

VALENCIA COLLEGE

Salary Schedules for Fiscal Year 2019-2020

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

STEP	ASSOCIATE'S	BACHELOR'S	MASTER'S	MASTER'S + 30	DOCTORATE
1	\$41,260	\$42,660	\$46,160	\$49,660	\$53,160
2	\$42,437	\$43,837	\$47,337	\$50,837	\$54,337
3	\$43,614	\$45,014	\$48,514	\$52,014	\$55,514
4	\$44,791	\$46,191	\$49,691	\$53,191	\$56,691
5	\$45,968	\$47,368	\$50,868	\$54,368	\$57,868
6	\$47,145	\$48,545	\$52,045	\$55,545	\$59,045
7	\$48,322	\$49,722	\$53,222	\$56,722	\$60,222
8	\$49,499	\$50,899	\$54,399	\$57,899	\$61,399
9	\$50,676	\$52,076	\$55,576	\$59,076	\$62,576
10	\$51,853	\$53,253	\$56,753	\$60,253	\$63,753
11	\$53,030	\$54,430	\$57,930	\$61,430	\$64,930
12	\$54,207	\$55,607	\$59,107	\$62,607	\$66,107
13	\$55,384	\$56,784	\$60,284	\$63,784	\$67,284
14	\$56,561	\$57,961	\$61,461	\$64,961	\$68,461
15	\$57,738	\$59,138	\$62,638	\$66,138	\$69,638
16	\$58,915	\$60,315	\$63,815	\$67,315	\$70,815
17	\$60,092	\$61,492	\$64,992	\$68,492	\$71,992
18	\$61,269	\$62,669	\$66,169	\$69,669	\$73,169
19	\$62,446	\$63,846	\$67,346	\$70,846	\$74,346
20	\$63,623	\$65,023	\$68,523	\$72,023	\$75,523
21	\$64,800	\$66,200	\$69,700	\$73,200	\$76,700
22	\$65,977	\$67,377	\$70,877	\$74,377	\$77,877
23	\$67,154	\$68,554	\$72,054	\$75,554	\$79,054
24	\$68,331	\$69,731	\$73,231	\$76,731	\$80,231
25	\$69,508	\$70,908	\$74,408	\$77,908	\$81,408
26	\$70,685	\$72,085	\$75,585	\$79,085	\$82,585
27	\$71,862	\$73,262	\$76,762	\$80,262	\$83,762
28	\$73,039	\$74,439	\$77,939	\$81,439	\$84,939
29	\$74,216	\$75,616	\$79,116	\$82,616	\$86,116
30	\$75,393	\$76,793	\$80,293	\$83,793	\$87,293

- * 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	\$49,512	\$51,192	\$55,392	\$59,592	\$63,792
2	\$50,925	\$52,605	\$56,805	\$61,005	\$65,205
3	\$52,338	\$54,018	\$58,218	\$62,418	\$66,618
4	\$53,751	\$55,431	\$59,631	\$63,831	\$68,031
5	\$55,164	\$56,844	\$61,044	\$65,244	\$69,444
6	\$56,577	\$58,257	\$62,457	\$66,657	\$70,857
7	\$57,990	\$59,670	\$63,870	\$68,070	\$72,270
8	\$59,403	\$61,083	\$65,283	\$69,483	\$73,683
9	\$60,816	\$62,496	\$66,696	\$70,896	\$75,096
10	\$62,229	\$63,909	\$68,109	\$72,309	\$76,509
11	\$63,642	\$65,322	\$69,522	\$73,722	\$77,922
12	\$65,055	\$66,735	\$70,935	\$75,135	\$79,335
13	\$66,468	\$68,148	\$72,348	\$76,548	\$80,748
14	\$67,881	\$69,561	\$73,761	\$77,961	\$82,161
15	\$69,294	\$70,974	\$75,174	\$79,374	\$83,574
16	\$70,707	\$72,387	\$76,587	\$80,787	\$84,987
17	\$72,120	\$73,800	\$78,000	\$82,200	\$86,400
18	\$73,533	\$75,213	\$79,413	\$83,613	\$87,813
19	\$74,946	\$76,626	\$80,826	\$85,026	\$89,226
20	\$76,359	\$78,039	\$82,239	\$86,439	\$90,639
21	\$77,772	\$79,452	\$83,652	\$87,852	\$92,052
22	\$79,185	\$80,865	\$85,065	\$89,265	\$93,465
23	\$80,598	\$82,278	\$86,478	\$90,678	\$94,878
24	\$82,011	\$83,691	\$87,891	\$92,091	\$96,291
25	\$83,424	\$85,104	\$89,304	\$93,504	\$97,704
26	\$84,837	\$86,517	\$90,717	\$94,917	\$99,117
27	\$86,250	\$87,930	\$92,130	\$96,330	\$100,530
28	\$87,663	\$89,343	\$93,543	\$97,743	\$101,943
29	\$89,076	\$90,756	\$94,956	\$99,156	\$103,356
30	\$90,489	\$92,169	\$96,369	\$100,569	\$104,769

* 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 TEMPORARY 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

8 MONTH TEMPORARY FACULTY RATES

DEGREE LEVEL	FALL/SPRING
ASSOCIATE'S	\$34,443
BACHELOR'S	\$36,009
MASTER'S	\$39,140
MASTER'S +30	\$42,271
DOCTORATE	\$43,837

- * 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.

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

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	\$620	\$1,860	\$2,480	\$3,100	\$3,720
MASTER'S	\$678	\$2,034	\$2,712	\$3,390	\$4,068
DOCTORATE	\$743	\$2,229	\$2,972	\$3,715	\$4,458

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	\$664	\$1,992	\$2,656	\$3,320	\$3,984
MASTER'S	\$721	\$2,163	\$2,884	\$3,605	\$4,326
DOCTORATE	\$785	\$2,355	\$3,140	\$3,925	\$4,710

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	\$1,084	\$3,252	\$4,336	\$5,420	\$6,504
MASTER'S	\$1,140	\$3,420	\$4,560	\$5,700	\$6,840
DOCTORATE	\$1,206	\$3,618	\$4,824	\$6,030	\$7,236

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

OFF-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	\$931	\$2,793	\$3,724	\$4,655	\$5,586
MASTER'S	\$1,018	\$3,054	\$4,072	\$5,090	\$6,108
DOCTORATE	\$1,113	\$3,339	\$4,452	\$5,565	\$6,678

OFF-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	\$995	\$2,985	\$3,980	\$4,975	\$5,970
MASTER'S	\$1,082	\$3,246	\$4,328	\$5,410	\$6,492
DOCTORATE	\$1,178	\$3,534	\$4,712	\$5,890	\$7,068

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	\$1,627	\$4,881	\$6,508	\$8,135	\$9,762
MASTER'S	\$1,708	\$5,124	\$6,832	\$8,540	\$10,248
DOCTORATE	\$1,811	\$5,433	\$7,244	\$9,055	\$10,866

**VALENCIA COLLEGE
OVERLOAD AND PART-TIME FACULTY SALARY SCHEDULE
(ON-CAMPUS & 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	\$782	\$2,346	\$3,128	\$3,910	\$4,692
MASTER'S	\$839	\$2,517	\$3,356	\$4,195	\$5,034
DOCTORATE	\$903	\$2,709	\$3,612	\$4,515	\$5,418

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	\$825	\$2,475	\$3,300	\$4,125	\$4,950
MASTER'S	\$883	\$2,649	\$3,532	\$4,415	\$5,298
DOCTORATE	\$945	\$2,835	\$3,780	\$4,725	\$5,670

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

OFF-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	\$1,092	\$3,276	\$4,368	\$5,460	\$6,552
MASTER'S	\$1,180	\$3,540	\$4,720	\$5,900	\$7,080
DOCTORATE	\$1,275	\$3,825	\$5,100	\$6,375	\$7,650

OFF-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	\$1,156	\$3,468	\$4,624	\$5,780	\$6,936
MASTER'S	\$1,244	\$3,732	\$4,976	\$6,220	\$7,464
DOCTORATE	\$1,340	\$4,020	\$5,360	\$6,700	\$8,040

**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.

**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
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?	RECEIVE CONTRACT?	FULL-TIME, PART-TIME, OR MIXED	PART- TIME HOURLY RATE	EXAMPLES OF POSITIONS IN PAY GRADE
1617	\$25,750	\$39,795	Yes	No	Mixed	\$12.38	Curriculum Assistant, Custodial, Groundskeeper, Laboratory Aide, Laboratory Assistant, Learning Assistant, Sales Associate, Security Officer, Staff Assistant
1618	\$26,244	\$43,303	Yes	No	Mixed	\$12.62	Assessment Specialist, Curriculum Assistant Senior, Custodial Working Supervisor, Laboratory Assistant, Library Assistant, Master Security Officer, Records Document Management Systems Specialist, Staff Assistant, Support Specialist
1619	\$28,344	\$48,186	Yes	No	Mixed	\$13.63	Administrative Assistant, Admissions Specialist, Enrollment Services Advisor, Maintenance Technician, Specialists
1620	\$31,178	\$54,563	Yes	No	Mixed	\$14.99	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	\$34,296	\$61,734	Yes	No	Mixed	\$16.49	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	\$37,725	\$67,905	Mixed	No	Mixed	\$18.14	CE Instructor, Executive Assistant Senior-Campus President, Graphic Designer Senior, Supervisors, Teaching Lab Supervisor
1623	\$41,498	\$74,695	Mixed	No	Mixed	\$19.95	Coordinator Disability Support Services, Functional IS Support Specialist, Graphic Design Supervisor
1624	\$47,722	\$88,285	Mixed	No	Mixed	\$22.94	Assistant Directors, Faculty Developer/Instructional Designer, Institutional Research Analyst, Managers, Recruiter AST
1625	\$54,881	\$101,530	Mixed	No	Full-time	N/A	Campus Director Advising, Directors, IT Managers, Project Directors
1626	\$65,857	\$121,835	Mixed	No	Full-time	N/A	Directors, IT Staff, Managing Directors, Senior Directors, Senior IT Project Managers
1627	\$79,028	\$146,200	No	No	Full-time	N/A	Directors, Managing Directors, Senior Directors
1628	\$94,834	\$180,180	No	Yes	Full-time	N/A	Assistant Vice Presidents, Chief Philanthropy Officer, Deans, Foundation VP & COO
1629	\$113,801	\$221,915	No	Yes	Full-time	N/A	Associate VP Enrollment Management, Chief Information Officer, Deans
1630	\$136,561	\$279,950	No	Yes	Full-time	N/A	Campus Presidents, Executive VP & Provost, Foundation President and CEO, Vice Presidents

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

PAY GRADE	HOURLY RATE	POSITION TITLES INCLUDE
S	\$8.46	Student Assistant
S1	\$8.46	Entertainment Specialist I Laboratory Aide I Learning Assistant I Office Aide I
LB	\$28.61 \$28.61	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	\$25.85	\$31.25	\$37.25	\$37.25
BACHELOR'S (BA) OR 10 YEARS EXPERIENCE	\$26.25	\$31.75	\$37.75	\$37.75
MASTER'S (MA) OR 15 YEARS EXPERIENCE	\$26.75	\$32.00	\$38.00	\$38.00
DOCTORATE	\$27.25	\$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 is paid on a biweekly basis in the same manner as for other full time employees. For twelve (12) month faculty beginning or terminating during the year, the salary will be prorated based on 262 work days from July 1, 2019 through June 30, 2020. For ten (10) month faculty beginning or terminating during the year, the salary will be prorated based on 194 work days. 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.
2. Tenured/Tenured Track 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/state 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 additional compensation for the additional 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. For additional teaching/instructional duties see the credit overload and/or special services rate 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. For twelve (12) month annually appointed faculty, the annual salary will be divided into biweekly payments. For ten (10) month annually appointed 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 eight (8) month annually appointed faculty, the annual salary will be divided into eighteen (18) or twenty-six (26) equal payments at the election of the faculty member.

VALENCIA COLLEGE NOTES

FACULTY:

6. Associate Faculty Certification for initial eligibility are part-time faculty and non-faculty, full-time staff who have completed 60 professional development hours including LCTS 1110 Teaching on Our Learning College. To continue receiving the increased compensation, faculty must complete 20 hours of qualifying faculty development activities each year (from July 1 - June 15) and apply for the Associate Faculty renewal. The renewal process is not automatic.
7. 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](#).

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 Policy [6Hx28:3F-02](#).
 - If termination is for cause the executive will not be entitled to this payment.

SALARY PAYMENT:

1. Employees are paid on a biweekly schedule. Full time exempt employees will receive a salary divided into biweekly payments. Non-exempt employees will receive pay based on hours worked. For personnel beginning or terminating during the year, the salary will be prorated.

SALARY INCREASES, DIFFERENTIALS, SPECIAL RATES AND OVERTIME:

1. Full-time employees who worked one day more than half of the work days in the 2018-2019 fiscal year or were offered and accepted employment prior to January 6, 2019 will receive a 2.3% raise effective August 12, 2019.
2. Employees who worked less than six months in the 2018-2019 fiscal year or were offered and accepted employment after January 6, 2019 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 and the Part-Time Faculty Salary Schedule, will receive a 2.3% pay raise effective August 12, 2019.

VALENCIA COLLEGE NOTES

SALARY INCREASES, DIFFERENTIALS, SPECIAL RATES AND OVERTIME:

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.
8. An exempt non-instructional employee performing special assignments outside his/her normal working hours may be paid additional compensation 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 (FRS) or the State Community College Optional Retirement Program (CCORP) 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.