| 30 | \$96,479 | \$98,159 | \$102,359 | \$106,559 | \$110,759 |

*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

| DEGREE LEVEL | 8 MONTH | | 10 MONTH | | 12 MONTH | |
|---------------------|----------|----------|----------|----------|----------|----------|
| | MINIMUM | MAXIMUM | MINIMUM | MAXIMUM | MINIMUM | MAXIMUM |
| ASSOCIATE'S | \$36,952 | \$54,086 | \$40,647 | \$59,495 | \$44,342 | \$64,904 |
| BACHELOR'S | \$38,632 | \$56,545 | \$42,495 | \$62,198 | \$46,357 | \$67,853 |
| MASTER'S | \$41,990 | \$61,462 | \$46,189 | \$67,607 | \$50,387 | \$73,754 |
| MASTER'S +30 | \$45,349 | \$66,378 | \$49,883 | \$73,017 | \$54,418 | \$79,654 |
| DOCTORATE | \$47,029 | \$68,838 | \$51,731 | \$75,720 | \$56,434 | \$82,604 |

*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 | \$13,858 | \$18,477 | \$36,952 | \$44,342 |
| BACHELOR'S | \$14,488 | \$19,317 | \$38,632 | \$46,357 |
| MASTER'S | \$15,747 | \$20,996 | \$41,990 | \$50,387 |
| MASTER'S +30 | \$17,007 | \$22,676 | \$45,349 | \$54,418 |
| DOCTORATE | \$17,638 | \$23,515 | \$47,029 | \$56,434 |

* 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 (ON-CAMPUS)

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.

ON-CAMPUS 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 | \$750 | \$2,250 | \$3,000 | \$3,750 | \$4,500 |
| MASTER'S | \$821 | \$2,463 | \$3,284 | \$4,105 | \$4,926 |
| DOCTORATE | \$899 | \$2,697 | \$3,596 | \$4,495 | \$5,394 |

ON-CAMPUS 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 | \$804 | \$2,412 | \$3,216 | \$4,020 | \$4,824 |
| MASTER'S | \$874 | \$2,622 | \$3,496 | \$4,370 | \$5,244 |
| DOCTORATE | \$950 | \$2,850 | \$3,800 | \$4,750 | \$5,700 |

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 | \$1,311 | \$3,933 | \$5,244 | \$6,555 | \$7,866 |
| MASTER'S | \$1,379 | \$4,137 | \$5,516 | \$6,895 | \$8,274 |
| DOCTORATE | \$1,459 | \$4,377 | \$5,836 | \$7,295 | \$8,754 |

*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 (OFF-CAMPUS)**

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

OFF-CAMPUS 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 | \$1,126 | \$3,378 | \$4,504 | \$5,630 | \$6,756 |
| MASTER'S | \$1,232 | \$3,696 | \$4,928 | \$6,160 | \$7,392 |
| DOCTORATE | \$1,347 | \$4,041 | \$5,388 | \$6,735 | \$8,082 |

OFF-CAMPUS 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 | \$1,204 | \$3,612 | \$4,816 | \$6,020 | \$7,224 |
| MASTER'S | \$1,309 | \$3,927 | \$5,236 | \$6,545 | \$7,854 |
| DOCTORATE | \$1,425 | \$4,275 | \$5,700 | \$7,125 | \$8,550 |

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 | \$1,968 | \$5,904 | \$7,872 | \$9,840 | \$11,808 |
| MASTER'S | \$2,066 | \$6,198 | \$8,264 | \$10,330 | \$12,396 |
| DOCTORATE | \$2,190 | \$6,570 | \$8,760 | \$10,950 | \$13,140 |

*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 (ON-CAMPUS)**

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

ON-CAMPUS 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 | \$947 | \$2,841 | \$3,788 | \$4,735 | \$5,682 |
| MASTER'S | \$1,014 | \$3,042 | \$4,056 | \$5,070 | \$6,084 |
| DOCTORATE | \$1,094 | \$3,282 | \$4,376 | \$5,470 | \$6,564 |

ON-CAMPUS 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 | \$998 | \$2,994 | \$3,992 | \$4,990 | \$5,988 |
| MASTER'S | \$1,069 | \$3,207 | \$4,276 | \$5,345 | \$6,414 |
| DOCTORATE | \$1,144 | \$3,432 | \$4,576 | \$5,720 | \$6,864 |

*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 (OFF-CAMPUS)

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.

**OFF-CAMPUS 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 | \$1,322 | \$3,966 | \$5,288 | \$6,610 | \$7,932 |
| MASTER'S | \$1,427 | \$4,281 | \$5,708 | \$7,135 | \$8,562 |
| DOCTORATE | \$1,541 | \$4,623 | \$6,164 | \$7,705 | \$9,246 |

**OFF-CAMPUS 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 | \$1,398 | \$4,194 | \$5,592 | \$6,990 | \$8,388 |
| MASTER'S | \$1,506 | \$4,518 | \$6,024 | \$7,530 | \$9,036 |
| DOCTORATE | \$1,621 | \$4,863 | \$6,484 | \$8,105 | \$9,726 |

*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**

| Full-time | | | Part-Time | |
|------------------|----------------|----------------|------------------|----------------|
| Grade | Minimum | Maximum | Grade | Minimum |
| 2021 | \$33,800 | \$49,010 | 2021 | \$16.25 |
| 2022 | \$34,780 | \$52,170 | 2022 | \$16.72 |
| 2023 | \$37,265 | \$54,034 | 2023 | \$17.92 |
| 2024 | \$38,654 | \$57,209 | 2024 | \$18.58 |
| 2025 | \$39,014 | \$61,642 | 2025 | \$18.76 |
| 2026 | \$41,447 | \$64,242 | 2026 | \$19.93 |
| 2027 | \$44,389 | \$66,584 | 2027 | \$21.34 |
| 2028 | \$46,609 | \$69,913 | 2028 | \$22.41 |
| 2029 | \$48,939 | \$73,409 | 2029 | \$23.53 |
| 2030 | \$51,386 | \$77,079 | 2030 | \$24.70 |
| 2031 | \$53,956 | \$80,933 | 2031 | \$25.94 |
| 2032 | \$56,653 | \$84,980 | 2032 | \$27.24 |
| 2033 | \$59,576 | \$90,555 | 2033 | \$28.64 |
| 2034 | \$63,150 | \$95,989 | 2034 | \$30.36 |
| 2035 | \$66,939 | \$101,748 | 2035 | \$32.18 |
| 2036 | \$70,956 | \$107,853 | 2036 | \$34.11 |
| 2037 | \$75,213 | \$114,324 | 2037 | \$36.16 |
| 2038 | \$79,726 | \$121,183 | 2038 | \$38.33 |
| 2039 | \$84,510 | \$128,454 | 2039 | \$40.63 |
| 2040 | \$89,580 | \$136,162 | 2040 | \$43.07 |
| 2041 | \$94,955 | \$144,331 | 2041 | \$45.65 |
| 2042 | \$99,468 | \$154,175 | 2042 | \$47.82 |
| 2043 | \$105,436 | \$163,426 | 2043 | \$50.69 |
| 2044 | \$111,762 | \$173,232 | 2044 | \$53.73 |
| 2045 | \$118,468 | \$183,625 | 2045 | \$56.96 |
| 2046 | \$125,576 | \$194,643 | 2046 | \$60.37 |
| 2047 | \$133,111 | \$206,322 | 2047 | \$64.00 |
| 2048 | \$141,097 | \$218,701 | 2048 | \$67.84 |
| 2049 | \$146,687 | \$234,699 | 2049 | \$70.52 |
| 2050 | \$155,488 | \$248,781 | 2050 | \$74.75 |
| 2051 | \$164,817 | \$263,708 | 2051 | \$79.24 |
| 2052 | \$174,706 | \$279,530 | 2052 | \$83.99 |

**VALENCIA COLLEGE
AST INSTRUCTOR SALARY SCHEDULE**

| PAY GRADE | Minimum | Maximum | HOURLY RATE |
|------------------|----------------|----------------|--------------------|
| A101 | \$50,960.00 | \$73,892.00 | \$24.50 |
| A102 | \$52,998.40 | \$76,847.68 | \$25.48 |
| A103 | \$55,118.34 | \$79,921.59 | \$26.50 |
| A104 | \$57,323.07 | \$83,118.45 | \$27.56 |

- A101 - Healthcare
- A102 - Transportation Logistics
- A103 - Adv Manufacturing
- A104 - Construction

**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 | \$15.00 | Student Assistant |
| WS | \$15.00 | Institutional Work Study Student Federal Work Study Student* |

OTHER DISTINCT PART-TIME POSITIONS HOURLY RATE SCHEDULE

| PAY GRADE | HOURLY RATE | POSITION TITLES INCLUDE |
|-----------|-------------|--|
| S1 | \$15.00 | 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 |

PART-TIME FACULTY (NON-UNION)

| SPECIALIZED SERVICES | STANDARD | ASSOCIATE FACULTY |
|----------------------|----------|-------------------|
| LIBRARIAN | \$34.09 | \$36.31 |

*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 2050 - 2052 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.

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.
3. Eligible full-time staff and faculty over the maximum of the pay grade will receive the board approved percentage increase to their base pay rate.
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.

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](#)