



ST. JOHNS RIVER
S T A T E C O L L E G E

2025-2026



SALARY SCHEDULES

**Prepared by the
Office of Human Resources
5001 St. Johns Avenue
Palatka, FL 32177**



ST. JOHNS RIVER
S T A T E C O L L E G E

2025-2026
Bargaining Unit
Salary Schedule



Prepared by the
Office of Human Resources
5001 St. Johns Avenue
Palatka, FL 32177

**ST. JOHNS RIVER STATE COLLEGE
BARGAINING UNIT
SALARY SCHEDULE 2025-2026**

Contracts for twelve (12) month full-time, faculty employees start on July 1, unless otherwise stated. Contracts for nine (9) and ten (10) month full-time, faculty employees start on August 1, unless otherwise stated.

***FULL-TIME, FACULTY SALARY SCHEDULE - 12 MONTH CONTRACT
2025-2026***

<u>Academic Credentials</u>	<u>Starting Salary – Twelve (12) Month</u>
Doctorate	\$63,939
Masters with a total of 60 or more graduate hours	\$62,386
Masters	\$60,833
Bachelors or Associate Degree and Program Specific Credentials	\$57,941

***FULL-TIME, FACULTY SALARY SCHEDULE - 10 MONTH CONTRACT
2025-2026***

<u>Academic Credentials</u>	<u>Starting Salary – Ten (10) Month</u>
Doctorate	\$53,229
Masters with a total of 60 or more graduate hours	\$51,998
Masters	\$50,765
Bachelors or Associate Degree and Program Specific Credentials	\$48,302

***FULL-TIME, FACULTY SALARY SCHEDULE - 9 MONTH CONTRACT
2025-2026***

<u>Academic Credentials</u>	<u>Starting Salary – Nine (9) Month</u>
Doctorate	\$47,895
Masters with a total of 60 or more graduate hours	\$46,781
Masters	\$45,667
Bachelors or Associate Degree and Program Specific Credentials	\$43,440

A Faculty member's starting salary shall be based upon academic and professional qualifications predicated upon earned Doctorate, Masters, or Bachelors Degrees from an accredited institution.

ST. JOHNS RIVER STATE COLLEGE
FULL-TIME, FACULTY SALARY SCHEDULE SUPPLEMENTS
2025-2026

EDUCATIONAL

CURRICULUM COORDINATORS

Tier 1: \$4,000 annual stipend + 3-hour reduction Fall/Spring/Summer	Tier 2: \$4,500 annual stipend (No course load reduction)	Tier 3: \$3,000 annual stipend (No course load reduction)
Biological Science	Foreign Language	Criminal Justice Advanced & Specialized Training
English	Humanities	Criminal Justice Day Basic Law Enforcement
Florida School of the Arts	Physical Sciences	Criminal Justice Evening Basic Law Enforcement
Mathematics	Student Life Skills	Criminal Justice High Liability Training
Social Science	Teacher Education	Nursing - PSAV
	Business/Organizational Management	Nursing – ASN
	Criminal Justice Credit Programs	Nursing - LPN
	Engineering Technology	
	Computer	
	Biological Sciences - BS	
	Social and Human Services	

Faculty Program Directors

In addition to the work of Curriculum Coordinator described above, Faculty Program Directors are responsible for maintaining programmatic licensing and accreditation. Faculty serving as Program Directors are on 12-month contracts and receive an annual stipend of two thousand dollars (\$2,000) and take a three (3) hour load reduction (or receive three (3) additional hours of overload pay) fall, spring, and summer terms for their administrative programmatic responsibilities.

The following bargaining unit members serve as Faculty Program Directors:

- EMS Director
- Health Information Technology Director
- Medical Assisting Director
- Radiologic Technology Director
- Respiratory Care Director

For additional compensation and stipend information, please refer to article 20 in the Collective Bargaining Agreement.

ST. JOHNS RIVER STATE COLLEGE
FULL-TIME FACULTY (Collective Bargaining Unit) - OVERLOADS
For CREDIT COURSES
SALARY SCHEDULE 2025-2026

\$700 per contact hour

CTE, CLINICALS, CONTINUING EDUCATION and APPLIED VOICE INSTRUCTION

CTE, Clinicals, Continuing Education, Florida School of the Arts Applied Instruction, and Adult Education extra teaching assignments will be paid at the appropriate hourly rate up to \$175 per hour based on market conditions and tuition generated, as recommended by the appropriate Vice President.

OVERLOAD CONTRACT FOR LIBRARIANS

Full-time Librarians may request an overload in the capacity of an adjunct librarian. Overloads are not guaranteed and shall be granted based on need and at the discretion of the appropriate administrator. Librarians working overloads in an adjunct librarian capacity will be paid \$26.00 per hour.

St. Johns River State College does not discriminate against any person in its programs, activities, policies or procedures on the basis of race, ethnicity, color, national origin, marital status, religion, age, gender, sex, pregnancy, sexual orientation, gender identity, genetic information, disability, or veteran status. All questions or inquiries regarding compliance with laws relating to non-discrimination and all complaints regarding sexual misconduct or discrimination, may be directed to the Title IX Coordinator/Civil Rights Compliance Officer, St. Johns River State College, 5001 St. Johns Avenue, Palatka, Florida, 32177; 386-312-4070.



ST. JOHNS RIVER
S T A T E C O L L E G E

2025-2026
Non-Bargaining Unit
Salary Schedule



Prepared by the
Office of Human Resources
5001 St. Johns Avenue
Palatka, FL 32177

ST. JOHNS RIVER STATE COLLEGE
CAREER SERVICE SALARY SCHEDULE
2025-2026

The Salary Schedule serves as a guideline for the initial placement of new, full-time, career service employees. Starting salaries for career service positions are usually between the minimum and midpoint ranges. Certain employees may be above the range listed on this Salary Schedule based on years of service, education, experience, and/or other factors as approved by the President. Supervisory approval is required prior to Career Service employees working over 40 hours in any given week. For recommended hiring guidelines within each salary range, see page 10.

	<i>Min</i>	<i>Mid</i>	<i>Max</i>
Grade 103	\$31,200	\$41,340	\$51,480
<i>Custodian</i> <i>Day Porter</i>			
Grade 104	\$31,668	\$41,960	\$52,252
<i>Custodian II</i> <i>Mail & Receiving Operations Asst.</i>			
Grade 105	\$32,143	\$42,590	\$53,036
<i>Maintenance Apprentice</i>			
Grade 106	\$32,625	\$43,228	\$53,832
<i>Library Assistant</i> <i>Maintenance II</i> <i>Student Services Receptionist</i>			
Grade 107	\$33,115	\$43,877	\$54,639
<i>Administrative Assistant I</i> <i>Business Office Assistant</i> <i>Human Resources Assistant</i> <i>Publications Assistant</i> <i>Testing Assistant</i> <i>Workforce Assistant</i>			
Grade 108	\$33,611	\$44,535	\$55,459
<i>Admissions Specialist</i> <i>Arts & Sciences Assistant</i> <i>Campus Safety Officer-Sergeant</i> <i>Library Technical Assistant/Circulation Manager</i> <i>Registration Specialist</i> <i>Student Support Representative</i> <i>Testing Specialist</i>			

	<i>Min</i>	<i>Mid</i>	<i>Max</i>
Grade 109	\$34,115	\$45,203	\$56,290
<i>Groundskeeper</i> <i>HR Specialist</i> <i>Maintenance III</i> <i>Safety & Compliance Coordinator</i>			
Grade 110	\$34,627	\$45,881	\$57,135
<i>Academic Advising Office Specialist</i> <i>Academic Affairs Office Specialist</i> <i>Administrative Assistant II</i> <i>Foundations Specialist</i> <i>Learning Resources Office Specialist</i> <i>Math Tutor</i> <i>Sr. HR Specialist</i> <i>Workforce Specialist</i>			

ST. JOHNS RIVER STATE COLLEGE
PARA-PROFESSIONAL SALARY SCHEDULE
2025-2026

The Salary Schedule serves as a guideline for the initial placement of new, full-time, para-professional employees. Starting salaries for para-professional positions are usually between the minimum and midpoint ranges. Certain employees may be above the range listed on this Salary Schedule based on years of service, education, experience, and/or other factors as approved by the President. Supervisory approval is required prior to para-professional employees working over 40 hours in any given week. For recommended hiring guidelines within each salary range, see page 10.

	<i>Min</i>	<i>Mid</i>	<i>Max</i>
Grade 111	\$35,147	\$46,569	\$57,992
Bookstore Manager Engineering Services Apprentice			
Grade 112	\$35,674	\$47,268	\$58,862
Accounting Specialist Administrative Assistant to VP Adult and Sec. Ed Program Specialist Articulation & Career Services Specialist Assistant Coach Creative Services Specialist Facilities Office Manager Learning Culture Office Specialist One-Stop Center/Campus Specialist for the Orange Park Campus Purchasing & Aux Services Specialist Purchasing Specialist Recruitment Specialist Senior Academic Affairs Specialist Senior Human Resources Specialist Senior Student Support Representative Senior Workforce Specialist			
Grade 113	\$36,209	\$47,977	\$59,745
Campus Safety Command Officer			
Grade 114	\$37,295	\$49,416	\$61,537
Academic Support Coordinator Admissions Coordinator Athletics Logistics Coordinator Campus Maintenance Coordinator Conference Center Events Coordinator Coordinator of Student Onboarding, Engagement & Success Creative Services Coordinator Digital Marketing Coordinator Engineering Tech Lab Coordinator Enrollment and Instructional Records Coordinator HR Coordinator- Compensation HR Coordinator- Talent Acquisition & Engagement Institutional Effectiveness Coordinator IT Support Technician Science Laboratory Coordinator Testing Coordinator Web Coordinator			

	<i>Min</i>	<i>Mid</i>	<i>Max</i>
Grade 115	\$38,414	\$50,899	\$63,383
<i>Accountant</i> <i>Financial Aid Coordinator</i> <i>Foundation Finance Coordinator</i> <i>Guest Services Coordinator</i> <i>HR Coordinator – Leave & Retirement</i> <i>Institutional Research Coordinator</i> <i>Orientation & Recruitment Coordinator</i> <i>Payroll Coordinator</i>			
Grade 116	\$39,566	\$52,425	\$65,285
<i>Asst. Allied Health Clinical Coordinator</i> <i>Custodial Services Coordinator</i> <i>Engineering HVAC Specialist</i> <i>Teacher Education Coordinator</i>			
Grade 117	\$40,753	\$53,998	\$67,243
<i>IT Analyst</i> <i>IT State Reporting Analyst</i> <i>Senior IT Support Technician</i>			
Grade 118	\$41,976	\$55,618	\$69,260
<i>Executive Assistant to Senior Management</i> <i>Executive Assistant to President</i> <i>Senior Accountant</i> <i>Head Beach Volleyball Coach</i> <i>Head Volleyball Coach</i>			
Grade 119	\$43,235	\$57,287	\$71,338
<i>Academic Advisor</i> <i>Career Services Coordinator</i> <i>Dual Enrollment Advisor</i> <i>Workforce Student Outreach & Success Coordinator</i>			

ST. JOHNS RIVER STATE COLLEGE
PROFESSIONAL SUPPORT SALARY SCHEDULE
2025-2026

The Professional Support Exempt Salary Schedule serves as a guideline for the initial placement of new, full-time, professional support exempt employees. Certain employees may be above the range listed on this Salary Schedule based on years of service, education, experience, and/or other factors as approved by the President. Salary figures are based on a 12-month appointment. For recommended guidelines within each salary range, see page 10.

	Min	Mid	Max
Grade 120	\$53,235	\$70,537	\$87,838
<i>Annual Giving & Engagement Coord.</i> <i>Assistant Director of Financial Aid</i> <i>Assistant Facilities Director</i> <i>Asst. Director of Campus Safety</i> <i>Athletic Trainer</i> <i>Care Counselor</i> <i>Conference Center Operations Manager</i> <i>CRM Manager</i> <i>Digital Marketing Manager</i> <i>FSA Admissions Coordinator</i> <i>Guest Services Manager</i> <i>Head Coach</i> <i>Instructional Design Technologist</i> <i>Instructional Project Manager</i> <i>IT Business Analyst</i> <i>Marketing Manager</i> <i>Nursing Clinical Coordinator</i> <i>Production & Events Manager</i> <i>IT Sr. Programmer</i> <i>Stage Operations Manager</i> <i>Student Support Ombudsman</i> <i>System Administrator</i>			
Grade 121	\$56,235	\$74,512	\$92,788
<i>BACC Admissions & Success Manager</i> <i>Director of Bookstore and Mail Operations</i> <i>Director of Community & Corporate Education</i> <i>Director of Web and Creative Strategies</i> <i>Environmental Systems Coordinator</i> <i>Facilities Planner</i> <i>IT DevOps Engineer</i> <i>Sr. Instructional Design Technologist</i>			
Grade 122	\$59,235	\$78,487	\$97,738
<i>Assistant Director of Capital Projects and Maintenance</i>			
Grade 123	\$62,235	\$82,462	\$102,688
<i>Assistant Controller</i> <i>Director of Programming, Marketing, and Guest Services</i> <i>Director of Digital Marketing</i> <i>Director of Testing</i>			

	Min	Mid	Max
Grade 124	\$65,235	\$86,437	\$107,638
<i>Director of Athletics/Head Baseball Coach</i> <i>Director of Campus Safety</i> <i>Director of IT Information Management and Reporting</i> <i>Director of Operations & Production</i> <i>Director of Facilities Business Operations</i> <i>Director of Purchasing/Auxiliary Services</i> <i>Information Operations Director</i> <i>Information Systems Director</i>			

**ST. JOHNS RIVER STATE COLLEGE
ADMINISTRATIVE SALARY SCHEDULE
2025-2026**

ADMINISTRATIVE - 12 MONTH CONTRACT

Twelve (12) month administrative salaries are determined by formal education, teaching or administrative experience, job responsibilities, and performance of administrative duties at St. Johns River State College. Salaries and salary increases are recommended by the President and approved by the Board of Trustees. All administrative positions are for a one-year period starting on July 1, unless otherwise stated. Grade levels are assigned based on the duties and responsibilities of each administrative position. The titles listed below should be used as a guide in assigning grade level, but deviations may take place as approved by the President. Starting salaries for administrative positions are usually between the minimum and midpoint ranges.

<u>Level</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Chief Operating Officer, Sr. VP	131	\$116,235	\$154,012	\$191,788
Chief Academic Officer, VP Chief Financial Officer, VP Vice Presidents	130	\$106,235	\$140,762	\$175,288
Associate Vice Presidents Chief Human Resources Officer, AVP Chief Information Officer	129	\$96,235	\$127,512	\$158,788
Assistant Vice Presidents Controller	128	\$86,235	\$114,262	\$142,288
Deans Executive Directors Registrar	127	\$76,235	\$101,012	\$125,788
Associate Deans	126	\$71,235	\$94,387	\$117,538
Directors	125	\$68,235	\$90,412	\$112,588

COMPLIANCE: The College complies with Section 1012.885, Florida Statute, in compensation to designated individuals by funding remuneration proportionately from authorized College operating revenue sources.

ST. JOHNS RIVER STATE COLLEGE
NON-BARGAINING UNIT
SALARY SCHEDULE 2025-2026

Contracts for twelve (12) month full-time, faculty employees start on July 1, unless otherwise stated. Contracts for nine (9) and ten (10) month full-time, faculty employees start on August 1, unless otherwise stated.

FULL-TIME, FACULTY SALARY SCHEDULE - 12 MONTH CONTRACT
2025-2026

<u>Academic Credentials</u>	<u>Starting Salary – Twelve (12) Month</u>
Doctorate	\$63,939
Masters with a total of 60 or more graduate hours	\$62,386
Masters	\$60,833
Bachelors or Associate Degree and Program Specific Credentials	\$57,941

FULL-TIME, FACULTY SALARY SCHEDULE - 10 MONTH CONTRACT
2025-2026

<u>Academic Credentials</u>	<u>Starting Salary – Ten (10) Month</u>
Doctorate	\$53,229
Masters with a total of 60 or more graduate hours	\$51,998
Masters	\$50,765
Bachelors or Associate Degree and Program Specific Credentials	\$48,302

FULL-TIME, FACULTY SALARY SCHEDULE - 9 MONTH CONTRACT
2025-2026

<u>Academic Credentials</u>	<u>Starting Salary – Nine (9) Month</u>
Doctorate	\$47,895
Masters with a total of 60 or more graduate hours	\$46,781
Masters	\$45,667
Bachelors or Associate Degree and Program Specific Credentials	\$43,440

A Faculty member's starting salary shall be based upon academic and professional qualifications predicated upon earned Doctorate, Masters, or Bachelors Degrees from an accredited institution.

Recommended Hiring Guidelines for Professional Support and Career Service Employees

<i>1st quartile</i>	<i>The candidate meets minimum qualifications in experience (assumes at least 1 year necessary if nothing is listed) and education, or equivalent. May increase starting pay between minimum and mid-point of pay range for additional years of experience above minimum (up to 3 additional years)</i>
<i>2nd quartile</i>	<i>The candidate meets minimum qualifications in experience and education, or equivalent; and preferred if listed (or equivalent). Candidate exceeds minimum qualifications. May increase starting pay between minimum and mid-point of pay range for additional years of experience above minimum (between 4-6)</i>
<i>3rd quartile</i>	<i>The candidate meets preferred qualifications (or equivalent) in experience and education, and candidate exceeds minimum qualifications by at least 7 years. May increase starting pay between minimum and mid-point of pay range for additional years of experience above minimum (between 7-9).</i>
<i>4th quartile</i>	<i>The candidate meets preferred qualifications (or equivalent) in experience and education, including at least 10 additional years of experience. May increase starting pay between minimum and mid-point of pay range for more than 10 additional years of experience</i>
	<p><i>When an existing employee is promoted or reclassified to a position that is at least 1 pay grade higher than his/her pay grade, the employee may receive a salary increase to the greater of at least the minimum rate of the new pay range or up to 10% of their current salary as follows:</i></p> <p><i>1 pay grade = 5%</i> <i>2 pay grades = 7%</i> <i>3 pay grades or more = 10%</i></p> <p><i>*The quartile method may be used where it may be more equitable in cases when an internal candidate has additional experience, degrees, etc.</i></p>
	<i>Increases of up to \$5,000 may be allowed for professional exempt employees that are given new responsibilities (such as additional supervisory/department responsibilities) that warrant a significantly revised job description.</i>

ST. JOHNS RIVER STATE COLLEGE
SUPPLEMENTS
2025-2026

Instructional Technology Certifications

<i>A full-time Information Technology staff member holding the status of Oracle Certified Associate</i>	<i>\$2,000 per year*</i>
<i>A full-time Information Technology staff member holding the status of Oracle Certified Professional</i>	<i>\$3,000 per year*</i>
<i>A full-time Information Technology staff member holding the status of Cisco Certified Network Associate</i>	<i>\$2,000 per year*</i>
<i>A full-time Information Technology staff member holding the status of Cisco Certified Network Professional</i>	<i>\$3,000 per year*</i>
<i>A full-time Information Technology staff member holding the status of Microsoft MCSE Certification</i>	<i>\$2,000 per year</i>
<i>A full-time Informational Technology staff member holding the status of IBM Certified Administrator-Tivoli Storage Manager</i>	<i>\$3,000 per year</i>
<i>A full-time Information Technology staff member holding the status of VMWare Certified Professional</i>	<i>\$2,000 per year*</i>
<i>A full-time Information Technology staff member holding the status of VMWare Certified Design Expert</i>	<i>\$3,000 per year*</i>
<i>A full-time Information Technology staff member holding the status of CompTIA Security+</i>	<i>\$2,000 per year*</i>
<i>A full-time Information Technology staff member holding the status of CASP/CISSP</i>	<i>\$3,000 per year*</i>

The College will determine the number of supplements available and which positions qualify for supplements. Persons seeking supplements should notify Human Resources in order to determine eligibility and availability of supplemental pay. Supplemental pay requires certifications be current and relevant to the needs of the College.

*Approved staff members seeking a supplement should notify the Human Resources Office by **April 1** of anticipated licensure/certification status, which would affect their salary. Once status has been attained, documentation should be submitted immediately to the Human Resources Office. Changes in salary will not take effect until new contracts are issued in July. Contracts will not be amended or reissued during the year to reflect changes in licensure/certification status.*

**NOTE: Only one supplement can be awarded at any given time for each of the following certification categories: Oracle Certified, Cisco Certified, VMWare Certified, and Security Credentials.*

Longevity

Once a full-time non-bargaining employee reaches 10 years of service, they will receive a 1% plus \$1,000 increase to their annual salary on July 1st of the next fiscal year.

Club Sponsor Supplement

Employees selected to serve as a student club sponsor may be eligible to receive a stipend. Employees serving as club sponsors will be responsible for attending club meetings/events, submitting appropriate documentation and other paperwork, and completing other relevant tasks. The annual stipend for employee club sponsors will be determined by the Office of Student Affairs, and it will be based upon the number of students in the club, the number of events/activities each semester, travel requirements, and other variables. The annual stipend will be paid in two installments, at the end of the fall and spring semesters. Following is the compensation plan for Employee Club Sponsors:

Major Club Sponsor - \$800.00/year

Academic/Service Club Sponsor - \$500/year

Special Interest Club Advisor - \$250.00 max/year

Athletic Supplement

A Professional Support or Career Service Athletic Coach or Assistant Coach may qualify for only one of the athletic supplements in the following schedule. The athletic supplement will be applied to each eligible athletic program and divided among the coaching staff according to a rate established by the President of the College; and paid no later than the month following the event.

Division II Programs:

Win a regular season OR Conference Tournament/Championship title – up to \$5,000

Win both a regular season AND Conference Tournament/Championship title– up to \$7,500

Win a NJCAA Regional Tournament – up to \$12,000

Win a NJCAA National Championship – up to \$20,000

Periodic Salary Supplement

The President may recommend to the District Board of Trustees (the Board) that all full-time non-bargaining unit employees and/or permanent part-time non-instructional employees be paid a one-time, non-recurring salary supplement that is not added to base salary during the fiscal year. This payment is not a performance bonus or pay for service already rendered. The criteria for the payment is solely based on being employed at SJR State. These payments are not subject to FRS deductions.

Board approval of the operating budget including the wage and salary schedules constitutes authority for the President of the College, or his designated representative, to execute all other contracts and appointments.

When approved by the Board, payments of the supplements will be as directed by the President. The President will establish the lump sum amount or percentage of employee base salary to be paid. In addition, the President may recommend to the Board other conditions for the payment of supplements including, but not limited to, College budgetary requirements or restrictions.

Special Services Supplements

<i>Administrative</i>	<i>up to \$10,000 per year</i>
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<i>Military and Veteran's Support Liaison</i>	<i>Up to \$750 per Year</i>
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This Salary Schedule is subject to revision upon approval by the St. Johns River State College District Board of Trustees; and in accordance with the Fair Labor Standards Act, the Florida Statutes, and all other applicable laws and regulations.

St. Johns River State College does not discriminate against any person in its programs, activities, policies or procedures on the basis of race, ethnicity, color, national origin, marital status, religion, age, gender, sex, pregnancy, sexual orientation, gender identity, genetic information, disability, or veteran status. All questions or inquiries regarding compliance with laws relating to non-discrimination and all complaints regarding sexual misconduct or discrimination, may be directed to the Title IX Coordinator/Civil Rights Compliance Officer, St. Johns River State College, 5001 St. Johns Avenue, Palatka, Florida, 32177; 386-312-4070.



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2025-2026

Salary Schedule



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ST. JOHNS RIVER STATE COLLEGE
Information Technology Salary Schedule
2025-2026

Salary Group	Positions	Hiring Range	Classification
A	IT Support Technician	\$37,295 - \$49,416	Entry Level Para- Professional Non-Exempt
	IT Analyst		
B	IT State Reporting Analyst Senior IT Support Technician	\$40,743 - \$53,998	Mid-Level Para-Professional Non-Exempt
	IT Business Analyst		
C	IT Sr. Programmer System Administrator IT DevOps Engineer	\$53,235 - \$74,512	Advanced Professional Support Exempt
D	Dir. of Information Mgmt. & Reporting Information Operations Director Information Systems Director	\$65,235 - \$86,437	Expert Professional Support Exempt

** Placement within the applicable range will be based on an evaluation of experience, knowledge, and a comparative review of other employees with the same title by the Human Resources Department.



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2025-2026
Salary Schedule



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ST. JOHNS RIVER STATE COLLEGE
Maintenance & Facilities Salary Schedule
2025-2026

Salary Group	Positions	Hiring Range	Classification
A	Day Porter		
	Custodian	\$31,200 -	Custodial
	Custodian II	\$41,960	Non-exempt Career Service
B	Maintenance Apprentice		
	Maintenance II		
	Maintenance III	\$32,143 -	Apprentice
	Groundskeeper	\$45,203	Career Service Non-exempt
	Safety & Compliance Coordinator		
C	Engineering Service Apprentice		
	Campus Maintenance Coordinator		
	Custodial Services Coordinator	\$35,147 -	Journeyman
	Engineering HVAC Specialist	\$52,425	Para-Professional Non-Exempt
D	Director of Facilities Business Operations		
	Environmental Systems Coordinator	\$53,235 -	Master
	Asst. Dir. Capital Construction Projects	\$86,437	Professional Support Exempt
	Director of Plant Operations		

** Placement within the applicable range will be based on an evaluation of experience, knowledge, and a comparative review of other employees with the same title by the Human Resources Department.



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2025-2026

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ST. JOHNS RIVER STATE COLLEGE
Part-Time Salary Schedule
2025-2026

Salary Group	Positions	Hiring Range	Department(s)
A	Courier Bookstore Specialist	\$16.45 \$16.92	Bookstore
B	Library Assistant Library Shift Lead Math/English Tutor Engineering Lab Coordinator	\$16.69 \$17.16 \$17.65 \$18.93	Learning Resources Workforce
C	Box Office Agent Guest Services Representative Stagehand Conference Center Attendant Figure Model	\$16.23 \$17.65 \$17.40 \$18.15 \$25.00	FloArts Thrasher Horne
D	Security Officer Audio Visual Specialist Safety & Security Coordinator	\$16.92 \$25.00 \$26.59	Athletics Safety & Security

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**ST. JOHNS RIVER STATE COLLEGE
PART-TIME INSTRUCTIONAL
For CREDIT COURSES
SALARY SCHEDULE 2025-2026**

\$700 per credit hour (in some cases per contact hour with appropriate VP approval.)

CTE, CLINICALS, CONTINUING EDUCATION and APPLIED VOICE INSTRUCTION

Part-time or temporary instructors who teach Career and Technical Courses, College Credit Clinicals or non-credit Continuing Education (Continued Workforce Education, Corporate College, and Recreation and Leisure) courses, and Applied Voice Instruction will be paid from at least the prevailing Florida hourly minimum wage up to \$175 an hour.

Part-time Career and Technical course instructors or continued workforce faculty will be paid an hourly amount based on market conditions or tuition recommended by the appropriate Vice President from the range indicated. The range will be adjusted as the market condition or tuition changes and will be approved by the District Board of Trustees.

ADULT EDUCATION INSTRUCTION

Part-time or temporary instructors of Adult Education will be paid \$20.00 - \$30.00 per contact hour. This rate will be adjusted as the market requires and will be approved by the District Board of Trustees.