



**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

# 2025-2026 Bargaining Unit



**FACULTY**

## **Bargaining Unit Annual Contract**

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**

#### **Starting Salary – Twelve (12) Month**

- Doctorate: \$63,939
- Masters +60: \$62,386
- Masters: \$60,833
- Bachelors, Associate Degree or Program Specific Credentials: \$57,941

### **FULL-TIME, FACULTY SALARY SCHEDULE - 10 MONTH CONTRACT**

#### **Starting Salary – Ten (10) Month**

- Doctorate: \$53,229
- Masters +60: \$51,998
- Masters: \$50,765
- Bachelors, Associate Degree or Program Specific Credentials: \$48,302

### **FULL-TIME, FACULTY SALARY SCHEDULE - 9 MONTH CONTRACT**

#### **Starting Salary – Nine (9) Month**

- Doctorate — \$47,895
- Masters +60 — \$46,781
- Masters — \$45,667
- Bachelors, Associate Degree or 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.

## Curriculum Coordinators

### Tier 1:

**\$4,000 annual stipend + 3-hour reduction Fall/Spring/Summer**

- Biological Science
- English
- Florida School of the Arts
- Mathematics
- Social Science

### Tier 2:

**\$4,500 annual stipend (No course load reduction)**

- Foreign Language
- Humanities
- Physical Sciences
- Student Life Skills
- Teacher Education
- Business/Org Management
- Criminal Justice Credit Programs
- Engineering Technology
- Computer
- Biological Sciences – BS
- Social & Human Services

### Tier 3:

**\$3,000 annual stipend (No course load reduction)**

- Criminal Justice Advanced & Specialized Training
- Criminal Justice Day Basic Law Enforcement
- Criminal Justice Evening Basic Law Enforcement
- Criminal Justice High Liability Training
- Nursing – PSAV
- Nursing – ASN
- Nursing - LPN

## **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 term 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.**

## **Overloads for Bargaining Unit**

### **CREDIT COURSES**

\$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.

# Non-Bargaining Unit Salary Schedule



## Career Service Salary Schedule

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 19.

### Grade 103

**Min \$31,200 Mid \$41,340 Max \$51,480**

- Custodian
- Day Porter

### Grade 104

**Min \$31,668 Mid \$41,960 Max \$52,252**

- Custodian II
- Mail & Receiving Operations Asst.

### Grade 105

**Min \$32,143 Mid \$42,590 Max \$53,036**

- Maintenance Apprentice

### Grade 106

**Min \$32,625 Mid \$43,228 Max \$53,832**

- Library Assistant
- Maintenance II
- Student Services Receptionist

### Grade 107

**Min \$33,115 Mid \$43,877 Max \$54,639**

- Administrative Assistant I
- Business Office Assistant
- Human Resources Assistant
- Publications Assistant
- Testing Assistant
- Workforce Assistant

### Grade 108

**Min \$33,611 Mid \$44,535 Max \$55,459**

- Admissions Specialist
- Arts & Sciences Assistant
- Campus Safety Officer-Sergeant
- Library Technical Assistant/Circulation Manager
- Registration Specialist
- Student Support Representative
- Testing Specialist

**Grade 109**

**Min \$34,115 Mid \$45,203 Max \$56,290**

- Groundskeeper
- HR Specialist
- Maintenance III
- Safety & Compliance Coordinator

**Grade 110**

**Min \$34,627 Mid \$45,881 Max \$57,135**

- Academic Advising Office Specialist
- Academic Affairs Office Specialist
- Administrative Assistant II
- Foundations Specialist
- Learning Resources Office Specialist
- Math Tutor
- Sr. HR Specialist
- Workforce Specialist

## Paraprofessional Salary Schedule

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 19.

### Grade 111

**Min \$35,147 Mid \$46,569 Max \$57,992**

- Bookstore Manager
- Engineering Services Apprentice

### Grade 112

**Min \$35,674 Mid \$47,268 Max \$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

**Min \$36,209 Mid \$47,977 Max \$59,745**

- Campus Safety Command Officer

#### **Grade 114**

**Min \$37,295 Mid \$49,416 Max \$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

#### **Grade 115**

**Min \$38,414 Mid \$50,899 Max \$63,383**

- Accountant
- Financial Aid Coordinator
- Foundation Finance Coordinator
- Guest Services Coordinator
- HR Coordinator – Leave & Retirement
- Institutional Research Coordinator
- Orientation & Recruitment Coordinator
- Payroll Coordinator

#### **Grade 116**

**Min \$39,566 Mid \$52,425 Max \$65,285**

- Asst. Allied Health Clinical Coordinator
- Custodial Services Coordinator
- Engineering HVAC Specialist
- Teacher Education Coordinator

#### **Grade 117**

**Min \$40,753 Mid \$53,998 Max \$67,243**

- IT Analyst
- IT State Reporting Analyst
- Senior IT Support Technician

**Grade 118**

**Min \$41,976 Mid \$55,618 Max \$69,260**

- Executive Assistant to Senior Management
- Executive Assistant to President
- Senior Accountant
- Head Beach Volleyball Coach
- Head Volleyball Coach

**Grade 119**

**Min \$43,235 Mid \$57,287 Max \$71,338**

- Academic Advisor
- Career Services Coordinator
- Dual Enrollment Advisor
- Workforce Student Outreach & Success Coordinator

## Professional Support Salary Schedule

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.

### Grade 120

**Min \$53,235 Mid \$70,537 Max \$87,838**

- Annual Giving & Engagement Coord.
- Assistant Director of Financial Aid
- Assistant Facilities Director
- Asst. Director of Campus Safety
- Athletic Trainer
- Care Counselor
- Conference Center Operations Manager
- CRM Manager
- Digital Marketing Manager
- FSA Admissions Coordinator
- Guest Services Manager
- Head Coach
- Instructional Design Technologist
- Instructional Project Manager
- IT Business Analyst
- Marketing Manager
- Nursing Clinical Coordinator
- Production & Events Manager
- IT Sr. Programmer
- Stage Operations Manager
- Student Support Ombudsman
- System Administrator

### **Grade 121**

**Min \$56,235 Mid \$74,512 Max \$92,788**

- BACC Admissions & Success Manager
- Director of Bookstore and Mail Operations
- Director of Community & Corporate Education
- Director of Web and Creative Strategies
- Environmental Systems Coordinator
- Facilities Planner
- IT DevOps Engineer
- Sr. Instructional Design Technologist

### **Grade 122**

**Min \$59,235 Mid \$78,487 Max \$97,738**

- Assistant Director of Capital Projects and Maintenance

### **Grade 123**

**Min \$62,235 Mid \$82,462 Max \$102,688**

- Assistant Controller
- Director of Programming, Marketing, and Guest Services
- Director of Digital Marketing
- Director of Testing

### **Grade 124**

**Min \$65,235 Mid \$86,437 Max \$107,638**

- Director of Athletics/Head Baseball Coach
- Director of Campus Safety
- Director of IT Information Management and Reporting
- Director of Operations & Production
- Director of Facilities Business Operations
- Director of Purchasing/Auxiliary Services
- Information Operations Director
- Information Systems Director

## Administrative Salary Schedule

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.

### Grade 131

**Min \$116,235 Mid \$154,012 Max \$191,788**

- Chief Operating Officer, Sr. VP

### Grade 130

**Min \$106,235 Mid \$140,762 Max \$175,288**

- Chief Academic Officer, VP
- Chief Financial Officer, VP
- Vice Presidents

### Grade 129

**Min \$96,235 Mid \$127,512 Max \$158,788**

- Associate Vice Presidents
- Chief Human Resources Officer, AVP
- Chief Information Officer

### Grade 128

**Min \$86,235 Mid \$114,262 Max \$142,288**

- Assistant Vice Presidents
- Controller

### Grade 127

**Min \$76,235 Mid \$101,012 Max \$125,788**

- Deans
- Executive Directors
- Registrar

### Grade 126

**Min \$71,235 Mid \$94,387 Max \$117,538**

- Associate Deans

### Grade 125

**Min \$68,235 Mid \$90,412 Max \$112,588**

- Directors

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.

## **Non-Bargaining Unit Contract**

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**

#### **Starting Salary – Twelve (12) Month**

- Doctorate: \$63,939
- Masters +60: \$62,386
- Masters: \$60,833
- Bachelors, Associate Degree or Program Specific Credentials: \$57,941

### **FULL-TIME, FACULTY SALARY SCHEDULE - 10 MONTH CONTRACT**

#### **Starting Salary – Ten (10) Month**

- Doctorate: \$53,229
- Masters +60: \$51,998
- Masters: \$50,765
- Bachelors, Associate Degree or Program Specific Credentials: \$48,302

### **FULL-TIME, FACULTY SALARY SCHEDULE - 9 MONTH CONTRACT**

#### **Starting Salary – Nine (9) Month**

- Doctorate: \$47,895
- Masters +60: \$46,781
- Masters: \$45,667
- Bachelors, Associate Degree or 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

## 1st quartile

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)

## 2nd quartile

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)

## 3rd quartile

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).

## 4th quartile

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

## Existing Employees

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:

- 1 pay grade = 5%
- 2 pay grades = 7%
- 3 pay grades or more = 10%

\*The quartile method may be used where it may be more equitable in cases when an internal candidate has additional experience, degrees, etc.

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.

## Instructional Technology Certifications Supplements

A full-time Information Technology staff member holding the certifications below will be paid:

• Oracle Certified Associate	\$2,000 per year
• Oracle Certified Professional	\$3,000 per year
• Cisco Certified Network Associate	\$2,000 per year
• Cisco Certified Network Professional	\$3,000 per year
• Microsoft MCSE Certification	\$2,000 per year
• IBM Certified Administrator-Tivoli Storage Mgr.	\$3,000 per year
• VMWare Certified Professional	\$2,000 per year
• VMWare Certified Design Expert	\$3,000 per year
• CompTIA Security+	\$2,000 per year
• CASP/CISSP	\$3,000 per year

The College will determine the number of supplements available and which positions qualify for supplements. Persons seeking supplements should notify Human Resources 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/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 criterion 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

- Administrative up to \$10,000 per year
- Military and Veteran's Support Liaison up to \$750 per Year

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.

# 2025-2026 Information Technology Salary Schedule



## Information Technology Salary Groups

### **Salary Group A: Entry Level Paraprofessional Non-Exempt**

**Salary Range: \$37,295 - \$49,416**

- IT Support Technician

### **Salary Group B: Mid-Level Paraprofessional Non-Exempt**

**Salary Range: \$40,743 - \$53,998**

- IT Analyst
- IT State Reporting Analyst
- Senior IT Support Technician

### **Salary Group C: Advanced Professional Support Exempt**

**Salary Range: \$53,235 - \$74,512**

- IT Business Analyst
- IT Sr. Programmer
- System Administrator
- IT DevOps Engineer

### **Salary Group D: Expert Professional Support Exempt**

**Salary Range: \$65,235 - \$86,437**

- Dir. of Information Mgmt. & Reporting
- Information Operations Director
- Information Systems Director

**\*\* 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.**

**2025-2026  
Maintenance  
Salary Schedule**



## Maintenance & Facilities Salary Groups

### Salary Group A: Custodial Non-exempt Career Service

**Salary Range: \$31,200 - \$41,960**

- Day Porter
- Custodian
- Custodian II

### Salary Group B: Apprentice Career Service Non-exempt

**Salary Range: \$32,143 - \$45,203**

- Maintenance Apprentice
- Maintenance II
- Maintenance III
- Groundskeeper
- Safety & Compliance Coordinator

### Salary Group C: Journeyman Paraprofessional Non-Exempt

**Salary Grade: \$35,147 - \$52,425**

- Engineering Service Apprentice
- Campus Maintenance Coordinator
- Custodial Services Coordinator
- Engineering HVAC Specialist

### Salary Group D: Master Professional Support Exempt

**Salary Range: \$53,235 - \$86,437**

- Director of Facilities Business Operations
- Environmental Systems Coordinator
- Asst. Dir. Capital Construction Projects
- 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.**

# 2025-2026 Part-Time Salary Schedule



## Part-Time Hourly Schedule

### Salary Group A: Bookstore

- Courier - \$16.45
- Bookstore Specialist - \$16.92

### Salary Group B: Learning Resources and Workforce

- Library Assistant - \$16.69
- Library Shift Lead - \$17.16
- Math/English Tutor - \$17.65
- Engineering Lab Coordinator - \$18.93

### Salary Group C: FloArts and Thrasher Horne Center

- Box Office Agent - \$16.23
- Guest Services Representative – \$17.65
- Stagehand - \$17.40
- Conference Center Attendant - \$18.15
- Figure Model - \$25.00

### Salary Group D: Athletics and Safety & Security

- Security Officer - \$16.92
- Audio Visual Specialist - \$25.00
- Safety & Security Coordinator - \$26.59

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## **Part-Time Instructional Salary Schedule**

**\$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.