

VALENCIA COLLEGE

Salary Schedules for Fiscal Year 2020-2021

Table of Contents

| | |
|--|----|
| Valencia College Full-Time 10-month Tenure Earning Faculty Salary Schedule..... | 3 |
| Valencia College Full-Time 12-month Tenure Earning Faculty Salary Schedule..... | 4 |
| Valencia College Annually Appointed Faculty Salary Schedule 8, 10 & 12 Month Faculty Rates..... | 5 |
| Valencia College Temporary Faculty Salary Schedule 4 & 8 month Temporary Faculty Rates | 6 |
| Valencia College Overload and Part-Time Faculty Salary Schedule (on-campus)..... | 7 |
| Valencia College Overload and Part-Time Faculty Salary Schedule (off-campus)..... | 8 |
| Valencia College Overload and Part-Time Faculty Salary Schedule (on-campus & advising component) | 9 |
| Valencia College Overload and Part-Time Faculty Salary Schedule (off-campus & advising component)/continued..... | 10 |
| Valencia College Specialized Services Rate Schedule and Notes | 11 |
| Valencia College Specialized Services Rate Schedule/continued..... | 12 |
| Valencia College Specialized Services Rate Schedule/Continuing Ed Language Programs..... | 13 |
| Valencia College Miscellaneous Faculty Rate Schedule..... | 14 |
| Valencia College Staff Salary Schedule..... | 15 |
| Valencia College Staff Salary Schedule/continued..... | 16 |
| Valencia College Student and Other Distinct Part-Time Positions Hourly Rate Schedule..... | 17 |
| Valencia College Deaf/Hard of Hearing Service Provider Hourly Rate Schedule..... | 18 |
| Valencia College Notes: Faculty..... | 19 |
| Valencia College Notes: Faculty/continued; Executive-level employees, Salary Payment, Salary Increases, Differentials, Special Rates and Overtime..... | 20 |
| Valencia College Notes: Salary Increases, Differentials, Special rates and Overtime/continued | 21 |

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

| STEP | ASSOCIATE'S | BACHELOR'S | MASTERS | MASTER'S + 30 | DOCTORATE |
|------|-------------|------------|----------|---------------|-----------|
| 1 | \$41,722 | \$43,122 | \$46,622 | \$50,122 | \$53,622 |
| 2 | \$42,910 | \$44,310 | \$47,810 | \$51,310 | \$54,810 |
| 3 | \$44,099 | \$45,499 | \$48,999 | \$52,499 | \$55,999 |
| 4 | \$45,288 | \$46,688 | \$50,188 | \$53,688 | \$57,188 |
| 5 | \$46,477 | \$47,877 | \$51,377 | \$54,877 | \$58,377 |
| 6 | \$47,665 | \$49,065 | \$52,565 | \$56,065 | \$59,565 |
| 7 | \$48,854 | \$50,254 | \$53,754 | \$57,254 | \$60,754 |
| 8 | \$50,043 | \$51,443 | \$54,943 | \$58,443 | \$61,943 |
| 9 | \$51,232 | \$52,632 | \$56,132 | \$59,632 | \$63,132 |
| 10 | \$52,421 | \$53,821 | \$57,321 | \$60,821 | \$64,321 |
| 11 | \$53,609 | \$55,009 | \$58,509 | \$62,009 | \$65,509 |
| 12 | \$54,798 | \$56,198 | \$59,698 | \$63,198 | \$66,698 |
| 13 | \$55,987 | \$57,387 | \$60,887 | \$64,387 | \$67,887 |
| 14 | \$57,176 | \$58,576 | \$62,076 | \$65,576 | \$69,076 |
| 15 | \$58,364 | \$59,764 | \$63,264 | \$66,764 | \$70,264 |
| 16 | \$59,553 | \$60,953 | \$64,453 | \$67,953 | \$71,453 |
| 17 | \$60,742 | \$62,142 | \$65,642 | \$69,142 | \$72,642 |
| 18 | \$61,931 | \$63,331 | \$66,831 | \$70,331 | \$73,831 |
| 19 | \$63,119 | \$64,519 | \$68,019 | \$71,519 | \$75,019 |
| 20 | \$64,308 | \$65,708 | \$69,208 | \$72,708 | \$76,208 |
| 21 | \$65,497 | \$66,897 | \$70,397 | \$73,897 | \$77,397 |
| 22 | \$66,686 | \$68,086 | \$71,586 | \$75,086 | \$78,586 |
| 23 | \$67,875 | \$69,275 | \$72,775 | \$76,275 | \$79,775 |
| 24 | \$69,063 | \$70,463 | \$73,963 | \$77,463 | \$80,963 |
| 25 | \$70,252 | \$71,652 | \$75,152 | \$78,652 | \$82,152 |
| 26 | \$71,441 | \$72,841 | \$76,341 | \$79,841 | \$83,341 |
| 27 | \$72,630 | \$74,030 | \$77,530 | \$81,030 | \$84,530 |
| 28 | \$73,818 | \$75,218 | \$78,718 | \$82,218 | \$85,718 |
| 29 | \$75,007 | \$76,407 | \$79,907 | \$83,407 | \$86,907 |
| 30 | \$76,196 | \$77,596 | \$81,096 | \$84,596 | \$88,096 |

* 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 | \$50,066 | \$51,746 | \$55,946 | \$60,146 | \$64,346 |
| 2 | \$51,492 | \$53,172 | \$57,372 | \$61,572 | \$65,772 |
| 3 | \$52,919 | \$54,599 | \$58,799 | \$62,999 | \$67,199 |
| 4 | \$54,345 | \$56,025 | \$60,225 | \$64,425 | \$68,625 |
| 5 | \$55,772 | \$57,452 | \$61,652 | \$65,852 | \$70,052 |
| 6 | \$57,199 | \$58,879 | \$63,079 | \$67,279 | \$71,479 |
| 7 | \$58,625 | \$60,305 | \$64,505 | \$68,705 | \$72,905 |
| 8 | \$60,052 | \$61,732 | \$65,932 | \$70,132 | \$74,332 |
| 9 | \$61,478 | \$63,158 | \$67,358 | \$71,558 | \$75,758 |
| 10 | \$62,905 | \$64,585 | \$68,785 | \$72,985 | \$77,185 |
| 11 | \$64,331 | \$66,011 | \$70,211 | \$74,411 | \$78,611 |
| 12 | \$65,758 | \$67,438 | \$71,638 | \$75,838 | \$80,038 |
| 13 | \$67,184 | \$68,864 | \$73,064 | \$77,264 | \$81,464 |
| 14 | \$68,611 | \$70,291 | \$74,491 | \$78,691 | \$82,891 |
| 15 | \$70,037 | \$71,717 | \$75,917 | \$80,117 | \$84,317 |
| 16 | \$71,464 | \$73,144 | \$77,344 | \$81,544 | \$85,744 |
| 17 | \$72,890 | \$74,570 | \$78,770 | \$82,970 | \$87,170 |
| 18 | \$74,317 | \$75,997 | \$80,197 | \$84,397 | \$88,597 |
| 19 | \$75,743 | \$77,423 | \$81,623 | \$85,823 | \$90,023 |
| 20 | \$77,170 | \$78,850 | \$83,050 | \$87,250 | \$91,450 |
| 21 | \$78,596 | \$80,276 | \$84,476 | \$88,676 | \$92,876 |
| 22 | \$80,023 | \$81,703 | \$85,903 | \$90,103 | \$94,303 |
| 23 | \$81,449 | \$83,129 | \$87,329 | \$91,529 | \$95,729 |
| 24 | \$82,876 | \$84,556 | \$88,756 | \$92,956 | \$97,156 |
| 25 | \$84,302 | \$85,982 | \$90,182 | \$94,382 | \$98,582 |
| 26 | \$85,729 | \$87,409 | \$91,609 | \$95,809 | \$100,009 |
| 27 | \$87,156 | \$88,836 | \$93,036 | \$97,236 | \$101,436 |
| 28 | \$88,582 | \$90,262 | \$94,462 | \$98,662 | \$102,862 |
| 29 | \$90,009 | \$91,689 | \$95,889 | \$100,089 | \$104,289 |
| 30 | \$91,435 | \$93,115 | \$97,315 | \$101,515 | \$105,715 |

* 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 | \$651 | \$1,953 | \$2,604 | \$3,255 | \$3,906 |
| MASTER'S | \$712 | \$2,136 | \$2,848 | \$3,560 | \$4,272 |
| DOCTORATE | \$781 | \$2,341 | \$3,121 | \$3,901 | \$4,681 |

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 | \$2,092 | \$2,789 | \$3,486 | \$4,184 |
| MASTER'S | \$758 | \$2,272 | \$3,029 | \$3,786 | \$4,543 |
| DOCTORATE | \$825 | \$2,473 | \$3,297 | \$4,122 | \$4,946 |

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 | \$3,415 | \$4,553 | \$5,691 | \$6,830 |
| MASTER'S | \$1,197 | \$3,591 | \$4,788 | \$5,985 | \$7,182 |
| DOCTORATE | \$1,267 | \$3,799 | \$5,066 | \$6,332 | \$7,598 |

*These rates are applicable to overloads and PT Faculty teaching on-campus courses irrespective of modality i.e. face-to-face, online instruction etc.

**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 | \$2,933 | \$3,911 | \$4,888 | \$5,866 |
| MASTER'S | \$1,069 | \$3,207 | \$4,276 | \$5,345 | \$6,414 |
| DOCTORATE | \$1,169 | \$3,506 | \$4,675 | \$5,844 | \$7,012 |

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 | \$4,179 | \$5,224 | \$6,269 |
| MASTER'S | \$1,137 | \$3,409 | \$4,545 | \$5,681 | \$6,817 |
| 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 | \$5,126 | \$6,834 | \$8,542 | \$10,251 |
| MASTER'S | \$1,794 | \$5,381 | \$7,174 | \$8,967 | \$10,761 |
| DOCTORATE | \$1,902 | \$5,705 | \$7,607 | \$9,508 | \$11,410 |

*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.

**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 | \$2,464 | \$3,285 | \$4,106 | \$4,927 |
| MASTER'S | \$881 | \$2,643 | \$3,524 | \$4,405 | \$5,286 |
| DOCTORATE | \$949 | \$2,845 | \$3,793 | \$4,741 | \$5,689 |

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 | \$2,599 | \$3,465 | \$4,332 | \$5,198 |
| MASTER'S | \$928 | \$2,782 | \$3,709 | \$4,636 | \$5,563 |
| DOCTORATE | \$993 | \$2,977 | \$3,969 | \$4,962 | \$5,954 |

*These rates are applicable to overloads and PT faculty teaching on-campus courses with advising component i.e. New Student Experience faculty.

**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 | \$3,440 | \$4,587 | \$5,733 | \$6,880 |
| MASTER'S | \$1,239 | \$3,717 | \$4,956 | \$6,195 | \$7,434 |
| DOCTORATE | \$1,339 | \$4,017 | \$5,355 | \$6,694 | \$8,033 |

**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 | \$6,069 | \$7,283 |
| MASTER'S | \$1,307 | \$3,919 | \$5,225 | \$6,531 | \$7,838 |
| 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.

**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 | \$30.00 | \$31.95 | |
| COUNSELOR | \$30.00 | \$31.95 | |
| 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**

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**

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 hrs) | \$200 |

**VALENCIA COLLEGE
MISCELLANEOUS FACULTY RATE SCHEDULE**

SUBSTITUTE TEACHING - STANDARD RATE (PER CONTACT HOUR)

| DEGREE | STANDARD |
|-------------|----------|
| ASSOCIATE'S | \$16.03 |
| BACHELOR'S | \$20.69 |
| MASTER'S | \$23.65 |
| DOCTORATE | \$27.45 |

SUBSTITUTE TEACHING – DUAL ENROLLMENT (PER CONTACT HOUR)

| DEGREE | STANDARD |
|-------------|----------|
| ASSOCIATE'S | \$24.05 |
| BACHELOR'S | \$31.03 |
| MASTER'S | \$35.47 |
| DOCTORATE | \$41.17 |

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 | \$26,200 | \$39,795 | Yes | No | Mixed | \$12.60 | Curriculum Assistant, Custodial, Groundskeeper, Laboratory Aide, Laboratory Assistant, Learning Assistant, Sales Associate, Security Officer, Staff Assistant |
| 1618 | \$26,694 | \$43,303 | Yes | No | Mixed | \$12.83 | 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 | 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**

| PAY GRADE | HOURLY RATE | POSITION TITLES INCLUDE |
|------------------|--------------------|--|
| S | \$8.56 | Student Assistant |
| S1 | \$8.56 | Entertainment Specialist I Laboratory Aide I Learning Assistant I Office Aide I |

**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 261 work days from July 1, 2020 through June 30, 2021. 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.
3. Salaries of personnel employed under federal/state grants or projects may not exceed board-approved salaries.
4. 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 |

5. 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.
6. Full-time Annually Appointed faculty will be paid a flat rate that does not correlate to the tenured/tenure-track faculty step salary schedule. Compensation is based on a full teaching load and the associated student engagement and service to students 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:

7. 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.
8. 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 2019-2020 fiscal year or were offered, accepted and started employment prior to January 16, 2020 will receive a 2.5% raise effective August 10, 2020.
2. Employees who worked less than six months in the 2019-2020 fiscal year or were offered, accepted and started employment after January 16, 2020 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 will receive a 2.5% pay raise effective August 10, 2020. Part-Time Faculty will be paid the updated rates in the new Salary Schedule.

**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.