

# VALENCIA COLLEGE

## Salary Schedules for Fiscal Year 2022-2023

Full-Time Faculty, Full and Part-Time Staff & Students

## Table of Contents

Full-Time 10-month Tenure Earning Faculty Salary Schedule .....	3
Full-Time 12-month Tenure Earning Faculty Salary Schedule .....	4
Annually Appointed Faculty Salary Schedule 8, 10 & 12 Month Faculty Rates.....	5
Full-Time Temporary Faculty Salary Schedule .....	6
Overload Faculty Salary Schedule.....	7
Overload Faculty Schedule-Teaching Dual Enrollment Courses at a High School .....	8
Overload Faculty Schedule- Teaching Courses with an Advising Component .....	9
Overload Faculty Schedule-Dual Enrollment Courses at a High School with an Advising Component .....	10
Miscellaneous Faculty Rate Schedule: Substitute Teaching .....	11
Staff Salary Schedule .....	12
Staff Salary Schedule/continued.....	13
Student and Other Distinct Part-Time Positions Hourly Rate Schedule.....	14
Deaf/Hard of Hearing Service Provider Hourly Rate Schedule .....	15
Notes: Executive-level employees, Salary Increases, Differentials, Special Rates and Overtime .....	16
Notes/continued: Applicable Policies .....	17

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

STEP	ASSOCIATE'S	BACHELOR'S	MASTERS	MASTER'S + 30	DOCTORATE
1	\$42,892	\$44,292	\$47,792	\$51,292	\$54,792
2	\$44,110	\$45,510	\$49,010	\$52,510	\$56,010
3	\$45,329	\$46,729	\$50,229	\$53,729	\$57,229
4	\$46,548	\$47,948	\$51,448	\$54,948	\$58,448
5	\$47,766	\$49,166	\$52,666	\$56,166	\$59,666
6	\$48,985	\$50,385	\$53,885	\$57,385	\$60,885
7	\$50,203	\$51,603	\$55,103	\$58,603	\$62,103
8	\$51,422	\$52,822	\$56,322	\$59,822	\$63,322
9	\$52,641	\$54,041	\$57,541	\$61,041	\$64,541
10	\$53,859	\$55,259	\$58,759	\$62,259	\$65,759
11	\$55,078	\$56,478	\$59,978	\$63,478	\$66,978
12	\$56,296	\$57,696	\$61,196	\$64,696	\$68,196
13	\$57,515	\$58,915	\$62,415	\$65,915	\$69,415
14	\$58,734	\$60,134	\$63,634	\$67,134	\$70,634
15	\$59,952	\$61,352	\$64,852	\$68,352	\$71,852
16	\$61,171	\$62,571	\$66,071	\$69,571	\$73,071
17	\$62,390	\$63,790	\$67,290	\$70,790	\$74,290
18	\$63,608	\$65,008	\$68,508	\$72,008	\$75,508
19	\$64,827	\$66,227	\$69,727	\$73,227	\$76,727
20	\$66,045	\$67,445	\$70,945	\$74,445	\$77,945
21	\$67,264	\$68,664	\$72,164	\$75,664	\$79,164
22	\$68,483	\$69,883	\$73,383	\$76,883	\$80,383
23	\$69,701	\$71,101	\$74,601	\$78,101	\$81,601
24	\$70,920	\$72,320	\$75,820	\$79,320	\$82,820
25	\$72,138	\$73,538	\$77,038	\$80,538	\$84,038
26	\$73,357	\$74,757	\$78,257	\$81,757	\$85,257
27	\$74,576	\$75,976	\$79,476	\$82,976	\$86,476
28	\$75,794	\$77,194	\$80,694	\$84,194	\$87,694
29	\$77,013	\$78,413	\$81,913	\$85,413	\$88,913
30	\$78,231	\$79,631	\$83,131	\$86,631	\$90,131

\* 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>MASTERS</b>	<b>MASTERS + 30</b>	<b>DOCTORATE</b>
1	\$51,470	\$53,150	\$57,350	\$61,550	\$65,750
2	\$52,932	\$54,612	\$58,812	\$63,012	\$67,212
3	\$54,395	\$56,075	\$60,275	\$64,475	\$68,675
4	\$55,857	\$57,537	\$61,737	\$65,937	\$70,137
5	\$57,319	\$58,999	\$63,199	\$67,399	\$71,599
6	\$58,782	\$60,462	\$64,662	\$68,862	\$73,062
7	\$60,244	\$61,924	\$66,124	\$70,324	\$74,524
8	\$61,706	\$63,386	\$67,586	\$71,786	\$75,986
9	\$63,169	\$64,849	\$69,049	\$73,249	\$77,449
10	\$64,631	\$66,311	\$70,511	\$74,711	\$78,911
11	\$66,093	\$67,773	\$71,973	\$76,173	\$80,373
12	\$67,556	\$69,236	\$73,436	\$77,636	\$81,836
13	\$69,018	\$70,698	\$74,898	\$79,098	\$83,298
14	\$70,480	\$72,160	\$76,360	\$80,560	\$84,760
15	\$71,943	\$73,623	\$77,823	\$82,023	\$86,223
16	\$73,405	\$75,085	\$79,285	\$83,485	\$87,685
17	\$74,867	\$76,547	\$80,747	\$84,947	\$89,147
18	\$76,330	\$78,010	\$82,210	\$86,410	\$90,610
19	\$77,792	\$79,472	\$83,672	\$87,872	\$92,072
20	\$79,254	\$80,934	\$85,134	\$89,334	\$93,534
21	\$80,717	\$82,397	\$86,597	\$90,797	\$94,997
22	\$82,179	\$83,859	\$88,059	\$92,259	\$96,459
23	\$83,641	\$85,321	\$89,521	\$93,721	\$97,921
24	\$85,104	\$86,784	\$90,984	\$95,184	\$99,384
25	\$86,566	\$88,246	\$92,446	\$96,646	\$100,846
26	\$88,028	\$89,708	\$93,908	\$98,108	\$102,308
27	\$89,491	\$91,171	\$95,371	\$99,571	\$103,771
28	\$90,953	\$92,633	\$96,833	\$101,033	\$105,233
29	\$92,415	\$94,095	\$98,295	\$102,495	\$106,695
30	\$93,878	\$95,558	\$99,758	\$103,958	\$108,158

\* A new employee may receive up to a maximum of 15 years of credit for relevant prior professional experience as a component of a faculty member's base salary. A year's credit is allowed if an employee was employed for more than one-half the duty days in an academic year as a full-time employee. Minor fractions of a year cannot be added to obtain experience credit on the salary schedule.

**VALENCIA COLLEGE  
ANNUALLY APPOINTED FACULTY SALARY SCHEDULE\***

**8, 10, & 12 MONTH ANNUALLY APPOINTED FACULTY RATES**

	8 MONTH		10 MONTH		12 MONTH	
DEGREE LEVEL	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
ASSOCIATE'S	\$36,012	\$52,711	\$39,613	\$57,982	\$43,214	\$63,253
BACHELOR'S	\$37,649	\$55,107	\$41,414	\$60,617	\$45,178	\$66,128
MASTER'S	\$40,922	\$59,899	\$45,014	\$65,888	\$49,106	\$71,878
MASTER'S +30	\$44,195	\$64,690	\$48,615	\$71,160	\$53,034	\$77,629
DOCTORATE	\$45,832	\$67,087	\$50,415	\$73,794	\$54,999	\$80,503

- \* 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 TEMPORARY FACULTY SALARY SCHEDULE\***

<b>DEGREE LEVEL</b>	<b>ONE TERM (SUMMER TERM)**</b>	<b>ONE TERM (FALL <u>OR</u> SPRING)</b>	<b>TWO TERMS (FALL <u>AND</u> SPRING)</b>	<b>THREE TERMS (FALL, SPRING <u>AND</u> SUMMER)**</b>
ASSOCIATE'S	\$13,505	\$18,007	\$36,012	\$43,214
BACHELOR'S	\$14,119	\$18,826	\$37,649	\$45,178
MASTER'S	\$15,346	\$20,462	\$40,922	\$49,106
MASTER'S +30	\$16,574	\$22,099	\$44,195	\$53,034
DOCTORATE	\$17,189	\$22,917	\$45,832	\$54,999

\* 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.

\*\* Summer Term is equal to 12 weeks.

**VALENCIA COLLEGE  
OVERLOAD FACULTY SALARY SCHEDULE**

These rates are applicable to overload Faculty teaching courses in all modalities. It does not include Dual Enrollment courses taught at a high school or courses with an advising component i.e., New Student Experience faculty.

**CREDIT COURSES TAUGHT WITHOUT CURRENT ASSOCIATE FACULTY CERTIFICATION**

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$651	\$1,953	\$2,604	\$3,255	\$3,906
MASTER'S	\$712	\$2,136	\$2,848	\$3,560	\$4,272
DOCTORATE	\$781	\$2,343	\$3,124	\$3,905	\$4,686

**CREDIT COURSES TAUGHT WITH CURRENT ASSOCIATE FACULTY CERTIFICATION**

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$698	\$2,094	\$2,792	\$3,490	\$4,188
MASTER'S	\$758	\$2,274	\$3,032	\$3,790	\$4,548
DOCTORATE	\$825	\$2,475	\$3,300	\$4,125	\$4,950

**CREDIT COURSES TAUGHT BY SENIOR TEACHING FELLOWS**

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$1,139	\$3,417	\$4,556	\$5,695	\$6,834
MASTER'S	\$1,197	\$3,591	\$4,788	\$5,985	\$7,182
DOCTORATE	\$1,267	\$3,801	\$5,068	\$6,335	\$7,602

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

**VALENCIA COLLEGE  
OVERLOAD FACULTY SALARY SCHEDULE  
TEACHING DUAL ENROLLMENT COURSES AT A HIGH SCHOOL**

These rates are only applicable to overload faculty teaching Dual Enrollment courses at a high school.

**DUAL ENROLLMENT CREDIT COURSES TAUGHT WITHOUT CURRENT ASSOCIATE FACULTY CERTIFICATION**

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$978	\$2,934	\$3,912	\$4,890	\$5,868
MASTER'S	\$1,069	\$3,207	\$4,276	\$5,345	\$6,414
DOCTORATE	\$1,169	\$3,507	\$4,676	\$5,845	\$7,014

**DUAL ENROLLMENT CREDIT COURSES TAUGHT WITH CURRENT ASSOCIATE FACULTY CERTIFICATION**

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$1,045	\$3,135	\$4,180	\$5,225	\$6,270
MASTER'S	\$1,137	\$3,411	\$4,548	\$5,685	\$6,822
DOCTORATE	\$1,237	\$3,711	\$4,948	\$6,185	\$7,422

**DUAL ENROLLMENT CREDIT COURSES TAUGHT BY SENIOR TEACHING FELLOWS**

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$1,709	\$5,127	\$6,836	\$8,545	\$10,254
MASTER'S	\$1,794	\$5,382	\$7,176	\$8,970	\$10,764
DOCTORATE	\$1,902	\$5,706	\$7,608	\$9,510	\$11,412

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



**VALENCIA COLLEGE  
OVERLOAD FACULTY SALARY SCHEDULE  
TEACHING COURSES WITH AN ADVISING COMPONENT**

These rates are only applicable to overload faculty teaching courses with advising component.

**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	\$822	\$2,466	\$3,288	\$4,110	\$4,932
MASTER'S	\$881	\$2,643	\$3,524	\$4,405	\$5,286
DOCTORATE	\$949	\$2,847	\$3,796	\$4,745	\$5,694

**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	\$867	\$2,601	\$3,468	\$4,335	\$5,202
MASTER'S	\$928	\$2,784	\$3,712	\$4,640	\$5,568
DOCTORATE	\$993	\$2,979	\$3,972	\$4,965	\$5,958

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

**VALENCIA COLLEGE**

**OVERLOAD FACULTY SALARY SCHEDULE  
DUAL ENROLLMENT COURSES AT A HIGH SCHOOL WITH AN ADVISING COMPONENT**

These rates are only applicable to overload faculty teaching dual enrollment courses with advising component i.e., New Student Experience faculty.

**DUAL ENROLLMENT CREDIT COURSES WITH ADVISING COMPONENT TAUGHT WITHOUT CURRENT ASSOCIATE FACULTY CERTIFICATION**

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$1,147	\$3,441	\$4,588	\$5,735	\$6,882
MASTER'S	\$1,239	\$3,717	\$4,956	\$6,195	\$7,434
DOCTORATE	\$1,339	\$4,017	\$5,356	\$6,695	\$8,034

**DUAL ENROLLMENT CREDIT COURSES WITH ADVISING COMPONENT TAUGHT WITH CURRENT ASSOCIATE FACULTY CERTIFICATION**

DEGREE	1 CONTACT HOUR COURSE	3 CONTACT HOUR COURSE	4 CONTACT HOUR COURSE	5 CONTACT HOUR COURSE	6 CONTACT HOUR COURSE
BACHELOR'S	\$1,214	\$3,642	\$4,856	\$6,070	\$7,284
MASTER'S	\$1,307	\$3,921	\$5,228	\$6,535	\$7,842
DOCTORATE	\$1,407	\$4,221	\$5,628	\$7,035	\$8,442

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

**VALENCIA COLLEGE  
MISCELLANEOUS FACULTY RATE SCHEDULE**

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

DEGREE	STANDARD
ASSOCIATE'S	\$16.43
BACHELOR'S	\$21.21
MASTER'S	\$24.24
DOCTORATE	\$28.14

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

DEGREE	STANDARD
ASSOCIATE'S	\$24.65
BACHELOR'S	\$31.81
MASTER'S	\$36.36
DOCTORATE	\$42.20

**NOTE:** Dual enrollment rates apply to classes taught at off-campus locations and are 1.5 times the standard substitute teaching rate. The instructor will be paid at the end of the term.

**VALENCIA COLLEGE  
STAFF SALARY SCHEDULE**

<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	\$31,262	\$45,658	Yes	No	Mixed	\$15.03	Curriculum Assistant, Custodial, Groundskeeper, Laboratory Aide, Laboratory Assistant, Learning Assistant, Sales Associate, Security Officer, Staff Assistant
1618	\$31,866	\$49,704	Yes	No	Mixed	\$15.32	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	\$33,176	\$54,231	Yes	No	Mixed	\$15.95	Administrative Assistant, Admissions Specialist, Enrollment Services Advisor, Maintenance Technician, Specialists
1620	\$34,757	\$59,055	Yes	No	Mixed	\$16.71	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	\$36,754	\$66,158	Yes	No	Mixed	\$17.67	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	\$38,854	\$69,938	Mixed	No	Mixed	\$18.68	CE Instructor, Executive Assistant Senior-Campus President, Graphic Designer Senior, Supervisors, Teaching Lab Supervisor
1623	\$41,912	\$75,440	Mixed	No	Mixed	\$20.15	Coordinator Disability Support Services, Functional IS Support Specialist, Graphic Design Supervisor
1624	\$48,676	\$90,051	Mixed	No	Mixed	\$ 23.40	Assistant Directors, Faculty Developer/Instructional Designer, Institutional Research Analyst, Managers, Recruiter AST
1625	\$55,979	\$103,561	No	No	Full-time	N/A	Campus Director Advising, Directors, IT Managers, Project Directors
1626	\$67,174	\$124,272	No	No	Full-time	N/A	Directors, IT Staff, Managing Directors, Senior Directors, Senior IT Project Managers
1627	\$80,609	\$149,124	No	No	Full-time	N/A	Directors, Managing Directors, Senior Directors
1628	\$96,731	\$183,784	No	Yes	Full-time	N/A	Assistant Vice Presidents, Chief Philanthropy Officer, Deans, Foundation VP & COO
1629	\$116,077	\$226,353	No	Yes	Full-time	N/A	Associate VP Enrollment Management, Chief Information Officer, Deans
1630	\$139,292	\$285,549	No	Yes	Full-time	N/A	Provosts, Foundation President and CEO, Vice Presidents

**VALENCIA COLLEGE  
STUDENT AND OTHER DISTINCT PART-TIME POSITIONS HOURLY RATE SCHEDULE**

**STUDENT POSITIONS HOURLY RATE SCHEDULE**

PAY GRADE	HOURLY RATE	POSITION TITLES INCLUDE
S	\$13.00	Student Assistant
WS	\$13.00	Institutional Work Study Student Federal Work Study Student*

**OTHER DISTINCT PART-TIME POSITIONS HOURLY RATE SCHEDULE**

PAY GRADE	HOURLY RATE	POSITION TITLES INCLUDE
S1	\$13.00	Entertainment Specialist I Laboratory Aide I Learning Assistant I Office Aide I
ARTM	\$15.00	Art Model

PAY GRADE	BASIC	SKILLED	CERTIFIED
UFIT	\$21.00	\$25.00	\$30.00

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

**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>	\$27.56	\$33.31	\$39.71	\$39.71
<b>BACHELOR'S (BA) OR 10 YEARS EXPERIENCE</b>	\$27.98	\$33.85	\$40.24	\$40.24
<b>MASTER'S (MA) OR 15 YEARS EXPERIENCE</b>	\$28.52	\$34.11	\$40.51	\$40.51
<b>DOCTORATE</b>	\$29.05	\$34.65	\$41.04	\$41.04

**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>	\$21.32	\$23.45	\$25.58	\$26.65	\$27.72
<b>ASSOCIATE OF ARTS (AA)/ ASSOCIATE OF SCIENCE (AS)</b>	\$21.59	\$23.72	\$25.85	\$26.92	\$27.98
<b>BACHELOR'S (BA)</b>	\$21.85	\$23.99	\$26.12	\$27.18	\$28.25

## VALENCIA COLLEGE NOTES

### EXECUTIVE-LEVEL EMPLOYEES:

1. Positions in pay grades 1629 and 1630 are executive management positions. Salaries of employees in these positions are determined by the President in conjunction with the Vice President, Organizational Development and Human Resources.
2. Effective July 1, 1991, executive management employees shall accumulate seven (7) days of administrative incentive credit each year; such credit to be prorated for each month worked, with a maximum accrual of thirty-five (35) days. Payment for such credited service will be made as follows:
  - If termination is voluntary and the executive provides at least nine (9) months' notice, the payments, less any withholdings and deductions required by law, will be distributed over the remaining number of regularly scheduled pay periods in the current period of employment.
  - If termination is involuntary, but not for cause or the executive provides less than nine (9) months' notice, payment will be made at the time of his/her termination in accordance with Policy [6Hx28:3F-02](#).
  - If termination is for cause the executive will not be entitled to this payment.

### SALARY INCREASES, DIFFERENTIALS, SPECIAL RATES AND OVERTIME:

1. Full-time employees who worked one day more than six (6) consecutive months prior to the effective date of the annual board approved increases shall be eligible for receiving the increase.
2. Part-time employees on the Staff Salary Schedule will be eligible to receive the board approved annual increase if placed in their positions prior to the beginning of the new Fiscal Year. Part-Time Faculty will be paid the rates published in the most recent applicable Salary Schedule.
3. 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.
4. 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.
5. Part-time hourly, non-instructional employees who work 50% or more of their hours between 5:00 p.m. and 8:00 a.m. during the bi-weekly pay period will be entitled to 25 cents per hour shift differential for that pay period.



**VALENCIA COLLEGE  
NOTES**

**APPLICABLE POLICIES:**

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