

**POLICY: 6Hx28:3C-04.1**



Responsible Official:  
Vice President, Organizational  
Development and Human Resources

Specific Authority: 1001.64, F.S.  
Law Implemented: 1001.64, F.S.

Effective Date: 09-20-1995

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## Salary Schedule

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### Policy Statement:

- I. Employees will be paid in accordance with the appropriate salary schedule and provisions adopted in the college operating budget. Exceptions may be recommended by the president and approved by the District Board of Trustees. Salary schedules may include fringe benefits.
- II. As provided in Rule 6A-14.046 FAC., such salary schedules:
  - A. Shall encourage and provide for improved performance, including recognition of training and experience, and may reward excellent performance
  - B. May include a rating factor
  - C. Shall specify each factor used to determine the salary
  - D. Shall specify any salary supplements for extra duties or special situations
  - E. Shall provide for various employee classifications, with any differentials specified and based on objective factors
- III. The District Board of Trustees is authorized to include salary additive payments in the employment contracts of eligible employees. Recurring salary additive payments, if included, shall commence not later than the eleventh year of an employee's employment with Valencia. Salary additive payments, to the extent permitted by law and regulation, are to be construed as additional wages for the purposes of federal income taxes, social security, and Florida Retirement System contributions.

IV. In accordance with the provisions of 240.355 F.S., the District Board of Trustees shall undertake to eradicate any discrimination on the basis of gender, race, or physical disability in the granting of salaries to employees.

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**Procedures:**

None

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**Related Documents/Policies:**

None

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**Policy History:**

Adopted 1-19-83; Amended 11-18-92; Amended 9-20-95; Repealed 11-2-16; Formerly 6Hx28:07-05

Repealed