

VALENCIA COLLEGE

Salary Schedules for Fiscal Year 2021-2022

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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	\$41,955	\$43,355	\$46,855	\$50,355	\$53,855
2	\$43,149	\$44,549	\$48,049	\$51,549	\$55,049
3	\$44,344	\$45,744	\$49,244	\$52,744	\$56,244
4	\$45,539	\$46,939	\$50,439	\$53,939	\$57,439
5	\$46,734	\$48,134	\$51,634	\$55,134	\$58,634
6	\$47,928	\$49,328	\$52,828	\$56,328	\$59,828
7	\$49,123	\$50,523	\$54,023	\$57,523	\$61,023
8	\$50,318	\$51,718	\$55,218	\$58,718	\$62,218
9	\$51,512	\$52,912	\$56,412	\$59,912	\$63,412
10	\$52,707	\$54,107	\$57,607	\$61,107	\$64,607
11	\$53,902	\$55,302	\$58,802	\$62,302	\$65,802
12	\$55,097	\$56,497	\$59,997	\$63,497	\$66,997
13	\$56,291	\$57,691	\$61,191	\$64,691	\$68,191
14	\$57,486	\$58,886	\$62,386	\$65,886	\$69,386
15	\$58,681	\$60,081	\$63,581	\$67,081	\$70,581
16	\$59,875	\$61,275	\$64,775	\$68,275	\$71,775
17	\$61,070	\$62,470	\$65,970	\$69,470	\$72,970
18	\$62,265	\$63,665	\$67,165	\$70,665	\$74,165
19	\$63,460	\$64,860	\$68,360	\$71,860	\$75,360
20	\$64,654	\$66,054	\$69,554	\$73,054	\$76,554
21	\$65,849	\$67,249	\$70,749	\$74,249	\$77,749
22	\$67,044	\$68,444	\$71,944	\$75,444	\$78,944
23	\$68,238	\$69,638	\$73,138	\$76,638	\$80,138
24	\$69,433	\$70,833	\$74,333	\$77,833	\$81,333
25	\$70,628	\$72,028	\$75,528	\$79,028	\$82,528
26	\$71,823	\$73,223	\$76,723	\$80,223	\$83,723
27	\$73,017	\$74,417	\$77,917	\$81,417	\$84,917
28	\$74,212	\$75,612	\$79,112	\$82,612	\$86,112
29	\$75,407	\$76,807	\$80,307	\$83,807	\$87,307
30	\$76,601	\$78,001	\$81,501	\$85,001	\$88,501

* 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	\$50,346	\$52,026	\$56,226	\$60,426	\$64,626
2	\$51,779	\$53,459	\$57,659	\$61,859	\$66,059
3	\$53,213	\$54,893	\$59,093	\$63,293	\$67,493
4	\$54,647	\$56,327	\$60,527	\$64,727	\$68,927
5	\$56,080	\$57,760	\$61,960	\$66,160	\$70,360
6	\$57,514	\$59,194	\$63,394	\$67,594	\$71,794
7	\$58,948	\$60,628	\$64,828	\$69,028	\$73,228
8	\$60,381	\$62,061	\$66,261	\$70,461	\$74,661
9	\$61,815	\$63,495	\$67,695	\$71,895	\$76,095
10	\$63,249	\$64,929	\$69,129	\$73,329	\$77,529
11	\$64,682	\$66,362	\$70,562	\$74,762	\$78,962
12	\$66,116	\$67,796	\$71,996	\$76,196	\$80,396
13	\$67,550	\$69,230	\$73,430	\$77,630	\$81,830
14	\$68,983	\$70,663	\$74,863	\$79,063	\$83,263
15	\$70,417	\$72,097	\$76,297	\$80,497	\$84,697
16	\$71,850	\$73,530	\$77,730	\$81,930	\$86,130
17	\$73,284	\$74,964	\$79,164	\$83,364	\$87,564
18	\$74,718	\$76,398	\$80,598	\$84,798	\$88,998
19	\$76,151	\$77,831	\$82,031	\$86,231	\$90,431
20	\$77,585	\$79,265	\$83,465	\$87,665	\$91,865
21	\$79,019	\$80,699	\$84,899	\$89,099	\$93,299
22	\$80,452	\$82,132	\$86,332	\$90,532	\$94,732
23	\$81,886	\$83,566	\$87,766	\$91,966	\$96,166
24	\$83,320	\$85,000	\$89,200	\$93,400	\$97,600
25	\$84,753	\$86,433	\$90,633	\$94,833	\$99,033
26	\$86,187	\$87,867	\$92,067	\$96,267	\$100,467
27	\$87,621	\$89,301	\$93,501	\$97,701	\$101,901
28	\$89,054	\$90,734	\$94,934	\$99,134	\$103,334
29	\$90,488	\$92,168	\$96,368	\$100,568	\$104,768
30	\$91,922	\$93,602	\$97,802	\$102,002	\$106,202

* 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	\$35,305	\$51,677	\$38,836	\$56,845	\$42,366	\$62,012
BACHELOR'S	\$36,910	\$54,026	\$40,601	\$59,428	\$44,292	\$64,831
MASTER'S	\$40,119	\$58,724	\$44,131	\$64,596	\$48,143	\$70,468
MASTER'S +30	\$43,328	\$63,421	\$47,661	\$69,764	\$51,994	\$76,106
DOCTORATE	\$44,933	\$65,771	\$49,426	\$72,347	\$53,920	\$78,924

- * 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 (16 weeks)	SPRING (16 weeks)	SUMMER FULL TERM (12 weeks)
ASSOCIATE'S	\$17,653	\$17,653	\$13,240
BACHELOR'S	\$18,456	\$18,456	\$13,842
MASTER'S	\$20,060	\$20,060	\$15,045
MASTER'S +30	\$21,665	\$21,665	\$16,249
DOCTORATE	\$22,467	\$22,467	\$16,851

8 MONTH TEMPORARY FACULTY RATES

DEGREE LEVEL	FALL/SPRING
ASSOCIATE'S	\$35,305
BACHELOR'S	\$36,910
MASTER'S	\$40,119
MASTER'S +30	\$43,328
DOCTORATE	\$44,933

8 MONTH TEMPORARY VISITING PROFESSOR RATES

DEGREE LEVEL	FALL/SPRING
ASSOCIATE'S	\$35,305
BACHELOR'S	\$36,910
MASTER'S	\$40,119
MASTER'S +30	\$43,328
DOCTORATE	\$44,933

- * 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.
- * 4 month temporary faculty rates for summer are based on a 12 week term.

**VALENCIA COLLEGE
TEMPORARY FACULTY SALARY SCHEDULE***

12 MONTH TEMPORARY FACULTY RATES

DEGREE LEVEL	FALL/SPRING/SUMMER
ASSOCIATE'S	\$42,477
BACHELOR'S	\$44,408
MASTER'S	\$48,269
MASTER'S +30	\$52,130
DOCTORATE	\$54,061

* Temporary Faculty rates are flat amounts based on educational degree for the duration of the temporary contract. The rates are calculated as a sum of 8 month temporary and Summer 4 month temporary rates and are adjusted for 35 hour work week. 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	\$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	\$30.75	\$32.75	
COUNSELOR	\$30.75	\$32.75	
APPLIED PRIVATE MUSIC	\$39.29		
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**

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
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

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	\$27,248	\$39,795	Yes	No	Mixed	\$13.10	Curriculum Assistant, Custodial, Groundskeeper, Laboratory Aide, Laboratory Assistant, Learning Assistant, Sales Associate, Security Officer, Staff Assistant
1618	\$27,762	\$43,303	Yes	No	Mixed	\$13.35	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	\$29,478	\$48,186	Yes	No	Mixed	\$14.17	Administrative Assistant, Admissions Specialist, Enrollment Services Advisor, Maintenance Technician, Specialists
1620	\$32,113	\$54,563	Yes	No	Mixed	\$15.44	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	No	No	Full-time	N/A	Campus Director Advising, Directors, IT Managers, Project Directors
1626	\$65,857	\$121,835	No	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**

STUDENT POSITIONS HOURLY RATE SCHEDULE*

PAY GRADE	HOURLY RATE	POSITION TITLES INCLUDE
S	\$10.00	Student Assistant
WS	\$10.00	Institutional Work Study Student Federal Work Study Student

OTHER DISTINCT PART-TIME POSITIONS HOURLY RATE SCHEDULE

PAY GRADE	HOURLY RATE	POSITION TITLES INCLUDE
S1	\$10.00	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.
- * Wage rates are compliant with State of Florida minimum wage guidelines for 2021.

**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	\$26.50	\$32.03	\$38.18	\$38.18
BACHELOR'S (BA) OR 10 YEARS EXPERIENCE	\$26.91	\$32.54	\$38.69	\$38.69
MASTER'S (MA) OR 15 YEARS EXPERIENCE	\$27.42	\$32.80	\$38.95	\$38.95
DOCTORATE	\$27.93	\$33.31	\$39.46	\$39.46

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	\$20.50	\$22.55	\$24.60	\$25.63	\$26.65
ASSOCIATE OF ARTS (AA)/ ASSOCIATE OF SCIENCE (AS)	\$20.76	\$22.81	\$24.86	\$25.88	\$26.91
BACHELOR'S (BA)	\$21.01	\$23.06	\$25.11	\$26.14	\$27.16

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 as outlined below:
 - a. Full-time staff (employees at or above the maximum of the pay grade will receive a lump sum payment equivalent) and annually appointed faculty will receive a 2.5% wage increase.
 - b. Tenured and Tenure-track faculty will receive one full step increase plus a 0.5% adjustment to the baseline.
 - c. Full-Time temporary faculty will be paid the rates (includes a 2.5% increase) published in the salary schedule.
2. Part-time employees who are paid on the Staff Salary Schedule will be eligible to receive the board approved annual increase of 2.5% if placed in their positions prior to the beginning of the new Fiscal Year.
3. Part-Time Faculty (except Librarians and Counselors) who are paid on the Overload and Part-Time Faculty Salary Schedule (pgs. 8-11), Clock Hour Specialized Services Rates Schedule (pg. 12) and Continuing Education Language Programs Schedule (pg. 13) will be paid the non-escalated rates published in the salary schedule.
4. Employees at or above the maximum of the pay range will be paid a lump sum equivalent to the approved increase. Employees who are close to the maximum of the pay range but not above will receive a pay increase to their base salary up to the maximum of the pay grade, and the remainder as a lump sum payment.
5. 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.
6. 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](#)