



September 11, 2019

**TO:** THE DISTRICT BOARD OF TRUSTEES  
OF VALENCIA COLLEGE

**FROM:** SANFORD C. SHUGART  
President

**RE:** HUMAN RESOURCES AGENDA

RECOMMENDED ACTION:

The President recommends that the District Board of Trustees of Valencia College approve the Human Resources Agenda as presented.

A handwritten signature in black ink that reads "Sanford C. Shugart". The signature is written in a cursive style with a large initial 'S'.

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President

# VALENCIA COLLEGE

## Salary Schedules for Fiscal Year 2019-2020

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

STEP	ASSOCIATE'S	BACHELOR'S	MASTER'S	MASTER'S + 30	DOCTORATE
1	\$41,260	\$42,660	\$46,160	\$49,660	\$53,160
2	\$42,437	\$43,837	\$47,337	\$50,837	\$54,337
3	\$43,614	\$45,014	\$48,514	\$52,014	\$55,514
4	\$44,791	\$46,191	\$49,691	\$53,191	\$56,691
5	\$45,968	\$47,368	\$50,868	\$54,368	\$57,868
6	\$47,145	\$48,545	\$52,045	\$55,545	\$59,045
7	\$48,322	\$49,722	\$53,222	\$56,722	\$60,222
8	\$49,499	\$50,899	\$54,399	\$57,899	\$61,399
9	\$50,676	\$52,076	\$55,576	\$59,076	\$62,576
10	\$51,853	\$53,253	\$56,753	\$60,253	\$63,753
11	\$53,030	\$54,430	\$57,930	\$61,430	\$64,930
12	\$54,207	\$55,607	\$59,107	\$62,607	\$66,107
13	\$55,384	\$56,784	\$60,284	\$63,784	\$67,284
14	\$56,561	\$57,961	\$61,461	\$64,961	\$68,461
15	\$57,738	\$59,138	\$62,638	\$66,138	\$69,638
16	\$58,915	\$60,315	\$63,815	\$67,315	\$70,815
17	\$60,092	\$61,492	\$64,992	\$68,492	\$71,992
18	\$61,269	\$62,669	\$66,169	\$69,669	\$73,169
19	\$62,446	\$63,846	\$67,346	\$70,846	\$74,346
20	\$63,623	\$65,023	\$68,523	\$72,023	\$75,523
21	\$64,800	\$66,200	\$69,700	\$73,200	\$76,700
22	\$65,977	\$67,377	\$70,877	\$74,377	\$77,877
23	\$67,154	\$68,554	\$72,054	\$75,554	\$79,054
24	\$68,331	\$69,731	\$73,231	\$76,731	\$80,231
25	\$69,508	\$70,908	\$74,408	\$77,908	\$81,408
26	\$70,685	\$72,085	\$75,585	\$79,085	\$82,585
27	\$71,862	\$73,262	\$76,762	\$80,262	\$83,762
28	\$73,039	\$74,439	\$77,939	\$81,439	\$84,939
29	\$74,216	\$75,616	\$79,116	\$82,616	\$86,116
30	\$75,393	\$76,793	\$80,293	\$83,793	\$87,293

\* 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\***

<b>STEP</b>	<b>ASSOCIATE'S</b>	<b>BACHELOR'S</b>	<b>MASTER'S</b>	<b>MASTER'S + 30</b>	<b>DOCTORATE</b>
1	\$49,512	\$51,192	\$55,392	\$59,592	\$63,792
2	\$50,925	\$52,605	\$56,805	\$61,005	\$65,205
3	\$52,338	\$54,018	\$58,218	\$62,418	\$66,618
4	\$53,751	\$55,431	\$59,631	\$63,831	\$68,031
5	\$55,164	\$56,844	\$61,044	\$65,244	\$69,444
6	\$56,577	\$58,257	\$62,457	\$66,657	\$70,857
7	\$57,990	\$59,670	\$63,870	\$68,070	\$72,270
8	\$59,403	\$61,083	\$65,283	\$69,483	\$73,683
9	\$60,816	\$62,496	\$66,696	\$70,896	\$75,096
10	\$62,229	\$63,909	\$68,109	\$72,309	\$76,509
11	\$63,642	\$65,322	\$69,522	\$73,722	\$77,922
12	\$65,055	\$66,735	\$70,935	\$75,135	\$79,335
13	\$66,468	\$68,148	\$72,348	\$76,548	\$80,748
14	\$67,881	\$69,561	\$73,761	\$77,961	\$82,161
15	\$69,294	\$70,974	\$75,174	\$79,374	\$83,574
16	\$70,707	\$72,387	\$76,587	\$80,787	\$84,987
17	\$72,120	\$73,800	\$78,000	\$82,200	\$86,400
18	\$73,533	\$75,213	\$79,413	\$83,613	\$87,813
19	\$74,946	\$76,626	\$80,826	\$85,026	\$89,226
20	\$76,359	\$78,039	\$82,239	\$86,439	\$90,639
21	\$77,772	\$79,452	\$83,652	\$87,852	\$92,052
22	\$79,185	\$80,865	\$85,065	\$89,265	\$93,465
23	\$80,598	\$82,278	\$86,478	\$90,678	\$94,878
24	\$82,011	\$83,691	\$87,891	\$92,091	\$96,291
25	\$83,424	\$85,104	\$89,304	\$93,504	\$97,704
26	\$84,837	\$86,517	\$90,717	\$94,917	\$99,117
27	\$86,250	\$87,930	\$92,130	\$96,330	\$100,530
28	\$87,663	\$89,343	\$93,543	\$97,743	\$101,943
29	\$89,076	\$90,756	\$94,956	\$99,156	\$103,356
30	\$90,489	\$92,169	\$96,369	\$100,569	\$104,769

\* 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**

DEGREE LEVEL	8 MONTH		10 MONTH		12 MONTH	
	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**

<b>DEGREE LEVEL</b>	<b>FALL</b>	<b>SPRING</b>	<b>SUMMER FULL TERM</b>
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**

<b>DEGREE LEVEL</b>	<b>FALL/SPRING</b>
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**

<b>DEGREE</b>	<b>1 CONTACT HOUR COURSE</b>	<b>3 CONTACT HOUR COURSE</b>	<b>4 CONTACT HOUR COURSE</b>	<b>5 CONTACT HOUR COURSE</b>	<b>6 CONTACT HOUR COURSE</b>
BACHELOR'S	\$620	\$1,860	\$2,480	\$3,100	\$3,720
MASTER'S	\$678	\$2,034	\$2,712	\$3,390	\$4,068
DOCTORATE	\$743	\$2,229	\$2,972	\$3,715	\$4,458

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

<b>DEGREE</b>	<b>1 CONTACT HOUR COURSE</b>	<b>3 CONTACT HOUR COURSE</b>	<b>4 CONTACT HOUR COURSE</b>	<b>5 CONTACT HOUR COURSE</b>	<b>6 CONTACT HOUR COURSE</b>
BACHELOR'S	\$664	\$1,992	\$2,656	\$3,320	\$3,984
MASTER'S	\$721	\$2,163	\$2,884	\$3,605	\$4,326
DOCTORATE	\$785	\$2,355	\$3,140	\$3,925	\$4,710

**ON-CAMPUS CREDIT COURSES TAUGHT BY SENIOR TEACHING FELLOWS**

<b>DEGREE</b>	<b>1 CONTACT HOUR COURSE</b>	<b>3 CONTACT HOUR COURSE</b>	<b>4 CONTACT HOUR COURSE</b>	<b>5 CONTACT HOUR COURSE</b>	<b>6 CONTACT HOUR COURSE</b>
BACHELOR'S	\$1,084	\$3,252	\$4,336	\$5,420	\$6,504
MASTER'S	\$1,140	\$3,420	\$4,560	\$5,700	\$6,840
DOCTORATE	\$1,206	\$3,618	\$4,824	\$6,030	\$7,236



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

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

<b>DEGREE</b>	<b>1 CONTACT HOUR COURSE</b>	<b>3 CONTACT HOUR COURSE</b>	<b>4 CONTACT HOUR COURSE</b>	<b>5 CONTACT HOUR COURSE</b>	<b>6 CONTACT HOUR COURSE</b>
BACHELOR'S	\$931	\$2,793	\$3,724	\$4,655	\$5,586
MASTER'S	\$1,018	\$3,054	\$4,072	\$5,090	\$6,108
DOCTORATE	\$1,113	\$3,339	\$4,452	\$5,565	\$6,678

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

<b>DEGREE</b>	<b>1 CONTACT HOUR COURSE</b>	<b>3 CONTACT HOUR COURSE</b>	<b>4 CONTACT HOUR COURSE</b>	<b>5 CONTACT HOUR COURSE</b>	<b>6 CONTACT HOUR COURSE</b>
BACHELOR'S	\$995	\$2,985	\$3,980	\$4,975	\$5,970
MASTER'S	\$1,082	\$3,246	\$4,328	\$5,410	\$6,492
DOCTORATE	\$1,178	\$3,534	\$4,712	\$5,890	\$7,068

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

<b>DEGREE</b>	<b>1 CONTACT HOUR COURSE</b>	<b>3 CONTACT HOUR COURSE</b>	<b>4 CONTACT HOUR COURSE</b>	<b>5 CONTACT HOUR COURSE</b>	<b>6 CONTACT HOUR COURSE</b>
BACHELOR'S	\$1,627	\$4,881	\$6,508	\$8,135	\$9,762
MASTER'S	\$1,708	\$5,124	\$6,832	\$8,540	\$10,248
DOCTORATE	\$1,811	\$5,433	\$7,244	\$9,055	\$10,866

**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	\$782	\$2,346	\$3,128	\$3,910	\$4,692
MASTER'S	\$839	\$2,517	\$3,356	\$4,195	\$5,034
DOCTORATE	\$903	\$2,709	\$3,612	\$4,515	\$5,418

**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	\$825	\$2,475	\$3,300	\$4,125	\$4,950
MASTER'S	\$883	\$2,649	\$3,532	\$4,415	\$5,298
DOCTORATE	\$945	\$2,835	\$3,780	\$4,725	\$5,670

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

**OFF-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	\$1,092	\$3,276	\$4,368	\$5,460	\$6,552
MASTER'S	\$1,180	\$3,540	\$4,720	\$5,900	\$7,080
DOCTORATE	\$1,275	\$3,825	\$5,100	\$6,375	\$7,650

**OFF-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	\$1,156	\$3,468	\$4,624	\$5,780	\$6,936
MASTER'S	\$1,244	\$3,732	\$4,976	\$6,220	\$7,464
DOCTORATE	\$1,340	\$4,020	\$5,360	\$6,700	\$8,040

**VALENCIA COLLEGE  
SPECIALIZED SERVICES RATE SCHEDULE**

**CLOCK HOUR SPECIALIZED SERVICES RATES**

<b>SPECIALIZED SERVICES</b>	<b>STANDARD</b>	<b>ASSOCIATE FACULTY</b>	<b>SENIOR TEACHING FELLOWS</b>
ASSOCIATE'S DEGREE	\$24.06	\$25.51	\$37.39
BACHELOR'S DEGREE	\$26.25	\$28.07	\$41.35
MASTER'S DEGREE	\$28.16	\$29.95	\$44.91
EARNED DOCTORATE	\$31.80	\$33.64	\$51.39
APPLIED PRIVATE MUSIC	\$37.42		
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.

**VALENCIA COLLEGE  
SPECIALIZED SERVICES RATE SCHEDULE**

**FLAT RATE SPECIALIZED SERVICES RATES**

<b>FACULTY DEVELOPMENT, ONLINE TEACHING &amp; LEARNING, &amp; TEACHING/LEARNING ACADEMY (TLA)</b>	<b>RATE</b>
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
<b>LEARNING COMMUNITIES</b>	<b>RATE</b>
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  
MISCELLANEOUS FACULTY RATE SCHEDULE**

**SUBSTITUTE TEACHING - STANDARD RATE (PER CONTACT HOUR)**

DEGREE	STANDARD
ASSOCIATE'S	\$15.27
BACHELOR'S	\$19.70
MASTER'S	\$22.52
DOCTORATE	\$26.14

**SUBSTITUTE TEACHING – DUAL ENROLLMENT (PER CONTACT HOUR)**

DEGREE	STANDARD
ASSOCIATE'S	\$22.90
BACHELOR'S	\$29.55
MASTER'S	\$33.78
DOCTORATE	\$39.21

**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**

<b>PAY GRADE</b>	<b>MINIMUM OF PAY GRADE</b>	<b>MAXIMUM OF PAY GRADE</b>	<b>ELIGIBLE FOR OVERTIME?</b>	<b>RECEIVE CONTRACT?</b>	<b>FULL-TIME, PART-TIME, OR MIXED</b>	<b>PART-TIME HOURLY RATE</b>	<b>EXAMPLES OF POSITIONS IN PAY GRADE</b>
1617	\$25,750	\$39,795	Yes	No	Mixed	\$12.38	Curriculum Assistant, Custodial, Groundskeeper, Laboratory Aide, Laboratory Assistant, Learning Assistant, Sales Associate, Security Officer, Staff Assistant
1618	\$26,244	\$43,303	Yes	No	Mixed	\$12.62	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**

<b>PAY GRADE</b>	<b>MINIMUM OF PAY GRADE</b>	<b>MAXIMUM OF PAY GRADE</b>	<b>ELIGIBLE FOR OVERTIME?</b>	<b>RECEIVE CONTRACT?</b>	<b>FULL-TIME, PART-TIME, OR MIXED</b>	<b>PART-TIME HOURLY RATE</b>	<b>EXAMPLES OF POSITIONS IN PAY GRADE</b>
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	Mixed	No	Full-time	N/A	Campus Director Advising, Directors, IT Managers, Project Directors
1626	\$65,857	\$121,835	Mixed	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	\$8.46	Student Assistant
S1	\$8.46	Entertainment Specialist I Laboratory Aide I Learning Assistant I Office Aide I
LB	\$28.61 \$28.61	Counselor Librarian

**VALENCIA COLLEGE  
DEAF/HARD OF HEARING SERVICE PROVIDER HOURLY RATE SCHEDULE**

<b>SIGN LANGUAGE SERVICE PROVIDERS</b>				
<b>CREDENTIALS</b>	<b>QA/EIPA3</b>	<b>CI or CT/EIPA4</b>	<b>NIC/EIPA5</b>	<b>CI &amp; CT/EIPA5</b>
<b>ASSOCIATE OF ARTS (AA) OR 5 YEARS EXPERIENCE</b>	\$25.85	\$31.25	\$37.25	\$37.25
<b>BACHELOR'S (BA) OR 10 YEARS EXPERIENCE</b>	\$26.25	\$31.75	\$37.75	\$37.75
<b>MASTER'S (MA) OR 15 YEARS EXPERIENCE</b>	\$26.75	\$32.00	\$38.00	\$38.00
<b>DOCTORATE</b>	\$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)

<b>CAPTIONISTS WITH C-PRINT CERTIFICATIONS</b>					
<b>CREDENTIALS</b>	<b>BASE</b>	<b>3 YEARS EXP</b>	<b>5 YEARS EXP</b>	<b>10 YEARS EXP</b>	<b>15 YEARS EXP</b>
<b>BASE RATE</b>	\$20.00	\$22.00	\$24.00	\$25.00	\$26.00
<b>ASSOCIATE OF ARTS (AA)/ ASSOCIATE OF SCIENCE (AS)</b>	\$20.25	\$22.25	\$24.25	\$25.25	\$26.25
<b>BACHELOR'S (BA)</b>	\$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 262 work days from July 1, 2019 through June 30, 2020. 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. Salaries of personnel employed under federal/state projects may not exceed board-approved salaries.
3. 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.

<b>Faculty Incentive Play Options:</b>	<b>Payment:</b>
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

4. 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.
5. Full-time Annually Appointed faculty will be paid a flat rate that does not correlate to the regular faculty salary schedule. Compensation is based on a full teaching load and the associated office and student engagement 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:

6. 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.
7. 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 2018-2019 fiscal year or were offered and accepted employment prior to January 6, 2019 will receive a 2.3% raise effective August 12, 2019.
2. Employees who worked less than six months in the 2018-2019 fiscal year or were offered and accepted employment after January 6, 2019 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 and the Part-Time Faculty Salary Schedule, will receive a 2.3% pay raise effective August 12, 2019.

**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.

# VALENCIA COLLEGE

## Salary Schedules for Fiscal Year 2019-2020

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

STEP	ASSOCIATE'S	BACHELOR'S	MASTER'S	MASTER'S + 30	DOCTORATE
1	\$41,260	\$42,660	\$46,160	\$49,660	\$53,160
2	\$42,437	\$43,837	\$47,337	\$50,837	\$54,337
3	\$43,614	\$45,014	\$48,514	\$52,014	\$55,514
4	\$44,791	\$46,191	\$49,691	\$53,191	\$56,691
5	\$45,968	\$47,368	\$50,868	\$54,368	\$57,868
6	\$47,145	\$48,545	\$52,045	\$55,545	\$59,045
7	\$48,322	\$49,722	\$53,222	\$56,722	\$60,222
8	\$49,499	\$50,899	\$54,399	\$57,899	\$61,399
9	\$50,676	\$52,076	\$55,576	\$59,076	\$62,576
10	\$51,853	\$53,253	\$56,753	\$60,253	\$63,753
11	\$53,030	\$54,430	\$57,930	\$61,430	\$64,930
12	\$54,207	\$55,607	\$59,107	\$62,607	\$66,107
13	\$55,384	\$56,784	\$60,284	\$63,784	\$67,284
14	\$56,561	\$57,961	\$61,461	\$64,961	\$68,461
15	\$57,738	\$59,138	\$62,638	\$66,138	\$69,638
16	\$58,915	\$60,315	\$63,815	\$67,315	\$70,815
17	\$60,092	\$61,492	\$64,992	\$68,492	\$71,992
18	\$61,269	\$62,669	\$66,169	\$69,669	\$73,169
19	\$62,446	\$63,846	\$67,346	\$70,846	\$74,346
20	\$63,623	\$65,023	\$68,523	\$72,023	\$75,523
21	\$64,800	\$66,200	\$69,700	\$73,200	\$76,700
22	\$65,977	\$67,377	\$70,877	\$74,377	\$77,877
23	\$67,154	\$68,554	\$72,054	\$75,554	\$79,054
24	\$68,331	\$69,731	\$73,231	\$76,731	\$80,231
25	\$69,508	\$70,908	\$74,408	\$77,908	\$81,408
26	\$70,685	\$72,085	\$75,585	\$79,085	\$82,585
27	\$71,862	\$73,262	\$76,762	\$80,262	\$83,762
28	\$73,039	\$74,439	\$77,939	\$81,439	\$84,939
29	\$74,216	\$75,616	\$79,116	\$82,616	\$86,116
30	\$75,393	\$76,793	\$80,293	\$83,793	\$87,293

\* 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	MASTER'S	MASTER'S + 30	DOCTORATE
1	\$49,512	\$51,192	\$55,392	\$59,592	\$63,792
2	\$50,925	\$52,605	\$56,805	\$61,005	\$65,205
3	\$52,338	\$54,018	\$58,218	\$62,418	\$66,618
4	\$53,751	\$55,431	\$59,631	\$63,831	\$68,031
5	\$55,164	\$56,844	\$61,044	\$65,244	\$69,444
6	\$56,577	\$58,257	\$62,457	\$66,657	\$70,857
7	\$57,990	\$59,670	\$63,870	\$68,070	\$72,270
8	\$59,403	\$61,083	\$65,283	\$69,483	\$73,683
9	\$60,816	\$62,496	\$66,696	\$70,896	\$75,096
10	\$62,229	\$63,909	\$68,109	\$72,309	\$76,509
11	\$63,642	\$65,322	\$69,522	\$73,722	\$77,922
12	\$65,055	\$66,735	\$70,935	\$75,135	\$79,335
13	\$66,468	\$68,148	\$72,348	\$76,548	\$80,748
14	\$67,881	\$69,561	\$73,761	\$77,961	\$82,161
15	\$69,294	\$70,974	\$75,174	\$79,374	\$83,574
16	\$70,707	\$72,387	\$76,587	\$80,787	\$84,987
17	\$72,120	\$73,800	\$78,000	\$82,200	\$86,400
18	\$73,533	\$75,213	\$79,413	\$83,613	\$87,813
19	\$74,946	\$76,626	\$80,826	\$85,026	\$89,226
20	\$76,359	\$78,039	\$82,239	\$86,439	\$90,639
21	\$77,772	\$79,452	\$83,652	\$87,852	\$92,052
22	\$79,185	\$80,865	\$85,065	\$89,265	\$93,465
23	\$80,598	\$82,278	\$86,478	\$90,678	\$94,878
24	\$82,011	\$83,691	\$87,891	\$92,091	\$96,291
25	\$83,424	\$85,104	\$89,304	\$93,504	\$97,704
26	\$84,837	\$86,517	\$90,717	\$94,917	\$99,117
27	\$86,250	\$87,930	\$92,130	\$96,330	\$100,530
28	\$87,663	\$89,343	\$93,543	\$97,743	\$101,943
29	\$89,076	\$90,756	\$94,956	\$99,156	\$103,356
30	\$90,489	\$92,169	\$96,369	\$100,569	\$104,769

\* 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**

DEGREE LEVEL	8 MONTH		10 MONTH		12 MONTH	
	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**

<b>DEGREE LEVEL</b>	<b>FALL</b>	<b>SPRING</b>	<b>SUMMER FULL TERM</b>
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**

<b>DEGREE LEVEL</b>	<b>FALL/SPRING</b>
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**

<b>DEGREE</b>	<b>1 CONTACT HOUR COURSE</b>	<b>3 CONTACT HOUR COURSE</b>	<b>4 CONTACT HOUR COURSE</b>	<b>5 CONTACT HOUR COURSE</b>	<b>6 CONTACT HOUR COURSE</b>
BACHELOR'S	\$620	\$1,860	\$2,480	\$3,100	\$3,720
MASTER'S	\$678	\$2,034	\$2,712	\$3,390	\$4,068
DOCTORATE	\$743	\$2,229	\$2,972	\$3,715	\$4,458

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

<b>DEGREE</b>	<b>1 CONTACT HOUR COURSE</b>	<b>3 CONTACT HOUR COURSE</b>	<b>4 CONTACT HOUR COURSE</b>	<b>5 CONTACT HOUR COURSE</b>	<b>6 CONTACT HOUR COURSE</b>
BACHELOR'S	\$664	\$1,992	\$2,656	\$3,320	\$3,984
MASTER'S	\$721	\$2,163	\$2,884	\$3,605	\$4,326
DOCTORATE	\$785	\$2,355	\$3,140	\$3,925	\$4,710

**ON-CAMPUS CREDIT COURSES TAUGHT BY SENIOR TEACHING FELLOWS**

<b>DEGREE</b>	<b>1 CONTACT HOUR COURSE</b>	<b>3 CONTACT HOUR COURSE</b>	<b>4 CONTACT HOUR COURSE</b>	<b>5 CONTACT HOUR COURSE</b>	<b>6 CONTACT HOUR COURSE</b>
BACHELOR'S	\$1,084	\$3,252	\$4,336	\$5,420	\$6,504
MASTER'S	\$1,140	\$3,420	\$4,560	\$5,700	\$6,840
DOCTORATE	\$1,206	\$3,618	\$4,824	\$6,030	\$7,236

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

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

<b>DEGREE</b>	<b>1 CONTACT HOUR COURSE</b>	<b>3 CONTACT HOUR COURSE</b>	<b>4 CONTACT HOUR COURSE</b>	<b>5 CONTACT HOUR COURSE</b>	<b>6 CONTACT HOUR COURSE</b>
BACHELOR'S	\$931	\$2,793	\$3,724	\$4,655	\$5,586
MASTER'S	\$1,018	\$3,054	\$4,072	\$5,090	\$6,108
DOCTORATE	\$1,113	\$3,339	\$4,452	\$5,565	\$6,678

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

<b>DEGREE</b>	<b>1 CONTACT HOUR COURSE</b>	<b>3 CONTACT HOUR COURSE</b>	<b>4 CONTACT HOUR COURSE</b>	<b>5 CONTACT HOUR COURSE</b>	<b>6 CONTACT HOUR COURSE</b>
BACHELOR'S	\$995	\$2,985	\$3,980	\$4,975	\$5,970
MASTER'S	\$1,082	\$3,246	\$4,328	\$5,410	\$6,492
DOCTORATE	\$1,178	\$3,534	\$4,712	\$5,890	\$7,068

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

<b>DEGREE</b>	<b>1 CONTACT HOUR COURSE</b>	<b>3 CONTACT HOUR COURSE</b>	<b>4 CONTACT HOUR COURSE</b>	<b>5 CONTACT HOUR COURSE</b>	<b>6 CONTACT HOUR COURSE</b>
BACHELOR'S	\$1,627	\$4,881	\$6,508	\$8,135	\$9,762
MASTER'S	\$1,708	\$5,124	\$6,832	\$8,540	\$10,248
DOCTORATE	\$1,811	\$5,433	\$7,244	\$9,055	\$10,866

**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	\$782	\$2,346	\$3,128	\$3,910	\$4,692
MASTER'S	\$839	\$2,517	\$3,356	\$4,195	\$5,034
DOCTORATE	\$903	\$2,709	\$3,612	\$4,515	\$5,418

**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	\$825	\$2,475	\$3,300	\$4,125	\$4,950
MASTER'S	\$883	\$2,649	\$3,532	\$4,415	\$5,298
DOCTORATE	\$945	\$2,835	\$3,780	\$4,725	\$5,670

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

**OFF-CAMPUS CREDIT COURSES WITH ADVISING COMPONENT TAUGHT WITHOUT CURRENT ASSOCIATE FACULTY CERTIFICATION**

<b>DEGREE</b>	<b>1 CONTACT HOUR COURSE</b>	<b>3 CONTACT HOUR COURSE</b>	<b>4 CONTACT HOUR COURSE</b>	<b>5 CONTACT HOUR COURSE</b>	<b>6 CONTACT HOUR COURSE</b>
BACHELOR'S	\$1,092	\$3,276	\$4,368	\$5,460	\$6,552
MASTER'S	\$1,180	\$3,540	\$4,720	\$5,900	\$7,080
DOCTORATE	\$1,275	\$3,825	\$5,100	\$6,375	\$7,650

**OFF-CAMPUS CREDIT COURSES WITH ADVISING COMPONENT TAUGHT WITH CURRENT ASSOCIATE FACULTY CERTIFICATION**

<b>DEGREE</b>	<b>1 CONTACT HOUR COURSE</b>	<b>3 CONTACT HOUR COURSE</b>	<b>4 CONTACT HOUR COURSE</b>	<b>5 CONTACT HOUR COURSE</b>	<b>6 CONTACT HOUR COURSE</b>
BACHELOR'S	\$1,156	\$3,468	\$4,624	\$5,780	\$6,936
MASTER'S	\$1,244	\$3,732	\$4,976	\$6,220	\$7,464
DOCTORATE	\$1,340	\$4,020	\$5,360	\$6,700	\$8,040

**VALENCIA COLLEGE  
SPECIALIZED SERVICES RATE SCHEDULE**

**CLOCK HOUR SPECIALIZED SERVICES RATES**

<b>SPECIALIZED SERVICES</b>	<b>STANDARD</b>	<b>ASSOCIATE FACULTY</b>	<b>SENIOR TEACHING FELLOWS</b>
ASSOCIATE'S DEGREE	\$24.06	\$25.51	\$37.39
BACHELOR'S DEGREE	\$26.25	\$28.07	\$41.35
MASTER'S DEGREE	\$28.16	\$29.95	\$44.91
EARNED DOCTORATE	\$31.80	\$33.64	\$51.39
APPLIED PRIVATE MUSIC	\$37.42		
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.

**VALENCIA COLLEGE  
SPECIALIZED SERVICES RATE SCHEDULE**

**FLAT RATE SPECIALIZED SERVICES RATES**

<b>FACULTY DEVELOPMENT, ONLINE TEACHING &amp; LEARNING, &amp; TEACHING/LEARNING ACADEMY (TLA)</b>	<b>RATE</b>
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
<b>LEARNING COMMUNITIES</b>	<b>RATE</b>
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  
MISCELLANEOUS FACULTY RATE SCHEDULE**

**SUBSTITUTE TEACHING - STANDARD RATE (PER CONTACT HOUR)**

DEGREE	STANDARD
ASSOCIATE'S	\$15.27
BACHELOR'S	\$19.70
MASTER'S	\$22.52
DOCTORATE	\$26.14

**SUBSTITUTE TEACHING – DUAL ENROLLMENT (PER CONTACT HOUR)**

DEGREE	STANDARD
ASSOCIATE'S	\$22.90
BACHELOR'S	\$29.55
MASTER'S	\$33.78
DOCTORATE	\$39.21

**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**

<b>PAY GRADE</b>	<b>MINIMUM OF PAY GRADE</b>	<b>MAXIMUM OF PAY GRADE</b>	<b>ELIGIBLE FOR OVERTIME?</b>	<b>RECEIVE CONTRACT?</b>	<b>FULL-TIME, PART-TIME, OR MIXED</b>	<b>PART-TIME HOURLY RATE</b>	<b>EXAMPLES OF POSITIONS IN PAY GRADE</b>
1617	\$25,750	\$39,795	Yes	No	Mixed	\$12.38	Curriculum Assistant, Custodial, Groundskeeper, Laboratory Aide, Laboratory Assistant, Learning Assistant, Sales Associate, Security Officer, Staff Assistant
1618	\$26,244	\$43,303	Yes	No	Mixed	\$12.62	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**

<b>PAY GRADE</b>	<b>MINIMUM OF PAY GRADE</b>	<b>MAXIMUM OF PAY GRADE</b>	<b>ELIGIBLE FOR OVERTIME?</b>	<b>RECEIVE CONTRACT?</b>	<b>FULL-TIME, PART-TIME, OR MIXED</b>	<b>PART-TIME HOURLY RATE</b>	<b>EXAMPLES OF POSITIONS IN PAY GRADE</b>
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	Mixed	No	Full-time	N/A	Campus Director Advising, Directors, IT Managers, Project Directors
1626	\$65,857	\$121,835	Mixed	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	\$8.46	Student Assistant
S1	\$8.46	Entertainment Specialist I Laboratory Aide I Learning Assistant I Office Aide I
LB	\$28.61 \$28.61	Counselor Librarian

**VALENCIA COLLEGE  
DEAF/HARD OF HEARING SERVICE PROVIDER HOURLY RATE SCHEDULE**

<b>SIGN LANGUAGE SERVICE PROVIDERS</b>				
<b>CREDENTIALS</b>	<b>QA/EIPA3</b>	<b>CI or CT/EIPA4</b>	<b>NIC/EIPA5</b>	<b>CI &amp; CT/EIPA5</b>
<b>ASSOCIATE OF ARTS (AA) OR 5 YEARS EXPERIENCE</b>	\$25.85	\$31.25	\$37.25	\$37.25
<b>BACHELOR'S (BA) OR 10 YEARS EXPERIENCE</b>	\$26.25	\$31.75	\$37.75	\$37.75
<b>MASTER'S (MA) OR 15 YEARS EXPERIENCE</b>	\$26.75	\$32.00	\$38.00	\$38.00
<b>DOCTORATE</b>	\$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)

<b>CAPTIONISTS WITH C-PRINT CERTIFICATIONS</b>					
<b>CREDENTIALS</b>	<b>BASE</b>	<b>3 YEARS EXP</b>	<b>5 YEARS EXP</b>	<b>10 YEARS EXP</b>	<b>15 YEARS EXP</b>
<b>BASE RATE</b>	\$20.00	\$22.00	\$24.00	\$25.00	\$26.00
<b>ASSOCIATE OF ARTS (AA)/ ASSOCIATE OF SCIENCE (AS)</b>	\$20.25	\$22.25	\$24.25	\$25.25	\$26.25
<b>BACHELOR'S (BA)</b>	\$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 262 work days from July 1, 2019 through June 30, 2020. 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. Salaries of personnel employed under federal/state projects may not exceed board-approved salaries.
3. 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.

<b>Faculty Incentive Play Options:</b>	<b>Payment:</b>
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

4. 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.
5. Full-time Annually Appointed faculty will be paid a flat rate that does not correlate to the regular faculty salary schedule. Compensation is based on a full teaching load and the associated office and student engagement 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:

6. 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.
7. 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 2018-2019 fiscal year or were offered and accepted employment prior to January 6, 2019 will receive a 2.3% raise effective August 12, 2019.
2. Employees who worked less than six months in the 2018-2019 fiscal year or were offered and accepted employment after January 6, 2019 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 and the Part-Time Faculty Salary Schedule, will receive a 2.3% pay raise effective August 12, 2019.

**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.





# Agenda for Human Resources



Valencia College District Board of Trustees



**September 11, 2019**

### Administrative Personnel

Employee Name	Position Title	Effective Date	End Date	Notes
<i>Internal Changes</i>				
Dunn, Susan C.	Dean, Behav/Social Science, W	08/05/19		
Sanchez Velez, Edwin	Asst VP, Admis, Records & Grad	06/24/19		
<i>Separations</i>				
Lion, Benjamin	Dean of Students	08/28/19		
Sutton, David	Dean, Humanities/Fore Lang E	08/30/19		4

### Instructional Personnel – Tenure Earning/Tenured

Employee Name	Position Title	Effective Date	End Date	Notes
<i>Appointments</i>				
Aenlle, Jose A.	Professor, Music Prod Techn	08/20/19		
Al Kafaf, Dhrgam H.A.	Professor, Comp Prgrm/Analy	08/12/19		
Casterline, Rose T.	Professor, Art	08/20/19		
Chau, Kevin X.	Professor, Geology	08/20/19		
Delahunty, Janice S.	Professor, Nursing	08/20/19		
Hall, Angela C.	Librarian	07/15/19		
Harding, Kathleen E.	Professor, Nursing	08/20/19		
Johnson, Adam P.	Emerging Tech Librarian	08/20/19		
Lee, Amy H.	Professor, Nursing	08/20/19		
Ross, Anne M.	Professor, Digital Media	07/22/19		
Sims, Lynn M.	Professor, Biology	08/20/19		
Szepanski, Gregory D.	Professor, Engineering	08/20/19		
Truitt, Tiffany A.	Professor, Nursing	08/13/19		
<i>Internal Changes</i>				
Chisholm, Jessica A.	Professor, Network Eng Tech	08/20/19		
Kavalec-Miller, Celine	Professor, English	08/20/19		
Kiriazes, Joanne P.	Professor, Mathematics	08/20/19		
Morad, Firouzeh A.	Professor, Mathematics	08/20/19		
O’Toole, Ian	Professor, Comp Prgrm/Analy	08/20/19		
Ragland, Kinyel	Professor, Political Science	08/20/19		
Ramsier, Heather S.	Professor, Political Science	08/20/19		
Thomas, Richard A.	Professor, English	08/20/19		
<i>Separations</i>				

Notes:

1. Grant Funded;
2. Internal Administrative Leave From Tenured Position;
3. Eligible and Recommended For Tenure;
4. Retirement

Boutwell, Melissa	Professor, Energy Mgmt/Con Tec	08/19/19		
DiLiberto, Stacey	Professor, English	08/02/19		
Enger, Raymond	Professor, Comp Prgm/Analy	07/11/19		
Smith, Crystal	Professor, English	08/19/19		

### **Instructional Personnel – Non-tenure Earning**

<b>Employee Name</b>	<b>Position Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Notes</b>
<i>Appointments</i>				
Ajmo, Joanne M.	Professor, Biology	08/20/19		
DeArmas, Nicholas C.	Professor, English	08/20/19		
DiPaolo, Dominic W.	Professor, Digital Media	08/20/19		
Fernandez, Edwin E.	Professor, Sign Language	08/20/19		
Frank, Carlye S.	Professor, Art	08/20/19		
Gabele, Ann M.	Prof and Extension Spec, Math	08/05/19		
Lane, Rebekah M.	Prof School of Arts & Entmt	08/12/19		
Norato, Michael S.	Prof and Extension Spec, Math	08/05/19		
Paolella, Christopher	Professor, History	08/20/19		
Smith, Wikaliler D.	Professor, English	08/20/19		
Welch, Thomas C.	Faculty, New Student EXP	08/20/19		
<i>Internal Changes</i>				
Elliott, Holly M.	Professor, English	08/20/19		
Mullins, Jr., Daniel G.	Professor, Mathematics	08/20/19		
<i>Separations</i>				
Druckenmiller, Brian	Professor, English	08/01/19		
Skambis, Susan	Professor, Biology	08/01/19		4
Thanki, Puja	Prof and Extension Spec, Math	05/31/19		

### **Instructional Personnel – Temporary**

<b>Employee Name</b>	<b>Position Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Notes</b>
<i>Appointments</i>				
Baker, Anthony	Professor, English	08/20/19	12/16/19	
Brooks, Laurentia V.	Professor, English	08/20/19	12/16/19	
Calderhead, Scott A.	Professor, Psychology	08/20/19	12/16/19	
Covert, Pamela J.	Professor, English	08/20/19	12/16/19	

Notes:

1. Grant Funded;
2. Internal Administrative Leave From Tenured Position;
3. Eligible and Recommended For Tenure;
4. Retirement

Davis, Charles W. Jr	Professor, Mathematics	08/20/19	12/16/19	
DiRusso, Patrick A.	Professor, Mathematics	08/20/19	12/16/19	
Eugene-King, Betty	Professor, Speech	08/20/19	12/16/19	
Fierro, Frank E.	Professor, Humanities	08/20/19	04/27/20	
Frank, Debra L.	Professor, Accounting	08/20/19	04/27/20	
Garcia Nieves, Yeidaliz Z.	Professor, Biology	08/20/19	04/27/20	
Gualtieri, Kathryn B.	Professor, Humanities	08/20/19	04/27/20	
Hasara, Jessica A.	Professor, Humanities	08/20/19	04/27/20	
Janelle, Jeffrey M.	Professor, Graphic Design	08/20/19	04/27/20	
Kastner, Ashley N.	Professor, English	08/20/19	12/16/19	
Kazmi, Omer A.	Professor, English	08/20/19	04/27/20	
Kern, Douglas S.	Professor, English	08/20/19	04/27/20	
Kozma, Kelly A.	Professor, Mathematics	08/20/19	12/16/19	
Menninger, Christa N.	Professor, Humanities	08/20/19	12/16/19	
Monreal, Myra A.	Professor, Draft/Design Techn	08/20/19	04/27/20	
Moustafa, Yasmin T.	Professor, Chemistry	08/20/19	04/27/20	
Owens, Karen L.	Professor, Humanities	08/20/19	04/27/20	
Pagan, Angel R.	Professor, Humanities	08/20/19	04/27/20	
Smith, Demetrius V.	Professor, Political Science	08/20/19	04/27/20	
Stendel, David W.	Professor, Comp Prgrm/Analy	08/20/19	04/27/20	
Stone, Arri C.	Professor, Speech	08/20/19	04/27/20	
Tate, Howard K.	Professor, Digital Media	08/20/19	04/27/20	
Tomlinson,-Burney, Claudine C.	Professor, Speech	08/20/19	04/27/20	
Treadway, Joshua H.	Professor, Architecture	08/20/19	12/16/19	
Vance, Valerie A.	Professor, Nursing	08/20/19	12/16/19	
<i>Internal Changes</i>				
Council Tracey L.V.	Professor, Speech	08/20/19	12/16/19	
Obeidat, Mohammad Z.	Professor, Mathematics	08/11/19	12/16/19	
Patel, Nileshkumar A.	Professor, Mathematics	08/20/19	12/16/19	

### Staff Personnel

Employee Name	Position Title	Effective Date	End Date	Notes
<i>Appointments</i>				
Ames, Michelle F.	Exec Asst, Sr – Campus Pres	07/29/19		
Andino, Yamilex C.	Security Clerk	08/12/19		

Notes:

1. Grant Funded;
2. Internal Administrative Leave From Tenured Position;
3. Eligible and Recommended For Tenure;
4. Retirement

Belfiore, Joshua M.	Coord, Program Advisor	06/24/19		
Blackburn, Charles M.	Groundskeeper	06/24/19		
Blanchard, Shawn H.	Accounts Receivable Specialist	07/15/19		
Boulanger, Natalie R.	Library Specialist	07/01/19		
Brown, Gabriel J.	Admin Asst, Academic Dean	06/13/19		
Cabey, Rajeswari N.	Dir, Compensation	08/12/19		
Cabrera, Ashley M.	Multimedia Designer	08/12/19		
Calvo, Mabel	Custodian	08/05/19		
Childress, Harley D.	Groundskeeper	08/05/19		
Christopher, Sujinun O.	Mgr, Learning Support Services	07/22/19		
Conti, Deborah A.	Staff Assistant II	06/17/19		
Coss, Anna I.	Staff Assistant II	08/26/19		
Gama, Jennifer	Coord, College Transition	08/12/19		
Hollaway, Elizabeth J.	Accounting Specialist	06/17/19		
Hymer, Rowena A.	Faculty Devel/Inst Designer	07/01/19		
Iglesias, Daniel J.	Instructional Design/Developer	07/29/19		
James, Chinyere Y.	Faculty Devel/Inst Designer	07/01/19		
Justiniano Rosado, Fabian M.	Groundskeeper	08/12/19		
King, Nikesha N.	Implementation Coordinator	06/17/19		
Kuchenreuther, Maxwell H.	Admin Mgr, CPE, Social Media	07/01/19		
Lakey, McKenzie R.	Public Relations Coordinator	07/01/19		
Monfilston, Bianca C.	Coord, Program Advisor	08/05/19		
Moreira, Libny	Records Doc Mgmt Systems Spec	08/12/19		
Nelson, Jennifer A.	Instructional Lab Supervisor	07/29/19		
Nerestant, Jeff J.	Student Services Advisor	06/18/19		
Rogers, Anne M.	Emerging Tech Library Spec	08/20/19		
Sanders, LaQuita D.	Staff Assistant II	07/22/19		
Simmons, Timothy A.	Testing Center Specialist	06/17/19		
Teixeira, Sean D.	Programmer Analyst, Sr.	07/10/19		
Valere, Chalenne	Mgr, Academic and Stud Success	07/01/19		
Vegazo Franco, Petralta	Custodian	08/05/19		
Wood, Jennifer A.	Staff Assistant II	08/26/19		
<b>Internal Changes</b>				
Austin, Joshua S.	Dir, Student Development	07/01/19		
Bonnett, LB	Groundskeeper Working Sup	08/19/19		
Colondres Rivera, Vivianned Y.	HR Specialist, Compliance	07/01/19		
De Luna, Ilianna B.	Admin Asst, Academic Dean	07/29/19		
Dzoba, Rose M.	Admin Asst, Student Svcs	08/12/19		

**Notes:**

1. Grant Funded; 2. Internal Administrative Leave From Tenured Position; 3. Eligible and Recommended For Tenure; 4. Retirement

Ensminger, Charles D.	Dir, Student Development	07/01/19		
Green, Venecia W.	Asst. Dir, Budget/Analysis	07/08/19		
Guadalupe, Yarissel	Staff Assistant II	07/08/19		
Hernandez, Camille L.	Asst Dir, Conf & College Events	06/26/19		
Hyland, Amanda A.	Coord, Employee Services	07/15/19		
Leslie, Sally A.	Campus Dir, Faculty & Inst Dev	07/22/19		
Makepeace, Kari R.	Exec Asst, Sr & Govern Support	07/14/19		
Matlock, Kelley S.	Implementation Coordinator	05/20/19		
Melnick, Patricia A.	Mgr, Laboratories	07/22/19		
Mina, Alebia A.	Executive Assistant	07/29/19		
Perron, Jacqueline R.	Executive Assistant, Sr	07/29/19		
Pigman, Robert C.	Dir, CJI	06/24/19		
Pierce, Aira J.	Admissions Specialist	07/15/19		
Rivera, Felita	Academic Advisor	08/05/19		
Robinson, Krysta M.	Admin Asst, Academic Dean	07/29/19		
Rosado, Brandon M.	Coord, Testing and Assessment	07/01/19		
Rosario, Aixa	Coord, College Trans/lmsv Exp	07/01/19		
Rounds, II, Timothy M.	Lead Groundskeeper	07/01/19		
Sersch, Luisa I.	Curriculum Prgm Designer, PCE	07/01/19		
Spry, Ashley L.	Coord, Student Development	07/01/19		
Trivedi, Shreyas A.H.	Coord, International Students	07/22/19		
Vergara, Anthony F.	Custodian	08/05/19		
Wright, Geni A.	Dir, Online Teach/Learn	07/08/19		
<b>Separations</b>				
Acosta, Rachel	Academic Advisor	08/02/19		
Aguirre, Leslie	Academic Advisor	09/06/19		
Anderson, Patricia	Coord, Program Advisor	07/31/19		4
Atterbury, Erica	Coord, Program Advisor	07/26/19		
Balan, Cristina	Student Services Advisor	08/23/19		
Blinn, Emily	Executive Assistant, Sr	08/16/19		
Carbajal, Jeancileyde	Int'l Recruitment Specialist	08/02/19		
Casci, Jared	Staff Assistant II	09/04/19		
Coakley, Andrew	Security Field Supervisor	08/17/19		
Colon, Anabel	Records Doc Mgmt Systems Spec	07/01/19		
Colon, Noel	Security Field Supervisor	08/09/19		
Curts, Chealsie	Admissions Specialist	07/26/19		
Dillard, Shawnta	Staff Assistant II	07/26/19		
Dos Santos, Jeanette	Executive Assistant	08/23/19		
Hosler, Hannah	Coord, Program Advisor	08/23/19		
Jerzak, Page	Dir, Online Teach/Learn	07/30/19		
Laiz, Kristine	Admin Asst, Student Svcs	07/15/19		

Notes:

1. Grant Funded;
2. Internal Administrative Leave From Tenured Position;
3. Eligible and Recommended For Tenure;
4. Retirement

Lawrence, David	Custodian	06/19/19		
McClellan, Chelsea	Coord, Program Advisor	09/17/19		
Mincey, Quateshia	Academic Advisor	08/21/19		
Ortega, Christina	Custodian	07/09/19		
Osborne, Katherine	Implementation Coordinator	08/09/19		
Owens, Brittany	Ops Mgr, Continuing Education	07/26/19		
Pagan-Ayala, Jose	Groundskeeper	06/14/19		
Phan, Chau	Applications Security Adminstr	06/21/19		
Riquelme, Angie	Administrative Assistant	07/15/19		
Rittenberry, Joshua	Groundskeeper Working Sup	07/18/19		
Rodriguez, Jennifer	Staff Assistant II	08/16/19		
Schleger, Jill	Human Resources Specialist	09/23/19		
Stieler, Joshua	Instr, Construction	07/26/19		
Valentin Diaz, Jorge	Administrative Assistant	07/26/19		
Washick, Jennifer	Academic Advisor	08/02/19		
Wiggins, Mark	Irrigation Specialist	08/16/19		
<i>Leave of Absence</i>				
Mendonca, Priscilla R.	CE Accounting Specialist	05/05/19	06/28/19	
Post, Jeff H.	Security Officer	05/19/19		

### **Staff Personnel – Temporary**

<b>Employee Name</b>	<b>Position Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Notes</b>
<i>Appointments</i>				
Astro, Kelly	Dir, Valencia Promise	07/01/19	06/30/20	1
Bell, Kristol	Coord, Career Prgm Advis, A&E	07/01/19	06/30/20	1
Boulos, Roxana A.	Coord, Career Prgm Advis, O	07/01/19	06/30/20	1
Charles, Angela	Admin Assistant, CFEED	07/01/19	06/30/20	1
Charles, Kamla	Coord, Employer Relations	07/01/19	06/30/20	1
Del Agua, Victoria S.	Admin Mgr, Arts and Entertainment	07/01/19	06/30/20	1
De Leon, Odette	Financial Aid Specialist	07/01/19	06/30/20	1
Dubois, Leann	Institutional Research Analyst	07/01/19	06/30/20	1
Farnan, Jessica M.	Coordinator, College Transition	07/01/19	06/30/20	1
Guardia, Lorena	Asst. Dir, Transitions Planning	07/01/19	06/30/20	1
Holmes Kasandra B.	Project Dir, ENGAGE STEM	07/01/19	06/30/20	1
Infante, Michelyn G.	Coord, Program Advisor	07/01/19	06/30/20	1
Jones, Bradford C.	Prog Mgr, CCI	07/01/19	06/30/20	1

#### Notes:

1. Grant Funded; 2. Internal Administrative Leave From Tenured Position; 3. Eligible and Recommended For Tenure; 4. Retirement



Keefe, Jennifer E.	Project Director, Title V, OSC	07/01/19	06/30/20	1
Larson, Lisa R.	Coord, Career Prgm Advis, E	07/01/19	06/30/20	1
Laverdure, Ross	Coord, Career Prgm Advis, O	07/01/19	06/30/20	1
Maalouf, Micheline	Coord, Program Advisor	07/01/19	06/30/20	1
Madison, Anjela M.	Dir, Perkins Grant	07/01/19	06/30/20	1
McCoy Carter, Eleanor L.	Institutional Research Analyst	07/01/19	06/30/20	1
Mulloy, Miranda K.	Coord, Valencia Promise	08/12/19	06/30/20	1
Osborne, Katherine E.	Implementation Coordinator	08/05/19	06/30/20	1
Rawls, Kerry-Ann	Coord, Career Prgm Advis, E	07/01/19	06/30/20	1
Regruit, Lindsay C.	Asst Dir, Valencia Promise	07/01/19	06/30/20	1
Remikie, Raton R.	Coord, College Transition	08/19/19	06/30/20	1
Rivera, Niurka Y.	Coord, Career Prgm Advis, E	07/01/19	06/30/20	1
Roman Cruz, Sulivette	Administrative Assistant	07/01/19	06/30/20	1
Russell, Rachael	Research Analyst, CFEED	07/01/19	06/30/20	1
Sanchez, Michelle M.	Project Director, YouthBuild	07/01/19	06/30/20	1
Sanders, Damika M.	Implementation Coordinator	07/01/19	06/30/20	1
Sewsankar, Rudrani R.	Data Support Specialist	05/09/19	06/30/20	1
Sickler, Launa B.	Coord, Career Prgm Advis, E	07/01/19	06/30/20	1
Sparkman, Michael E.	Coord, Career Prgm Advis, E	07/01/19	06/30/20	1
Staiger, Laurie A.	Career Pathways Specialist	07/01/19	06/30/20	1
Sullivan, Kelly	Coord, Program Advisor	07/01/19	06/30/20	1
Teumer, Chris J.	Asst Dir., Learning Supp & Advis	07/01/19	06/30/20	1
Walsh, Stephanie L.	Coord, Career Prgm Advis, E	07/01/19	06/30/20	1
Zequeira, Claudia	Coord, Career Prgm Advis, O	07/01/19	06/30/20	1
<i>Internal Changes</i>				
Dailey-Mihalik, Rachael	Educational Ambassador, LNC	07/01/19	06/30/20	1

### **Part-time Instructional Personnel**

<b>Employee Name</b>	<b>Position Title: Part Time Faculty,</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Notes</b>
<i>Appointments</i>				
Adams, Sonya L.	OE	06/14/19		
Ali, Gul S.	Biology	07/17/19		
Appoo, Rachel	Clinical	06/27/19		
Arturet, Nilda A.	EAP	07/09/19		
Baker, Shelletta L.	Math	07/01/19		
Barbour, Tisha R.	NSE WEC	06/20/19		

Notes:

1. Grant Funded;
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3. Eligible and Recommended For Tenure;
4. Retirement



Barnes, Nicole F.	English	08/16/19		
Bastien, Nadege	IT	06/12/19		
Behr, Heather A.	Biology	07/24/19		
Black, Heather	Earth Science	08/06/19		
Britton, Edith V.	NSE WEC	06/20/19		
Calderhead, Scott A.	Psychology	06/06/19		
Cappel, Sheila M.	Economics	06/25/19		
Cartwright, Steven S.	Graphic Design	08/14/19		
Charles, Angela H.	Sociology	07/18/19		
Charles, Christopher D.	Sociology	08/01/19		
Clark, Cameron R.	Philosophy	08/06/19		
Cohen, Lawrence P.	Accounting	07/25/19		
Coleman, Jr., Daniel R.	CJI			
Constant, Deborah	ESL/Adult	08/15/19		
Costin, Amy L.	Dental Hyge	08/13/19		
Crespo, Marcos M.	Graphic Design	08/13/19		
Daugherty, Donnie A.	Construction	06/19/19		
Damre, Samir	Math	05/08/19		
De Jesus, Elias	CJI	06/14/19		
Deel, Nicole B.	Math	06/20/19		
Delgado Herrera, Mayela D.M.	Comp Prg A	07/16/19		
DePonte, Devin L.	Math	07/11/19		
Diaz, Andres F.	Biology	06/13/19		
Drantias, Mark R.	Biology	07/18/19		
Dunne, Patrick R.	Network Eng Tech	06/11/19		
Dunnick, Brandon T.	Speech	07/08/19		
Duprey, Walter J.	EAP	06/24/19		
Erdogan, Abdullah	Math	08/06/19		
Falcone, Robyn L.	Biology	07/25/19		
Fant, Lauren E.	NSE OSC	06/13/19		
Figuroa, Manuel O.	HH/F/PE	06/28/19		
Fitzpatrick, Teresa E.	Clinical	08/13/19		
Forbes, Courtney M.	Biology	06/12/19		
Fridrich, Jason	Culin Mgmt	08/09/19		
Gaytan, Victor D.	CJI	07/12/19		
Glocke, Michael W.	CJI	06/19/19		
Golden, Holly S.	ESL/Adult	06/11/19		
Govan, Natasha A.	EAP	06/27/19		
Grazier, Virna D.	NSE PNC	06/20/19		

Notes:

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Groshong, Jason S.	Biology	07/22/19		
Hambel, Kelly E.	History	07/09/19		
Hamilton, Daryl B.	OE	06/11/19		
Harris, Brandon A.	EAP	07/30/19		
Harvey, Brian J.	Radiology	07/18/19		
Harvey, Richard D.	Adv Manufacturi	07/01/19		
Hayes, George M.	OE	05/30/19		
Hernandez, Edwin P.	NSE WEC	07/09/19		
Hidalgo, Ha TM	Math EAC	07/30/19		
Holmes, Eric A.	Speech	08/08/19		
Holmes, Mildred	NSE PNC	06/19/19		
Hotchkiss, Amanda N.	Psychology	08/07/19		
Howe, Stephanie L.	Biology	07/23/19		
Huggins III, Melvin	CJI	08/08/19		
Huggins, Teneshia I.	Biology	07/11/19		
Julien, Tatiana	Math EAC	07/30/19		
Jorgensen II, Kenneth J.	CJI	07/08/19		
Keefe, John A.	CJI	07/17/19		
Kelly, Valerie	English EAC	07/23/19		
Klausner, Amy B.	English	08/08/19		
LaFear, Danyel A.	Politic Sc	06/20/19		
Laporte, Sheri	OE, BA	08/06/19		
Larabee, Patrick D.	Network Eng Tech	07/01/19		
Lebrede, Nicolas	Economics	08/14/19		
Mall, Alfred W.	Religion	07/18/19		
Malley, Uyen	Math	06/24/19		
Marin, Vanessa	Architecture	07/03/19		
McCabe, Natalie M.	English	08/13/19		
McKenna, Kevin T.	Humanities	08/08/19		
McOwen, Kathleen S.	EAP	06/26/19		
Mendez, Aixa	Theater	07/11/19		
Mitkov, Zlatin B.	Political Science	08/07/19		
Mock, Sharyl L.	NSE OSC	06/24/19		
Munroe, Carvel	Construction	07/30/19		
Moskal, Caleigh L.	Psychology	06/19/19		
Mrwik, Jeffrey J.	CE Adv Fire	07/17/19		
Nelson, Rose W.	Clinical	07/24/19		
Nevill, Frances S.	English	07/12/19		
Nicoll, Gregg A.	Biology	07/18/19		
Nocasian, Mihaela V.	Speech	07/10/19		
Nortilien, Amos	EET	07/18/19		

Notes:

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Nutt, Brian	Graphic Design	08/01/19		
Ogonowski, Peter C.	Economics	08/15/19		
Ojeda Gamarra, George L	Construction	08/01/19		
Olson, Matthew M.	Construction	07/25/19		
O'Neal, Raymond P.	OE	05/30/19		
Parchamy Araghy, Homaira	Physics	07/10/19		
Perez Lilnd, Romulo	Biology	07/11/19		
Perez-Tapanes, Migdalia M.	Humanities	08/13/19		
Peterson, Bryan E.	History	06/27/19		
Pham, Hai C.	Math	08/13/19		
Placido, Luisa	Math	07/23/19		
Raghbeer, Mohanchand D.	Stdt Lif Skl, EAC	06/05/19		
Ramirez, Heidi H.	EAP	07/08/19		
Ramlakhan, Priyanka	Humanities	06/12/19		
Ravikumar, Meera	Biology	08/01/19		
Reinhardt, Emma N.	English	06/12/19		
Riley, Cornita	Business Agreements	07/22/19		
Rivera, Jennifer L.	History	06/20/19		
Rivera, Mark A.	English	07/18/19		
Roach, Brandon J.	ESL/Adult	06/12/19		
Rodriguez Villacencio, Manuel A.	ESL/Adult	06/06/19		
Rogers, Melissa A.	ESL/Adult	06/12/19		
Rollins, Annaliese R.	English	08/13/19		
Royer, David D.	ESL/Adult	08/08/19		
Russom, Garren C.	Culin Mgmt	08/08/19		
Sabouri Sichani, Mahdi	Math	06/20/19		
Santiago, Emmanuel C.	Math	06/17/19		
Shaul, Brittany E.	Politic Sc	06/18/19		
Simon, Kristi M.	History	06/27/19		
Spearman, Eileen A.	Clinical	07/24/19		
Sprinkel, Sara L.	Education	06/10/19		
Tacner, Travis A.	CE Adv Fire	07/09/19		
Taher, Loui N.M	Biology	07/11/19		
Tangonan, Mercy Leah B.	Clinical	06/25/19		

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Tas, Ramazan	Economics	08/01/19		
Taylor, Sonya K.	NSE OSC	06/27/19		
Thuse, Agraja K.	Biology	07/23/19		
Varela, Giovanna M.	English	07/18/19		
Vick, Erin S.	Math	07/25/19		
Waldrep, Jenna G.	EAP	06/20/19		
Williams, Stacie E.	Math	07/25/19		
Wiltrout, Sophia M.	English	08/06/19		
Wood, Haley A.	Psychology	07/17/19		
Yamamoto, Yoshiyuki	Math	06/17/19		
Yurasek, Kevin J.	Speech	07/15/19		
Zapata Torres, Frances M.	English	06/27/19		
Zemliansky, Pavel N	English EAC	07/23/19		
Zinck, Shannon L.	English	06/27/19		
Zorn, Jeremy D.	Religion	06/12/19		

### **Part-time Hourly Personnel**

<b>Employee Name</b>	<b>Position Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Notes</b>
<i>Appointments</i>				
Adeyeye, Abigail A.	Student, Institut Work Study	07/15/19		
Bailey-Feliciano, Bryan H.	Learning Assistant I	08/14/19		
Begein, Donovan R.	Student, Institut Work-Study	07/03/19		
Betts, Laura A.	Sustainability Assistant	08/12/19		
Brown, Tyson A.	Laboratory Assistant I	06/25/19		
Castrillon, Paola A	Curriculum Assistant	07/18/19		
Chang, Helen V.	Laboratory Assistant II	07/31/19		
Charles, Willkemby	Learning Assistant I	08/02/19		
Clark, Alexandria N.	Career Advisor	07/31/19		
Cortes-Alba, Alisa L.	Curriculum Assistant	06/18/19		
Cross, Jahdai D.	Student, Institut Work-Study	08/08/19		
Delaboy, Brooke	Security Officer	07/01/19		
Delgado, Felix V.	Student, Institut Work-Study	07/10/19		
Demetriou, Katryna	Interpreter	08/08/19		
Diaz Correa, Noel A.	Student, Institut Work-Study	07/23/19		
Donis, Natalie J.M,	Learning Assistant I	07/16/19		

Notes:

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4. Retirement

Duque Grajales, Julian	Student, Institut Work-Study	07/10/19		
Echevarria, Erika	Instructional Lab Assistant	07/08/19		
Farquharson, Fitzroy Z.	Learning Assistant I	07/29/19		
Feliciano, Jennifer	Learning Assistant I	08/15/19		
Ferguson, Emily K.	Learning Assistant II	08/01/19		
Figuroa, Jesse J.	Student Services Advisor	08/08/19		
Fink, Stephanie N.	Learning Assistant I	08/15/19		
Gagnon, Austin G.	Faculty & Inst Support Spec	08/02/19		
Gil, Amaris	Support Specialist I	07/03/19		
Girgenti, Tamirose L.	Student Services Advisor	08/08/19		
Glassie, Summer E.	English	08/09/19		
Gonzalez, Fabian E.	Security Officer	07/09/19		
Gonzalez, Jorge	Security Officer	08/16/19		
Griffin, William E.	Learning Assistant II	06/20/19		
Guedes, Josue	Learning Assistant I	08/08/19		
Gutierrez, Jade D.	Enrollment Services Advisor	07/01/19		
Haines, Carolyn B.	Administrative Assistant	06/12/19		
Hicks, Elizabeth V.	Curriculum Assistant	06/20/19		
Hurtado, Joel A.	Staff Assistant II	06/05/19		
Jackson, Sheneika D.	Enrollment Services Advisor	07/01/19		
Jimenez, Agustina S.	Curriculum Assistant	07/03/19		
Johnson, Danielle C.	Entertainment Specialist II	08/01/19		
Jones, Jasmin A.	Student Services Advisor	07/10/19		
Joseph, Claudeline	Assessment Spec, DTC	07/01/19		
Juarez, Marisela	Support Specialist I	08/06/19		
Justiniano Rosado, Fabian M.	Maintenance Technician	06/18/19		
Lara Villarreal, Gustavo A.	Custodian	07/22/19		
Latimore, Aliyah R.	Human Resources Specialist	06/27/19		
Lee, Hunter S.	Learning Assistant I	07/30/19		
Long, Joanne	Captionist	07/16/19		
Maldonado Terbullino, Anthony	Laboratory Assistant I	07/25/19		
Marques, Andre M.	Learning Assistant I	08/15/19		
Martinez, Ruth M.	Security Officer	07/15/19		
Martinez Giron, Pedro	Campus Tech Support Specialist I	08/16/19		
Mattinson, Nicholas C.	Laboratory Assistant I	06/25/19		
McClellan, Karl E.	Student Services Advisor	07/03/19		
Mills, Isaac W.	Instructional Lab Assistant	08/13/19		
Mondesir, Lordson S.	Student, Institut Work-Study	07/23/19		

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Montanez, Valerie	Laboratory Assistant II	07/25/19		
Negron, Omar L.	Learning Assistant II	07/31/19		
Neumann, Kelsey L.	Assessment Spec, DTC	07/01/19		
Opio Rodriguez, Nahir A.	Laboratory Assistant II	08/02/19		
Penaloza-Molina, Joeshlyn C.	Student, Institut Work-Study	06/24/19		
Perez, Shannelly A.	Laboratory Assistant I	08/02/19		
Peterman, Elijah T.	Learning Assistant I	08/14/19		
Pimentel, Heleny R.	Staff Assistant I	06/28/19		
Prather, Kaitlynn E.	Student, Institut Work-Study	07/19/19		
Oliveira Lima De Faria, Rafaela	Learning Assistant I	06/27/19		
Polanco, Natanael F.	Laboratory Assistant I	06/26/19		
Reyes-Quiles, Genesis M.	Laboratory Assistant II	08/02/19		
Reynoso, Destiny M.	Nautilus Assistant	07/25/19		
Rivas Lopez, Andrea	Curriculum Assistant	06/25/19		
Rivera, Casey E.	Laboratory Aide II	06/14/19		
Rivera-Marrero, Carla G.	Atlas Technical Assistant	08/13/19		
Salyer, Scott A.	Laboratory Aide I	06/27/19		
Sanchez, Edwin O.	Atlas Technical Assistant	06/19/19		
Sanchez, Yasmin	Student Activity Tutoring WEC	7/25/19		
Santos, Nediahn L.	Enrollment Services Advisor	07/01/19		
Scott, Jordan A.V.	Student, Institut Work-Study	07/09/19		
Sierra-Sanchez, John P.	Student, Institut Work-Study	07/22/19		
Somarriba, Stefanie M.	Student, Institut Work-Study	07/08/19		
Thornberry, Christopher M.	Student Services Advisor	07/16/19		
Toro, Mary T.	Learning Assistant I	08/08/19		
Vaidya, Nishad	Learning Assistant II	08/14/19		
Vallabhbai Bhakta, Ashek	Recitation Leader	08/15/19		
Vargas, Mia D.	Records Doc Mgmt Systems Spec	06/28/19		
Ventura, Karen	Sales Associate	08/09/19		
Vidal, Tommy	Security Officer	07/23/19		
Williams, Lisa	Staff Assistant II	08/13/19		
Wright, Karina	Box Office Manager	06/06/19		
Wys, Corey T.	Interpreter	06/20/19		

Notes:

1. Grant Funded;
2. Internal Administrative Leave From Tenured Position;
3. Eligible and Recommended For Tenure;
4. Retirement