

VALENCIA COLLEGE

Salary Schedules for Fiscal Year 2022-2023

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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 <u>OR</u> SPRING) | TWO TERMS (FALL <u>AND</u> SPRING) | THREE TERMS (FALL, SPRING <u>AND</u> 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
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 | \$651 | \$1,953 | \$2,604 | \$3,255 | \$3,906 |
| MASTER'S | \$712 | \$2,136 | \$2,848 | \$3,560 | \$4,272 |
| DOCTORATE | \$781 | \$2,343 | \$3,124 | \$3,905 | \$4,686 |

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 | \$698 | \$2,094 | \$2,792 | \$3,490 | \$4,188 |
| MASTER'S | \$758 | \$2,274 | \$3,032 | \$3,790 | \$4,548 |
| DOCTORATE | \$825 | \$2,475 | \$3,300 | \$4,125 | \$4,950 |

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 | \$1,139 | \$3,417 | \$4,556 | \$5,695 | \$6,834 |
| MASTER'S | \$1,197 | \$3,591 | \$4,788 | \$5,985 | \$7,182 |
| DOCTORATE | \$1,267 | \$3,801 | \$5,068 | \$6,335 | \$7,602 |

- * These rates are applicable to overloads and PT Faculty teaching on-campus courses irrespective of modality i.e. face-to-face, online instruction etc.
- * For additional details regarding eligibility for Associate Faculty Certification please follow this link: [Program Information](#)

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

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 | \$978 | \$2,934 | \$3,912 | \$4,890 | \$5,868 |
| MASTER'S | \$1,069 | \$3,207 | \$4,276 | \$5,345 | \$6,414 |
| DOCTORATE | \$1,169 | \$3,507 | \$4,676 | \$5,845 | \$7,014 |

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 | \$1,045 | \$3,135 | \$4,180 | \$5,225 | \$6,270 |
| MASTER'S | \$1,137 | \$3,411 | \$4,548 | \$5,685 | \$6,822 |
| DOCTORATE | \$1,237 | \$3,711 | \$4,948 | \$6,185 | \$7,422 |

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 | \$1,709 | \$5,127 | \$6,836 | \$8,545 | \$10,254 |
| MASTER'S | \$1,794 | \$5,382 | \$7,176 | \$8,970 | \$10,764 |
| DOCTORATE | \$1,902 | \$5,706 | \$7,608 | \$9,510 | \$11,412 |

- * These rates are applicable to overloads and PT faculty teaching off-campus Dual Enrollment courses irrespective of modality i.e. face-to-face, online instruction etc.
- * For additional details regarding eligibility for Associate Faculty Certification please follow this link: [Program Information](#)

**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 | \$822 | \$2,466 | \$3,288 | \$4,110 | \$4,932 |
| MASTER'S | \$881 | \$2,643 | \$3,524 | \$4,405 | \$5,286 |
| DOCTORATE | \$949 | \$2,847 | \$3,796 | \$4,745 | \$5,694 |

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 | \$867 | \$2,601 | \$3,468 | \$4,335 | \$5,202 |
| MASTER'S | \$928 | \$2,784 | \$3,712 | \$4,640 | \$5,568 |
| DOCTORATE | \$993 | \$2,979 | \$3,972 | \$4,965 | \$5,958 |

- * These rates are applicable to overloads and PT faculty teaching on-campus courses with advising component i.e. New Student Experience faculty.
- * For additional details regarding eligibility for Associate Faculty Certification please follow this link: [Program Information](#)

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

**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 | \$1,147 | \$3,441 | \$4,588 | \$5,735 | \$6,882 |
| MASTER'S | \$1,239 | \$3,717 | \$4,956 | \$6,195 | \$7,434 |
| DOCTORATE | \$1,339 | \$4,017 | \$5,356 | \$6,695 | \$8,034 |

**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 | \$1,214 | \$3,642 | \$4,856 | \$6,070 | \$7,284 |
| MASTER'S | \$1,307 | \$3,921 | \$5,228 | \$6,535 | \$7,842 |
| DOCTORATE | \$1,407 | \$4,221 | \$5,628 | \$7,035 | \$8,442 |

- * These rates are applicable to overloads and PT faculty teaching off-campus dual enrollment courses with advising component i.e. New Student Experience faculty.
- * For additional details regarding eligibility for Associate Faculty Certification please follow this link: [Program Information](#)

**VALENCIA COLLEGE
SPECIALIZED SERVICES RATE SCHEDULE**

CLOCK HOUR SPECIALIZED SERVICES RATES

| SPECIALIZED SERVICES | STANDARD | ASSOCIATE FACULTY | SENIOR TEACHING FELLOWS |
|-------------------------|----------------|-------------------|-------------------------|
| ASSOCIATE'S DEGREE | \$25.26 | \$26.79 | \$39.26 |
| BACHELOR'S DEGREE | \$27.56 | \$29.47 | \$43.42 |
| MASTER'S DEGREE | \$30.00 | \$31.95 | \$47.16 |
| EARNED DOCTORATE | \$33.39 | \$35.32 | \$53.96 |
| LIBRARIAN | \$31.98 | \$34.06 | |
| COUNSELOR | \$31.98 | \$34.06 | |
| APPLIED PRIVATE MUSIC | \$40.86 | | |
| 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. Part-time faculty contracts begin the day all faculty return in a given term and end the day after grades are due.

**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 |
|--|---|
| Committee Service (if required) | \$25 per hour |
| Internship Supervision | \$125 per student |
| Student Clubs/Orgs Advisement | \$20 per hour |
| Independent Study Supervision | \$25 per student credit hour |
| New Faculty Institute | \$500 |
| Building Course Template for Other Faculty Use | PT/Overload Rate per contact hour based on degree level |
| Graduation Day | Participation is Voluntary: Non Compensable |
| Learning Day | Participation is Voluntary: Non Compensable |
| Department Meetings | Compensation for attendance included in contract |

- * 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) may be eligible for payment as outlined by the Faculty Development office.
- * For additional details regarding eligibility for Associate Faculty Certification please follow this link: [Program Information](#)

**VALENCIA COLLEGE
SPECIALIZED SERVICES RATE SCHEDULE**

CONTINUING EDUCATION LANGUAGE PROGRAMS

| INTENSIVE ENGLISH PROGRAM (IEP) | RATE |
|--|-------------|
| IEP Levels 1-4 | \$1,950 |
| IEP Levels 5-6 | \$2,106 |
| IEP Levels 7-9 | \$2,262 |
| IEP Conversation Hour | \$186 |
| ESL-Youth Program (All levels) | \$900 |
| LANGUAGE PROGRAM | RATE |
| ESOL (All levels) | \$832 |
| English Pronunciation | \$496 |
| Spanish (All levels) | \$546 |
| Spanish Conversation Club | \$496 |
| Portuguese (All levels) | \$546 |
| Portuguese Conversation Club | \$496 |
| COURSE DEVELOPMENT | RATE |
| Course Development | \$700 |

| OFFSITE INSTRUCTION | RATE |
|--|-------------|
| ESOL (All levels) 8-week course | \$1,280 |
| ESOL (All levels) 4-week course | \$640 |
| Spanish (All levels) 7-week course | \$840 |
| Spanish (All levels) 4-week course | \$400 |
| Portuguese (All levels) 7-week course | \$840 |
| Portuguese (All levels) 4-week course | \$400 |
| INSTRUCTOR DEVELOPMENT & ADDITIONAL ASSIGNMENTS | RATE |
| Language Lab | \$50 |
| Oral Evaluation | \$50 |
| Instructor Observations | \$125 |
| Instructor Meeting | \$15 |
| Educational Field Trips | \$15 |
| New Instructor Orientation –Intensive English Program | \$100 |
| New Instructor Orientation – Language Program | \$50 |
| New Instructor Professional Development Series (24 hours) | \$200 |

**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
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, 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, 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](#)