



VALENCIA COLLEGE

Salary Schedules for Fiscal Year 2025-2026

Revised 09/18/2025

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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.

Continuing Contract Eligible Faculty Salary Schedule*

Full-time Three Term Professor/Associate Professor/Counselor/Librarian Standard Rates

Degree Level	Minimum	Maximum
Associate's	\$60,675	\$103,148
Bachelor's	\$62,607	\$112,693
Master's	\$67,437	\$121,387
Master's +30	\$72,267	\$130,081
Doctorate	\$77,097	\$138,775

Full-time Three Term Faculty Program Director/Clinical Coordinator/Professor/Associate Professor** Adjusted Rates

Degree Level	Minimum	Maximum
Associate's	\$65,939	\$112,097
Bachelor's	\$68,039	\$122,470
Master's	\$73,288	\$131,918
Master's +30	\$78,537	\$141,367
Doctorate	\$83,786	\$150,815

*A new employee may receive up to a maximum of 15 years of credit for relevant prior professional and instructional 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.

**These rates have been adjusted to reflect instructional responsibilities associated with a 12-week summer term.

Annual Contract Eligible Faculty Salary Schedule*

Full-time Two Term Assistant Professor Faculty Rates

Degree Level	Minimum	Maximum
Associate's	\$40,505	\$59,138
Bachelor's	\$42,347	\$61,826
Master's	\$46,027	\$67,200
Master's +30	\$49,709	\$72,575
Doctorate	\$51,550	\$75,264

Full-time Three Term Clinical Nurse Educator/Assistant Professor Faculty Rates**

Degree Level	Minimum	Maximum
Associate's	\$55,224	\$82,835
Bachelor's	\$57,733	\$86,600
Master's	\$62,753	\$94,129
Master's +30	\$67,772	\$101,659
Doctorate	\$70,284	\$105,426

*A new employee may receive up to a maximum of 15 years of credit for relevant prior professional and instructional 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.

**These rates have been adjusted to account for instructional responsibilities associated with a 12-week summer term.

Full-time Temporary Faculty Salary Schedule*

Degree Level	One Term (Summer) (8 weeks)	One Term (Summer)** (12 weeks)	One Term (Fall or Spring)	Two Terms (Fall and Spring)	Three Terms (Fall, Spring and Summer)	Three Terms (Fall, Spring and Summer)**
Associate's	\$10,118	\$15,177	\$20,253	\$40,505	\$50,815	\$55,224
Bachelor's	\$10,579	\$15,868	\$21,174	\$42,347	\$53,124	\$57,733
Master's	\$11,499	\$17,248	\$23,014	\$46,027	\$57,743	\$62,753
Master's +30	\$12,419	\$18,629	\$24,855	\$49,709	\$62,362	\$67,772
Doctorate	\$12,880	\$19,319	\$25,775	\$51,550	\$64,673	\$70,284

*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.

**These rates have been adjusted to account for instructional responsibilities associated with a 12-week summer term.

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.

To qualify for Associate Faculty Certification* rates, you must be a part-time faculty and/or librarian, full-time staff or full-time temporary faculty. Full-time continuing contract and annual contract faculty are not eligible for the Associate Faculty Certification.

ON-CAMPUS CREDIT COURSES TAUGHT WITHOUT CURRENT ASSOCIATE FACULTY CERTIFICATION

Degree Level	1 Contact Hour Course	3 Contact Hour Course	4 Contact Hour Course	5 Contact Hour Course	6 Contact Hour Course
Bachelor's	\$769	\$2,307	\$3,076	\$3,845	\$4,614
Master's	\$842	\$2,526	\$3,368	\$4,210	\$5,052
Doctorate	\$922	\$2,766	\$3,688	\$4,610	\$5,532

ON-CAMPUS CREDIT COURSES TAUGHT WITH CURRENT ASSOCIATE FACULTY CERTIFICATION

Degree Level	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	\$896	\$2,688	\$3,584	\$4,480	\$5,376
Doctorate	\$974	\$2,922	\$3,896	\$4,870	\$5,844

ON-CAMPUS CREDIT COURSES TAUGHT BY SENIOR TEACHING FELLOWS

Degree Level	1 Contact Hour Course	3 Contact Hour Course	4 Contact Hour Course	5 Contact Hour Course	6 Contact Hour Course
Bachelor's	\$1,344	\$4,032	\$5,376	\$6,720	\$8,064
Master's	\$1,414	\$4,242	\$5,656	\$7,070	\$8,484
Doctorate	\$1,496	\$4,488	\$5,984	\$7,480	\$8,976

*For additional details regarding eligibility for Associate Faculty Certification, please follow this link: [Program Information](#)

Full-time Faculty Overload 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 Level	1 Contact Hour Course	3 Contact Hour Course	4 Contact Hour Course	5 Contact Hour Course	6 Contact Hour Course
Bachelor's	\$1,155	\$3,465	\$4,620	\$5,775	\$6,930
Master's	\$1,263	\$3,789	\$5,052	\$6,315	\$7,578
Doctorate	\$1,381	\$4,143	\$5,524	\$6,905	\$8,286

OFF-CAMPUS DUAL ENROLLMENT CREDIT COURSES TAUGHT WITH CURRENT ASSOCIATE FACULTY CERTIFICATION*

Degree Level	1 Contact Hour Course	3 Contact Hour Course	4 Contact Hour Course	5 Contact Hour Course	6 Contact Hour Course
Bachelor's	\$1,235	\$3,705	\$4,940	\$6,175	\$7,410
Master's	\$1,342	\$4,026	\$5,368	\$6,710	\$8,052
Doctorate	\$1,461	\$4,383	\$5,844	\$7,305	\$8,766

OFF-CAMPUS DUAL ENROLLMENT CREDIT COURSES TAUGHT BY SENIOR TEACHING FELLOWS

Degree Level	1 Contact Hour Course	3 Contact Hour Course	4 Contact Hour Course	5 Contact Hour Course	6 Contact Hour Course
Bachelor's	\$2,018	\$6,054	\$8,072	\$10,090	\$12,108
Master's	\$2,118	\$6,354	\$8,472	\$10,590	\$12,708
Doctorate	\$2,245	\$6,735	\$8,980	\$11,225	\$13,470

*For additional details regarding eligibility for Associate Faculty Certification, please follow this link: [Program Information](#)

Part-time Faculty (On-campus)

These rates are applicable to Part-time (PT) Faculty teaching courses in all modalities.
It does not include Dual Enrollment courses taught at a high school.

ON-CAMPUS CREDIT COURSES TAUGHT WITHOUT CURRENT ASSOCIATE FACULTY CERTIFICATION*

Degree Level	1 Contact Hour Course	3 Contact Hour Course	4 Contact Hour Course	5 Contact Hour Course	6 Contact Hour Course
Bachelor's	\$710	\$2,130	\$2,840	\$3,550	\$4,260
Master's	\$777	\$2,331	\$3,108	\$3,885	\$4,662
Doctorate	\$852	\$2,556	\$3,408	\$4,260	\$5,112

ON-CAMPUS CREDIT COURSES TAUGHT WITH CURRENT ASSOCIATE FACULTY CERTIFICATION*

Degree Level	1 Contact Hour Course	3 Contact Hour Course	4 Contact Hour Course	5 Contact Hour Course	6 Contact Hour Course
Bachelor's	\$762	\$2,286	\$3,048	\$3,810	\$4,572
Master's	\$826	\$2,478	\$3,304	\$4,130	\$4,956
Doctorate	\$900	\$2,700	\$3,600	\$4,500	\$5,400

ON-CAMPUS CREDIT COURSES TAUGHT BY SENIOR TEACHING FELLOWS

Degree Level	1 Contact Hour Course	3 Contact Hour Course	4 Contact Hour Course	5 Contact Hour Course	6 Contact Hour Course
Bachelor's	\$1,242	\$3,726	\$4,968	\$6,210	\$7,452
Master's	\$1,306	\$3,918	\$5,224	\$6,530	\$7,836
Doctorate	\$1,382	\$4,146	\$5,528	\$6,910	\$8,292

*For additional details regarding eligibility for Associate Faculty Certification, please follow this link: [Program Information](#)

Part-time Faculty Teaching Dual Enrollment Courses at a High School (Off-campus)

These rates are applicable to Part-time (PT) Faculty teaching courses in all modalities. These rates are only applicable to part-time (PT) faculty teaching Dual Enrollment courses at a high-school.

OFF-CAMPUS DUAL ENROLLMENT CREDIT COURSES TAUGHT WITHOUT CURRENT ASSOCIATE FACULTY CERTIFICATION*

Degree Level	1 Contact Hour Course	3 Contact Hour Course	4 Contact Hour Course	5 Contact Hour Course	6 Contact Hour Course
Bachelor's	\$1,066	\$3,198	\$4,264	\$5,330	\$6,396
Master's	\$1,166	\$3,498	\$4,664	\$5,830	\$6,996
Doctorate	\$1,275	\$3,825	\$5,100	\$6,375	\$7,650

OFF-CAMPUS DUAL ENROLLMENT CREDIT COURSES TAUGHT WITH CURRENT ASSOCIATE FACULTY CERTIFICATION*

Degree Level	1 Contact Hour Course	3 Contact Hour Course	4 Contact Hour Course	5 Contact Hour Course	6 Contact Hour Course
Bachelor's	\$1,140	\$3,420	\$4,560	\$5,700	\$6,840
Master's	\$1,239	\$3,717	\$4,956	\$6,195	\$7,434
Doctorate	\$1,348	\$4,044	\$5,392	\$6,740	\$8,088

OFF-CAMPUS DUAL ENROLLMENT CREDIT COURSES TAUGHT BY SENIOR TEACHING FELLOWS

Degree Level	1 Contact Hour Course	3 Contact Hour Course	4 Contact Hour Course	5 Contact Hour Course	6 Contact Hour Course
Bachelor's	\$1,862	\$5,586	\$7,448	\$9,310	\$11,172
Master's	\$1,956	\$5,868	\$7,824	\$9,780	\$11,736
Doctorate	\$2,074	\$6,222	\$8,296	\$10,370	\$12,444

*For additional details regarding eligibility for Associate Faculty Certification, please follow this link: [Program Information](#)

Miscellaneous Part-time Faculty Rate Schedule

SUBSTITUTE TEACHING - STANDARD RATE (PER CONTACT HOUR)

Degree Level	STANDARD
Associate	\$16.43
Bachelor's	\$21.21
Master's	\$24.24
Doctorate	\$28.14

SUBSTITUTE TEACHING – DUAL ENROLLMENT (PER CONTACT HOUR)

Degree Level	STANDARD
Associate	\$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.

Specialized Services Rate Schedule

FACULTY SPECIALIZED SERVICES RATES

TYPE OF WORK	RATE
Clinical Practicum Supervision	\$225 per student
New Faculty Institute	\$500
Destination Program Participant	\$500
Destination Program Facilitation	\$750

CLOCK HOUR SPECIALIZED SERVICES RATES

SPECIALIZED SERVICES	STANDARD	ASSOCIATE FACULTY*	SENIOR TEACHING FELLOWS
Associate's Degree	\$27.53	N/A	\$42.79
Bachelor's Degree	\$30.04	N/A	\$47.32
Master's Degree	\$32.71	N/A	\$51.40
Earned Doctorate	\$36.40	N/A	\$58.81
Librarian	\$34.94	\$37.22	
Counselor	\$31.52	\$33.57	
Applied Private Music	\$42.82		
Entertainment Performer	Up to \$63.80		
Criminal Justice	Up to \$70.95		
Continuing Education	Up to \$106.34		

*For additional details regarding eligibility for Associate Faculty Certification, please follow this link: [Program Information](#)

Specialized Services Rate Schedule

CONTINUING EDUCATION LANGUAGE PROGRAMS

Intensive English Programs	2025-2026 Rate
Intensive English Program (Levels 1-4) 7-week course	\$4,252
Intensive English Program (Levels 5-6) 7-week course	\$4,591
Intensive English Program (Levels 7-9) 7-week course	\$4,930
Virtual English Language Training 14-week course	\$3,559
Youth English Program (All levels) 2-week course	\$982
Language Programs	2025-2026 Rate
English for Speakers of Other Languages (All levels) 8-week course (ESOL)	\$907
English Pronunciation 7-week course	\$541
Spanish (All levels) 7-week course	\$596
Spanish Conversation Club 7-week course	\$541
Portuguese (All levels) 7-week course	\$596
Portuguese Conversation Club 7-week course	\$541
Course and Instructor Development and Additional Assignments	2025-2026 Rate
Language Lab	\$50
IEP Conversation Hour	\$186
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
Course Development	\$700

Accelerated Skills Training (AST) Instructor Salary Schedule

Full-time

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

Staff Salary Schedule

Grade	Minimum	Maximum	Part-time Hourly Rate
2021	\$33,800	\$49,010	\$16.25
2022	\$34,780	\$52,170	\$16.72
2023	\$37,265	\$54,034	\$17.92
2024	\$38,654	\$57,209	\$18.58
2025	\$39,014	\$61,642	\$18.76
2026	\$41,447	\$64,242	\$19.93
2027	\$44,389	\$66,584	\$21.34
2028	\$46,609	\$69,913	\$22.41
2029	\$48,939	\$73,409	\$23.53
2030	\$51,386	\$77,079	\$24.70
2031	\$53,956	\$80,933	\$25.94
2032	\$56,653	\$84,980	\$27.24
2033	\$59,576	\$90,555	\$28.64
2034	\$63,150	\$95,989	
2035	\$66,939	\$101,748	
2036	\$70,956	\$107,853	
2037	\$75,213	\$114,324	
2038	\$79,726	\$121,183	
2039	\$84,510	\$128,454	
2040	\$89,580	\$136,162	

Continued on the following page.

Staff Salary Schedule: Continued from the previous page.

Grade	Minimum	Maximum	Part-time Hourly Rate
2041	\$94,955	\$144,331	
2042	\$99,468	\$154,175	
2043	\$105,436	\$163,426	
2044	\$111,762	\$173,232	
2045	\$118,468	\$183,625	
2046	\$125,576	\$194,643	
2047	\$133,111	\$206,322	
2048	\$141,097	\$218,701	
2049	\$146,687	\$234,699	
2050	\$155,488	\$248,781	
2051	\$164,817	\$263,708	
2052	\$174,706	\$279,530	
2053	\$185,188	\$315,000	

Student and Other Distinct Part-time Positions Hourly Rate Schedule

STUDENT POSITIONS HOURLY RATE SCHEDULE

Pay Grade	Hourly Rate	Position Title Includes
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 Title Includes
S1	\$15.00	Entertainment Specialist I Laboratory Aide I Learning Assistant I Office Aide I
ARTM	\$15.00	Art Model

*Student and Work Study employees may only work part-time (PT) hours and their assignments are temporary.

Deaf/Hard of Hearing Service Provider Hourly Rate Schedule

SIGN LANGUAGE SERVICE PROVIDERS

Credentials	EIPA3	EIPA4	NIC/EIPA5
ASSOCIATE OF ARTS (AA) OR 5 YEARS EXPERIENCE	\$27.56	\$33.31	\$39.71
BACHELOR'S (BA) OR 10 YEARS EXPERIENCE	\$27.98	\$33.85	\$40.24
MASTER'S (MA) OR 15 YEARS EXPERIENCE	\$28.52	\$34.11	\$40.51
DOCTORATE	\$29.05	\$34.65	\$41.04

KEY:

NIC – National Interpreter Certification

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

Notes

EXECUTIVE-LEVEL EMPLOYEES:

- Positions in pay grades 2050, 2051 and 2052 are executive management positions. Salaries of employees in these positions are determined by the President in conjunction with the Executive Vice President, Administrative Services.

PART-TIME FACULTY AND INSTRUCTORS:

- 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 Chief Human Resources Officer may approve these.
- 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 Chief Human Resources Officer.
- Part-time faculty contracts begin two days before the start of a given term and end the day after grades are due.

SALARY INCREASES, DIFFERENTIALS, SPECIAL RATES AND OVERTIME:

- To be eligible to receive an increase approved by the District Board of Trustees, full-time employees must work one day more than six (6) consecutive months prior to the effective date of the increase.
- Part-time employees on the Staff Salary Schedule will be eligible to an increase approved by the District Board of Trustees if placed in their positions prior to the beginning of the new Fiscal Year.
- Eligible full-time staff and faculty over the maximum of the pay grade will receive an increase approved by the District Board of Trustees to their base pay rate.
- 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.
- 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:

- Total Rewards: Compensation & Hours of Work for Employees of the College; [6Hx28:3C-01](#)
- Total Rewards: Recognition of Full-Time Employees for Educational Advancement; [6Hx28:3C-04](#)
- Credit for Prior Experience and Service at the College on the Instructional Salary Schedule; [6Hx28:3C-04.2](#)
- Terminal Pay for Full-Time Employees; [6Hx28:3F-02](#)