SEMINOLE STATE COLLEGE™
OF FLORIDA

# Non-Bargaining Unit Personnel Salary Schedule
# 2025-2026

Office of Human Resources

Approved by:
Seminole State College of Florida District Board of Trustees
November 17, 2025

**Seminole State College of Florida**
**2025 – 2026 Non-Bargaining Unit Salary Schedule**

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# Seminole State College of Florida
# 2025 – 2026 Non-Bargaining Unit Salary Schedule

## General Information

### Effective Date of Salary Schedule

Pay rates published in this 2025/2026 Non-Bargaining Unit Salary Schedule shall become effective January 1, 2026, unless otherwise noted.

### Introduction

This Salary Schedule applies to Non-Bargaining Unit Personnel.

- Included are all administrator, professional, technical and career service positions; temporary full-time teaching faculty; and all part-time non-instructional personnel.
- Excluded are all full-time teaching faculty, librarians, counselors, and professor/program managers covered under the collective bargaining agreement between the College and the United Faculty of Florida.

### College Vision Statement

Seminole State College of Florida will be a national leader in academic programs and services, cultivating equitable and excellent student outcomes, career advancement, and civic engagement in a global society through a collaborative and inclusive environment.

### College Mission Statement

Seminole State College of Florida enhances the educational, economic, and cultural vitality of our region by providing exemplary learning opportunities for the diverse community we serve.

### Human Resources Vision Statement

We are a highly valued strategic partner, building relationships and leading positive change.

### Human Resources Mission Statement

Engaging employees for student success.

### College Core Values

Seminole State College's core values define the principles of our diverse college community and guide each of us in promoting an environment where individuals learn, grow, and succeed.

- **Integrity**: We exemplify ethical conduct, fairness, equity, and honesty
- **Learning**: We ensure equitable access to innovative and creative learning opportunities, foster critical thinking and academic freedom, and support the respectful exchange of opinions
- **Inclusion**: We engage in practices that respect individuals' unique qualities and strive for participation and achievement for all
- **Excellence**: We engage in rigorous academic inquiry and create an exemplary work environment through exceptional performance

## College Compensation Policies and Procedures

The pay plans, policies, and procedures strive to support the College's values, mission, goals, and objectives by:

- Providing equitable and competitive base compensation for all employees
- Ensuring that employees are paid a fair living wage that exceeds published Federal Poverty Guidelines
- Specifying the types of work and conditions under which additional or supplemental payment will be made
- Describing the documentation and payment authorization required for employees compensated through grant funds
- Defining creditable experience and education and the process for requesting related salary adjustments
- Communicating compensation administration practices to College faculty and staff

# Seminole State College of Florida
# 2025 – 2026 Non-Bargaining Unit Salary Schedule

**Non-Bargaining Unit Compensation Policies and Procedures**

Salary Structure

Each non-bargaining unit full-time position is assigned to a pay grade within the salary structure based upon an analysis of the job responsibilities, comparison to other positions within the College, and the external job market. Each grade consists of an approved salary range with minimum, midpoint and maximum.

The midpoint differential percent between pay grades reflects the relative value of positions to the College and is sufficient to provide continuing incentive for promotional advancement.

The pay grade range spread is the difference between the minimum and the maximum pay rate which is sufficient to permit recognition of individual differences in education, training, experience, and performance.

Job Descriptions

The Office of Human Resources/Compensation creates and maintains the job descriptions library.

Job descriptions define the essential duties, responsibilities, and qualifications of College positions and are used to:

- Aid, and maintain compliance with all laws and regulations
- Recruit qualified and talented candidates to fill vacancies
- Establish fair, competitive salary ranges
- Develop career paths and opportunities for job growth
- Design training and development plans
- Communicate the job expectations to the employee
- Establish career development and succession planning programs
- Appraise staff performance against established standards

Lateral transfers occur when an employee transfers to a new position within the same pay grade. The employee will retain their current base salary in the new position.

An interim assignment is temporary and intended to last between three (3) and twelve (12) months. To be eligible and considered for an interim assignment, the employee must meet all required qualifications on the job description.

**Grant Funded Positions**

An employee who is assigned to a grant funded position will be paid at a salary that does not exceed that of an employee who is similarly situated in a regularly established position funded through college dollars.

**Responsibilities of Managers**

- Hires qualified staff.
- Collaborates with Human Resources to establish and maintain appropriate salaries; make recommendations for salary adjustments.
- Understands and maintains documentation of accurate job responsibilities and requirements of jobs in area of responsibility.
- Understands skills, knowledge, experience, and performance levels of employees in area of responsibility.
- Sets performance expectations, provides clear and helpful feedback, and evaluates performance.
- Communicates with each of their direct reports their job description, performance expectations, pay grade and salary range.
- Provides professional development and training opportunities.
- Coaches and mentors direct reports.
- Seeks to resolve employee relations conflicts with assistance from HR.

# Seminole State College of Florida
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## Responsibilities of the Office of Human Resources

- Recommends changes to the compensation procedures, policies, and practices
- Monitors the College's compliance with applicable federal, state, and local laws and regulations related to salary administration
- Maintains College-wide consistency and equity within the compensation program
- Ensures the compensation program is periodically updated
- Conducts market analysis and makes appropriate adjustments

## Position Classifications

In compliance with the Fair Labor Standards Act, employees in positions classified as non-exempt are eligible to earn overtime compensation for hours worked greater than 37.5 hours in a workweek. (See Procedure 2.1322). Employees in positions classified as exempt are not eligible to earn overtime compensation.

## Non-Bargaining Instructional Personnel Information

### Adjustment for Degree Advancement (Procedure 2.1310)

Salary increases due to the receipt of an advanced educational degree will become effective for non-bargaining, part-time instructional personnel and full-time temporary teaching faculty on contracts by term, the first day of the contract period of the current term in which required documentation of the achievement is received by the Office of Human Resources.

In the event that the degree or its equivalent is conferred during a contract period, the effective date of the salary increase is the first day of the month following the date the degree was conferred. The degree must be conferred by an accredited institution recognized by the College.

The payment of the salary increase will not begin until (1) official transcripts from the degree-granting institution, and (2) a written request from the employee for recognition of the degree advancement are received in the Office of Human Resources.

### Transfer From Vacation Earning Positions to a Teaching Faculty Position

Employees who transfer from a vacation earning position to a non-bargaining, instructional position that does not accrue vacation (164, 164B, 196, or 228 day contracts):

- Will be paid for a maximum of 225 hours of accrued, unused vacation leave at the time of transfer.
- May use excess accrued vacation leave, beyond the 225 hours, within one calendar year of the date of transfer to a non-vacation earning position. Excess leave remaining after one calendar year will be forfeited.

### Non-bargaining, Temporary, Full-time Instructional Contract Lengths

There are four non-bargaining, teaching faculty (Procedure 2.0550) contract lengths as indicated below. The 196-day contract is the standard non-bargaining temporary, full-time instructional contract length and is the benchmark contract used to calculate daily rates of pay.

- 164-day: Terms I and II
- 164B-day: Terms I and II (Equivalent load of a 196-day contract, but completed in 164 days)
- 196-day: Terms I and II and IIIA *or* IIIB
- 228-day: Terms I, II and III

## Seminole State College of Florida
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### Non-Bargaining, Teaching Faculty Salary Schedule

| Contract Length | Salary Range | Bachelor's Degree | Master's Degree | Doctorate Degree |
|---|---|---|---|---|
| 164-Days | MINIMUM | $34,819 | $39,446 | $44,251 |
| | MAXIMUM | $59,689 | $64,466 | $69,451 |
| 164B-Days | MINIMUM | $41,609 | $47,154 | $52,884 |
| | MAXIMUM | $71,339 | $77,034 | $83,034 |
| 196-Days | MINIMUM | $41,609 | $47,154 | $52,884 |
| | MAXIMUM | $71,339 | $77,034 | $83,034 |
| 228-Days | MINIMUM | $48,401 | $54,850 | $61,535 |
| | MAXIMUM | $82,991 | $89,650 | $96,575 |

NOTE: Please refer to the Teaching Faculty Procedure (2.0550) for information regarding adjustments above salary minimum and/or "hard-to-fill" positions.

## Seminole State College of Florida
## 2025 – 2026 Non-Bargaining Unit Salary Schedule

### Career Service (Non-Exempt) Salary Schedule

| Position Title | Job Code | Salary Grade | Minimum | Midpoint | Maximum |
|---|---|---|---|---|---|
| **Salary Grade C20** | | **C20** | **$27,378** | **$33,893** | **$40,407** |
| Administrative Assistant II | 7063 | | | | |
| Career Center Specialist | 7112 | | | | |
| Custodian | 10020 | | | | |
| Digital Cinema Paraprofessional | 5016 | | | | |
| Enrollment Services Specialist I | 7078 | | | | |
| Library Technical Services Assistant | 8276 | | | | |
| Office Supervisor I | 7057 | | | | |
| Receiving Clerk | 7013 | | | | |
| Specialist, Call Center | 8292 | | | | |
| Student Accounting Specialist I | 8271 | | | | |
| Student Services Specialist | 7061 | | | | |
| Testing Specialist II | 7071 | | | | |
| | | | | | |
| **Salary Grade C25** | | **C25** | **$28,269** | **$35,337** | **$42,404** |
| Administrative Program Support Specialist | 8006 | | | | |
| Admissions Specialist II | 8042 | | | | |
| ASC Learning Specialist | 8121 | | | | |
| Criminal Justice Specialist | 7060 | | | | |
| Enrollment Services Specialist II | 7077 | | | | |
| ESOL Department Specialist | 7068 | | | | |
| Laboratory Paraprofessional | 5006 | | | | |
| Laboratory Paraprofessional, Chemistry | 8288 | | | | |
| Mail & Property Control Specialist | 7103 | | | | |
| Operations Supervisor - Geneva Training Center | 8069 | | | | |
| Office Supervisor II | 7058 | | | | |
| Senior Accounting Clerk | 8059 | | | | |
| Senior Library Technical Assistant | 8060 | | | | |
| | | | | | |
| **Salary Grade C30** | | **C30** | **$30,249** | **$37,810** | **$45,373** |
| Auxiliary & Site Services Specialist | 8247 | | | | |
| Box Office Supervisor | 8125 | | | | |
| Coordinator, Campus Library Services | 8166 | | | | |
| Custodian Lead | 10029 | | | | |
| Facility Maintenance Specialist | 10028 | | | | |
| Financial Aid Specialist II | 8046 | | | | |
| HR Administrative Support Specialist | 7092 | | | | |
| Landscaper | 10005 | | | | |
| Security Officer I | 10009 | | | | |
| Specialist, Safety & Security Communications | 7018 | | | | |
| Student Accounting Specialist II | 8272 | | | | |
| Testing Specialist III | 8039 | | | | |
| | | | | | |
| **Salary Grade C35** | | **C35** | **$32,366** | **$40,457** | **$48,549** |
| Administrative Assistant III | 7064 | | | | |
| Coordinator, Facilities | 9010 | | | | |
| Financial Aid Specialist III | 8023 | | | | |
| Specialist, Campus Library Access Services | 8290 | | | | |
| Specialist, Nursing Program | 7127 | | | | |

## Seminole State College of Florida
## 2025 – 2026 Non-Bargaining Unit Salary Schedule

### Career Service (Non-Exempt) Salary Schedule

| **Salary Grade C40** | | **C40** | **$34,632** | **$43,290** | **$51,948** |
|---|---|---|---|---|---|
| Adaptive Technology Specialist | 8075 | | | | |
| Auxiliary Services Accounting Specialist | 8090 | | | | |
| Coordinator, Center for Business Development | 7118 | | | | |
| Coordinator, Dual Enrollment | 8249 | | | | |
| Coordinator, TRIO Grant Database | 8259F | | | | |
| Foundation Accounting Specialist | 8145 | | | | |
| Foundation Database Coordinator | 8165 | | | | |
| Foundation Development Specialist | 8206 | | | | |
| HVAC Mechanic | 9008 | | | | |
| Print Shop Supervisor | 8003 | | | | |
| Security Officer II | 10025 | | | | |
| Specialist, Foundation Scholarship | 8252 | | | | |
| Student Accounting Specialist III | 8273 | | | | |
| Supervisor, Grounds Maintenance | 8001 | | | | |
| Title III Database Specialist | 8279F | | | | |
| | | | | | |
| **Salary Grade C45** | | **C45** | **$37,056** | **$46,320** | **$55,584** |
| Building Controls Technician | 9009 | | | | |
| Communications Specialist | 8218 | | | | |
| Computer Support Specialist | 8147 | | | | |
| Coordinator, Admissions | 8143 | | | | |
| Coordinator, Career Development | 8223 | | | | |
| Coordinator, Document Imaging | 7122 | | | | |
| Coordinator, Graduation Certification | 6477 | | | | |
| Coordinator, State Programs | 8240 | | | | |
| Coordinator, Title III Grant Student Outreach | 8266F | | | | |
| Coordinator, TRIO Outreach | 8220F | | | | |
| *Interim* Coordinator, Veterans Affairs Office | 8062F | | | | |
| ESOL Program Advisor | 8020 | | | | |
| Executive Assistant | 8022 | | | | |
| Financial Aid Processing Specialist | 8122 | | | | |
| Recruiter, Admissions & Outreach | 8037 | | | | |
| Student Success Specialist I | 8230 | | | | |
| Supervisor, Custodial Services | 10022 | | | | |
| Supervisor, Custodial Services (Branch Campus) | 10030 | | | | |
| Testing Support Specialist | 8156 | | | | |
| | | | | | |
| **Salary Grade C50** | | **C50** | **$39,649** | **$49,562** | **$59,475** |
| Academic Program Success Coach | 8234F | | | | |
| Baccalaureate Advisor | 8275 | | | | |
| Baccalaureate Programs Specialist | 8258 | | | | |
| Career Program Advisor | 8228 | | | | |
| Carpenter | 9001 | | | | |
| CJ Training Center Instructional Coordinator | 7115 | | | | |
| Coordinator, Campus Technology | 8260 | | | | |
| Coordinator, eLearning Support | 7124 | | | | |
| Coordinator, Disability Support Services | 8140F | | | | |
| Coordinator, DSS Wellness & Support | 8269 | | | | |
| Coordinator, Grants Special Projects | 8190 | | | | |

## Seminole State College of Florida
## 2025 – 2026 Non-Bargaining Unit Salary Schedule

### Career Service (Non-Exempt) Salary Schedule

| | | C50 | $39,649 | $49,562 | $59,475 |
|---|---|---|---|---|---|
| Coordinator, Honors Institute | 8208 | | | | |
| Coordinator, Student Life | 8224 | | | | |
| Educational Advisor | 8229 | | | | |
| Electrician | 9002 | | | | |
| Grants Specialist | 8025 | | | | |
| HR Records Specialist | 8027 | | | | |
| HVAC Technician | 9012 | | | | |
| Laboratory Manager | 5004 | | | | |
| Laboratory Manager, Vocational Trades | 7121 | | | | |
| Manager Learning Hub Title III Grant | 8191F | | | | |
| Media Production Specialist | 8050 | | | | |
| Plumber | 9007 | | | | |
| Security Shift Supervisor | 10010 | | | | |
| Senior Graphic Designer | 8179 | | | | |
| Specialist, Adult Education | 7128F | | | | |
| Specialist, Talent Acquisition | 8173 | | | | |
| Student Retention & Completion Specialist | 8236 | | | | |
| Student Success Specialist II | 8231 | | | | |
| Supervisor, Safety & Security Communications | 11030 | | | | |
| | | | | | |
| **Salary Grade C55** | | **C55** | **$42,425** | **$53,032** | **$63,638** |
| Coordinator, Allied Health Programs | 8296 | | | | |
| Coordinator, Learning & Development | 8244 | | | | |
| Coordinator, Scholarships (Financial Aid) | 8293 | | | | |
| Multi-Trades Technician | 9013 | | | | |
| Payroll Specialist | 8209 | | | | |
| Purchasing Specialist | 6155 | | | | |
| Senior Executive Assistant | 8246 | | | | |
| Senior Laboratory Manager | 5018 | | | | |
| Supervisor, Accounts Payable | 8101 | | | | |

## Seminole State College of Florida
## 2025 – 2026 Non-Bargaining Unit Salary Schedule

### Professional (Exempt) Salary Schedule

| Position Title | Job Code | Salary Grade | Minimum | Midpoint | Maximum |
|---|---|---|---|---|---|
| **Salary Grade P01** | | **P01** | **$47,476** | **$54,597** | **$62,787** |
| Accountant | 6056 | | | | |
| Coach | 6061 | | | | |
| Coach, Women's Softball | 6519 | | | | |
| Coordinator, Adult Learning Curriculum | 6499F | | | | |
| Coordinator, College & Community Events | 6229 | | | | |
| Coordinator, Employee Benefits | 6085 | | | | |
| Coordinator, Experiential Learning | 6439 | | | | |
| Coordinator, Faculty Credentials | 6282 | | | | |
| Coordinator, Financial Aid Compliance | 6281 | | | | |
| Coordinator, First Generation Program | 6319 | | | | |
| Coordinator, Health Care Programs | 6241 | | | | |
| Coordinator, Integrated Education & Training | 6442F | | | | |
| Coordinator, International Student Admissions | 8047 | | | | |
| Coordinator, Leave Administration | 6494 | | | | |
| Coordinator, Recreational Sports & Wellness | 6329 | | | | |
| Coordinator, Retirement Services | 6493 | | | | |
| Coordinator, Seminole Commits | 6501F | | | | |
| Coordinator, Student Accounting | 6451 | | | | |
| Coordinator, Student Conduct & Mediation | 6466 | | | | |
| Coordinator, Student Loans | 6409 | | | | |
| Coordinator, Title III Healthcare Programs | 6463F | | | | |
| Coordinator, Title IV Grant | 6440 | | | | |
| Instructional Technology Support Specialist | 6271 | | | | |
| Manager, Admissions Onboarding | 6424 | | | | |
| Manager, Criminal Justice Training Center | 6464 | | | | |
| Manager, Student Retention & Completion | 6414 | | | | |
| Program Manager, Center for Business Development | 6294 | | | | |
| Project Manager, EOC Grant | 6387F | | | | |
| Supervisor, Academic Success Center | 6306 | | | | |
| Supervisor, Facilities | 6489 | | | | |
| Supervisor, STAR/ASC | 6334 | | | | |
| Supervisor, Student Records | 6397 | | | | |
| Supervisor, Testing Center | 6393 | | | | |
| Supervisor, Transfer Credit | 6356 | | | | |
| Technical Dir. Ctr for Fine & Performing Arts | 6396 | | | | |
| | | | | | |
| **Salary Grade P02** | | **P02** | **$50,448** | **$61,149** | **$71,850** |
| Assistant Director, Academic Advising | 6366 | | | | |
| Assistant Director, Adult Education Student Services | 6374 | | | | |
| Assistant Director, Assessment & Testing | 6215 | | | | |
| Assistant Director, Baccalaureate Admissions | 6297 | | | | |
| Assistant Director, Career Center | 6322 | | | | |
| Assistant Director, Disability Support Services | 6228 | | | | |
| Assistant Director, Dual Enrollment | 6192 | | | | |
| Assistant Director, Recruitment & Outreach | 6391 | | | | |
| Assistant Director, Student Life | 6251 | | | | |
| Assistant Director, Student Services | 6335 | | | | |
| Assistant Director, Veteran Student Services | 6540 | | | | |
| Clinical Coordinator | 6447F | | | | |

## Seminole State College of Florida
## 2025 – 2026 Non-Bargaining Unit Salary Schedule

### Professional (Exempt) Salary Schedule

| | | P02 | $50,448 | $61,149 | $71,850 |
|---|---|---|---|---|---|
| Coordinator Adult Education Programs & Initiatives | 8227 | | | | |
| Coordinator, Career Completion | 6357 | | | | |
| Coordinator, Communications | 6230 | | | | |
| Coordinator, Education Program | 6461 | | | | |
| Coordinator, High Impact Practices & Study Abroad | 6502 | | | | |
| Coordinator Marketing, Media Buyer | 6389 | | | | |
| Coordinator, Partnership Development | 6455F | | | | |
| Coordinator, Property Management | 6381 | | | | |
| Coordinator, Special Projects, CTE | 6401 | | | | |
| Coordinator, Student Communications | 6274 | | | | |
| Coordinator, Vocational Program | 6441 | | | | |
| Coordinator, Workforce Apprenticeships | 3060 | | | | |
| Coordinator, Workforce Grants & Contracts | 6021 | | | | |
| Coordinator, Workforce Programs & Initiatives | 6444 | | | | |
| Corporate Trainer | 6336F | | | | |
| Corporate Trainer, Raytheon | 6362 | | | | |
| Director, Small Business Development Center | 6144F | | | | |
| Facilities Manager, ALT & HEA | 6343 | | | | |
| Facilities Manager, OVI/GEN | 6346 | | | | |
| Facilities Manager, SLM | 6541 | | | | |
| Grant Writer | 6435 | | | | |
| Manager, College and Community Events | 6534 | | | | |
| Manager, Facilities Business Operations | 6531 | | | | |
| Manager, Foundation Scholarships | 6486 | | | | |
| Manager, Payroll Operations | 6522 | | | | |
| Manager, Safety & Security | 6446 | | | | |
| Manager, Student Accounting | 6360 | | | | |
| Manager, Talent Acquisition | 6535 | | | | |
| Videographer/Digital Editor | 6341 | | | | |
| | | | | | |
| **Salary Grade P03** | | **P03** | **$53,077** | **$68,486** | **$83,896** |
| Assistant Director, Baccalaureate & Career Program Advising | 6465 | | | | |
| Budget Coordinator/Analyst | 6048 | | | | |
| Director, Admissions | 6527 | | | | |
| Director, Nursing Simulation Center | 6524 | | | | |
| Director, Planetarium | 6364 | | | | |
| Director, Student Conduct | 6425 | | | | |
| Director, Student Development | 6016 | | | | |
| Director, Student Success Technology | 6490 | | | | |
| Grant Project Manager, Seminole Commits Prog | 6481F | | | | |
| Manager, Grants Support & Effectiveness | 6028 | | | | |
| Manager, Public Relations & Communications | 6378 | | | | |
| Manager, Energy & Sustainability | 6287 | | | | |
| Project Director Title III Grant | 6452F | | | | |
| Project Manager | 6276 | | | | |
| Special Assistant to the President | 6205 | | | | |

## Seminole State College of Florida
## 2025 – 2026 Non-Bargaining Unit Salary Schedule

### Professional (Exempt) Salary Schedule

| **Salary Grade P04** | | **P04** | **$57,529** | **$76,705** | **$95,881** |
|---|---|---|---|---|---|
| Assistant Director, Financial Aid | 6529 | | | | |
| Assistant Director, Financial Aid Systems/Project Liaison | 6185 | | | | |
| *Interim* Associate Director, Accelerated Learning & Articulation | 6544F | | | | |
| Associate Director, Auxiliary Services | 6018 | | | | |
| Associate Director, Custodial Services & Environmental Health & Safety | 6537 | | | | |
| Associate Director, Student Accounting | 6034 | | | | |
| Compensation Analyst | 6171 | | | | |
| Director, Academic and Career Advising | 6002 | | | | |
| Director, Academic Success/STAR Center | 6033 | | | | |
| Director, Assessment & Testing | 6201 | | | | |
| Director, Community Standards & Strategic Outreach | 6543 | | | | |
| Director, Criminal Justice Training Center | 6443 | | | | |
| Director, Development | 6485 | | | | |
| Director, Disability Support Services | 6030 | | | | |
| Director, Faculty Center for Teaching & Learning | 6208 | | | | |
| Director Holistic Student Support | 6450 | | | | |
| Director, Student Services & Communications Center | 6525 | | | | |
| Director, Student Success Services | 6234 | | | | |
| Human Resources Partner | 6429 | | | | |
| Manager, Grants & Capital Assets Accounting | 6049 | | | | |
| Manager, Quality Enhancement Plan | 6339F | | | | |
| Manager, Risk Assess, Env Health Safety & Compliance | 6413 | | | | |
| Manager, Safety & Security Operations | 6445 | | | | |
| Senior Project Manager, Facilities | 6517 | | | | |
| | | | | | |
| **Salary Grade P05** | | **P05** | **$64,432** | **$85,909** | **$107,387** |
| Associate Director, Employee Benefits | 6430 | | | | |
| Associate Director, Talent Acquisition | 6476 | | | | |
| Associate Director, Facilities Strategic Planner | 6488 | | | | |
| Associate Director, Facilities Operations | 6528 | | | | |
| Associate Director, Learning & Development | 6495 | | | | |
| Associate Director, Marketing & Creative Services | 6458 | | | | |
| Associate Director, Payroll Services | 6066 | | | | |
| Associate Registrar, Compliance & Operations | 6412 | | | | |
| Campus Manager | 6456 | | | | |
| Director, College & Community Relations | 6267 | | | | |
| Director, Foundation Finance & Operations | 6177 | | | | |
| Director, Honors Institute | 6211 | | | | |
| Director, Intercollegiate Athletics | 6038 | | | | |
| Director, Partnership Development | 6041 | | | | |
| Staff Attorney | 6498 | | | | |

## Seminole State College of Florida
## 2025 – 2026 Non-Bargaining Unit Salary Schedule

### Professional (Exempt) Salary Schedule

| **Salary Grade P06** | | **P06** | **$72,164** | **$96,219** | **$120,273** |
|---|---|---|---|---|---|
| *Interim* Director, Campus Safety & Security | 6509F | | | | |
| Director, College Libraries | 3034 | | | | |
| Director, e-Learning | 6311 | | | | |
| Director, Finance & Accounting Services | 6375 | | | | |
| Director, Procurement | 6010 | | | | |
| | | | | | |
| **Salary Grade P07** | | **P07** | **$80,824** | **$107,765** | **$134,706** |
| Academic Dean | 3079 | | | | |
| Director, Financial Aid Operations | 6482 | | | | |
| Executive Director, Academic & Career Advising, Counseling, Student Success Technology, & Transfer Services | 6542 | | | | |
| Executive Director, Student Communications & Success Services | 6521 | | | | |

## Seminole State College of Florida
## 2025 – 2026 Non-Bargaining Unit Salary Schedule

### Technical (Exempt) Salary Schedule

| Position Title | Job Code | Salary Grade | Minimum | Midpoint | Maximum |
|---|---|---|---|---|---|
| **Salary Grade T01** | | **T01** | **$47,476** | **$59,345** | **$71,214** |
| Coordinator, Accessibility & Assistive Technology | 6523 | | | | |
| Coordinator, Institutional Effectiveness | 6338 | | | | |
| Coordinator, Technology Refresh | 6392 | | | | |
| ERP Technical Specialist - Operations | 6423 | | | | |
| ERP Technical Specialist - PeopleSoft | 6417 | | | | |
| Instructional Designer | 6122 | | | | |
| Lead Computer Support Specialist | 6416 | | | | |
| LMS Assistant and Technical Specialist | 6500 | | | | |
| Manager, Campus Computing Support Services | 6218 | | | | |
| Network & Telecommunications Specialist | 6469 | | | | |
| Research Analyst | 6532 | | | | |
| Student Affairs (SA) Technical Specialist | 6285 | | | | |
| SA Technical Specialist – Financial Aid | 6514 | | | | |
| Supervisor, Media Production | 6422 | | | | |
| Web Development Specialist | 6468 | | | | |
| | | | | | |
| **Salary Grade T02** | | **T02** | **$52,431** | **$67,653** | **$81,184** |
| Academic Affairs Functional Specialist | 6369 | | | | |
| Application Systems Analyst | 6373 | | | | |
| Business Analyst, Financial Aid | 6484 | | | | |
| Business Data Analyst, Systems & Technology | 6536 | | | | |
| Coordinator, Financial Aid Systems Integration | 6402 | | | | |
| HR Systems Analyst | 6158 | | | | |
| HR Systems Analyst, Benefits | 6545 | | | | |
| Manager, Academic Scheduling | 6260 | | | | |
| Manager, Telecommunications Services | 6075 | | | | |
| Network Analyst | 6073 | | | | |
| Senior Campus Solutions Business Analyst | 6383 | | | | |
| Senior HRMS Business Analyst | 6197 | | | | |
| Senior Systems Specialist | 6272 | | | | |
| Senior Systems Specialist, Email | 6470 | | | | |
| Systems Analyst, IER | 6026 | | | | |
| | | | | | |
| **Salary Grade T03** | | **T03** | **$57,844** | **$77,125** | **$96,406** |
| Financial Business Analyst | 6207 | | | | |
| Manager, Computing Services | 6246 | | | | |
| Manager, User Experience Strategy | 6497 | | | | |
| PeopleSoft (PS) Security Administrator | 6172 | | | | |
| Systems Administrator | 6415 | | | | |
| | | | | | |
| **Salary Grade T04** | | **T04** | **$65,942** | **$87,922** | **$109,903** |
| Assistant Registrar, Systems & Technology | 6478 | | | | |
| Director, Curriculum & Apprenticeship | 6238 | | | | |
| LMS & Senior Systems Administrator, eLearning | 6398 | | | | |
| Manager, Institutional Effectiveness & Research | 6448 | | | | |
| Senior Analyst, Decision Support Systems | 6159 | | | | |
| Senior Analyst, Enterprise Systems | 6475 | | | | |
| Senior Cybersecurity Analyst | 6483 | | | | |
| Senior Network Security Analyst | 6421 | | | | |

## Seminole State College of Florida
## 2025 – 2026 Non-Bargaining Unit Salary Schedule

### Technical (Exempt) Salary Schedule

| | | | | | |
|---|---|---|---|---|---|
| | | **T04** | **$65,942** | **$87,922** | **$109,903** |
| Software Engineer | 6515 | | | | |
| Senior Systems Administrator, Server Infra | 6418 | | | | |
| Senior Systems Administrator Tech Apps | 6167 | | | | |
| Senior Systems Analyst | 6076 | | | | |
| | | | | | |
| **Salary Grade T05** | | **T05** | **$75,174** | **$100,231** | **$125,289** |
| Associate Director, HRIS, Records, & Reporting | 6479 | | | | |
| | | | | | |
| **Salary Grade T06** | | **T06** | **$85,698** | **$114,264** | **$142,830** |
| Senior Software Engineer | 6345 | | | | |
| Director, Network & Telecomm | 6166 | | | | |
| Director, Server Infrastructure & Architecture | 6472 | | | | |
| Director, Software Engineering | 6474 | | | | |
| | | | | | |
| **Salary Grade T07** | | **T07** | **$97,696** | **$130,261** | **$162,826** |
| AVP, Information Technology Infrastructure | 6510 | | | | |
| AVP, Enterprise Systems | 6511 | | | | |

## Seminole State College of Florida
## 2025 – 2026 Non-Bargaining Unit Salary Schedule

### Administrator (Exempt) Salary Schedule

| Position Title | Job Code | Salary Grade | Minimum | Midpoint | Maximum |
|---|---|---|---|---|---|
| **Salary Grade A01** | | **A01** | **$78,985** | **$100,311** | **$121,637** |
| Campus Dean | 3035 | | | | |
| Deputy AVP, Faculty & Workforce Success | 3085 | | | | |
| Director, Grants Development | 6013 | | | | |
| | | | | | |
| **Salary Grade A02** | | **A02** | **$90,043** | **$114,355** | **$138,666** |
| AVP, Resource & Economic Development | 6496 | | | | |
| Executive Director, Facilities Management | 6492 | | | | |
| Registrar | 6004 | | | | |
| | | | | | |
| **Salary Grade A03** | | **A03** | **$101,847** | **$130,364** | **$158,881** |
| AVP, Academic Services | 3080 | | | | |
| AVP, Admissions & Enrollment | 6314 | | | | |
| AVP, Organizational Culture & Strategy/Title IX Coordinator | 6349 | | | | |
| AVP, Financial Aid | 6530 | | | | |
| AVP, Financial Services | 6009 | | | | |
| AVP, Human Resources | 6298 | | | | |
| AVP, Institutional Effectiveness & Research | 6507 | | | | |
| AVP, Student Development | 6328 | | | | |
| AVP, Student Services | 6258 | | | | |
| | | | | | |
| **Salary Grade A04** | | **A04** | **$116,106** | **$148,615** | **$181,125** |
| AVP, Information Tech & Resources | 6168 | | | | |
| AVP, School of Arts & Sciences | 3032 | | | | |
| AVP, School of Business, Health & Public Safety | 3033 | | | | |
| AVP, School of Construction, Design, Engineering & IT | 3037 | | | | |
| | | | | | |
| **Salary Grade A05** | | **A05** | **$131,845** | **$169,421** | **$206,997** |
| VP, Human Resources | 6508 | | | | |
| VP, Marketing & Strategic Communications | 1008 | | | | |
| VP, Resource & Economic Development | 1009 | | | | |
| | | | | | |
| **Salary Grade A06** | | **A06** | **$151,622** | **$194,834** | **$238,047** |
| VP, Academic Affairs – CAO | 1003 | | | | |
| VP, Business Operations & CFO | 1002 | | | | |
| VP, Information Technology & Inst. Res. – CIO | 1004 | | | | |
| VP, Public Policy & General Counsel | 6367 | | | | |
| VP, Student Affairs & Enrollment Management | 1005 | | | | |

# Seminole State College of Florida
# 2025 – 2026 Non-Bargaining Unit Salary Schedule

## Non-Bargaining Part-time Instructional Salary Schedule

### College Credit Course Pay Rates effective August 25, 2025

| Description | Educational Degree | Hourly Rate Per Contact Hour |
|---|---|---|
| College-Credit Courses | Bachelor's Degree | $46.55 |
| | Master's Degree | $50.60 |
| | Doctorate Degree | $54.59 |

### Non-College Credit Course Pay Rates effective August 25, 2025

| Description | Educational Degree | Hourly Rate Per Contact Hour |
|---|---|---|
| Career Vocational Certificate Programs (formerly PSAV) | Bachelor's Degree | $43.59 |
| | Master's Degree | $45.70 |
| | Doctorate Degree | $47.65 |

### Directed Individual Study

Directed individual study and cooperative education course rates:

Instructor's hourly rate (based upon degree), multiplied by the course contact hours per week, multiplied by the number of students equals payment for term.

### Specialized Service Rates effective January 1, 2023

| Description | Rate per Hour |
|---|---|
| Workforce Trainer, Center for Business Development (Temp part-time) | $35 to $100 |

### Specialized Service Rates effective February 1, 2023

| Description | Educational Degree | Rate per Contact Hour |
|---|---|---|
| Counselors and Librarians (part-time) | Bachelor's Degree | $24.32 to $25.42 |
| | Master's Degree | $28.13 to $29.50 |
| | Doctorate Degree | $32.13 to $45.20 |

| Description | Educational Degree | Rate per Contact Hour |
|---|---|---|
| Facilitator, Criminal Justice Academy | Bachelor's Degree | $40.20 |
| | Master's Degree | $42.15 |
| | Doctorate Degree | $43.95 |

| Description | Title | Rate |
|---|---|---|
| Athletics | Head Coach | $1,444 to $2,430 per month |
| | Assistant Coach | $975.to $1,025 per month |

### Fine and Performing Arts

Actors, Performers, Accompanists, Vocalists, Musicians, Directors, Choreographers, Conductors, Lighting Operators, Sound Technicians and Guest Artists: **$29.58-$67.32** per hour.

**Seminole State College of Florida**
**2025 – 2026 Non-Bargaining Unit Salary Schedule**

## Other Non-Bargaining, Part-time Instructional Salary Rates

## SCPS Dual Enrollment Instructor Rate effective July 1, 2022

| | Instructor | Hourly Rate |
|---|---|---|
| SCPS Dual Enrollment Instructor<br>(SCPS instructors who teach Dual Enrollment courses at an SCPS facility)<br>* These rates are subject to contractual agreement | SCPS Dual Enrollment Instructor | $17.26 |

## Instructional Support Rates effective February 1, 2024

| Instructional Support Titles | Hourly Rate at Hire |
|---|---|
| Assistant Instructor | $22.03 |
| Academic Success Center Instructional Support Specialist | $22.03 |
| Instructional Support Specialist | $22.03 |
| Site Supervisor (Criminal Justice Training Center & Fire Training Center) | $30.00 |
| Clinical Lab Assistant | $31.07 |
| EMS Sim Technology Spec | $31.07 |
| Nursing Sim Technology Spec | $31.07 |
| Nursing Open Lab Coordinator | $32.14 |
| Nursing Laboratory Manager | $35.00 |
| Standardized Patient Program Specialist | $35.00 |

## Seminole State College of Florida
## 2025 – 2026 Non-Bargaining Unit Salary Schedule
## Non-Instructional Specialized Pay Rates

### Additional Specialized Pay Rates effective January 1, 2020

| Position Titles | Rate Per Hour |
|---|---|
| Administrative | $18.01 to $68.89 |
| | |
| Test Administrator | $24.81 to $25.66 |
| | |
| Conference, Meeting, Seminar, Short-Course, and Workshop Rates: Participant (upon recommendation) | Not to exceed $19.96 per contact hour |

### Supplements for Non-Bargaining, Full-time, Non- Instructional Personnel effective September 1, 2024

**Supplement: Not to exceed $500 per month**

A pay supplement may be paid to non-bargaining, full-time, non-instructional personnel for work performed,

1. outside of their normal work hours; or
2. in addition to the essential functions of their position.

Examples of this type of work include grant oversight and some types of special projects.

Note: The approved final monthly supplement amount includes consideration of the responsibilities, duration, and number of personnel required to complete the task or project. Must be approved/re-approved each fiscal year.

## Seminole State College of Florida
## 2025 – 2026 Non-Bargaining Unit Salary Schedule

### Supplemental Pay Guidelines for Non-Bargaining, Part-time Adjunct Faculty

### Effective January 6, 2026

| | |
|---|---|
| **Eligibility** | Must be an Adjunct Part-Time Faculty teaching at least one course during the semester in which the non-instructional work is to be assigned. The course must remain active and not be canceled due to low enrollment. |
| **Time Limits** | • No more than 2 clock hours per week per assignment, with a maximum of 10 hours per week total across all assignments (up to 5 assignments).<br>• Total working hours (instructional + non-instructional across departments) must not exceed 26 hours per week, in accordance with College Policy 2.001. |
| **Temporary Non-Instructional Assignments** | The following list of duties/assignments serves as examples or general guidance and may not encompass all responsibilities associated with non-instructional assignments. These temporary duties/assignments are not intended to become regular duties of a non-bargaining, part-time adjunct faculty.<br><br><u>Examples of Eligible Non-Instructional Assignments:</u><br>• Coordination of adjunct activities<br>• Clinical work related to community/industry partnerships<br>• Activities required by outside advisory agencies or external compliance programs<br>• Grant-related tasks<br>• Coordination/Oversight of technology and/or equipment<br>• Data collection and analysis<br>• Travel or site visits<br>• Course coordination<br>• Accreditation-related work<br>• Management, coordination, or development of curriculum<br>• Co-curricular activities<br><br>**The Academic Dean must reach out to HR Partners and HR Compensation *before* assigning any non-instructional duties/assignment.** |
| **Compensation** | • ***Up to*** $600 per assignment<br>• The maximum amount an adjunct can earn across all assignments (up to 5 assignments) is $3,000 per semester. |

## Seminole State College of Florida
## 2025 – 2026 Non-Bargaining Unit Salary Schedule

### Part-time Hourly, Non-Exempt Pay Rates effective September 1, 2025

| Position Titles | Grade | Hourly Rate at Hire |
|---|---|---|
| Athletic Assistant | **04** | **$14.00** |
| Camp Counselor | | |
| Clerk III | | |
| Custodian | | |
| Game Room Attendant | | |
| Lab Aide I | | |
| Lab Assistant | | |
| Support Services Clerk | | |
| Specialist, Call Center | | |
| Tutor | | |
| | | |
| Supervisor, Game Room | **05** | **$14.28** |
| | | |
| Admissions Assistant I | **06** | **$14.70** |
| Enrollment Services Assistant | | |
| Purchasing Assistant | | |
| Student Services Assistant | | |
| | | |
| Vacant | **07** | **$15.13** |
| | | |
| Academic Success Coach | **08** | **$15.58** |
| Administrative Assistant I | | |
| Culinary Lab Assistant | | |
| HR Administrative Support Specialist | | |
| Laboratory Paraprofessional, Physical Sciences | | |
| Paraprofessional – Academic Success | | |
| Paraprofessional I | | |
| Specialist, Safety & Security Communications | | |
| Standardized SIM Participant I | | |
| | | |
| Vacant | **09** | **$16.02** |
| | | |
| Enrollment Services Specialist I | **10** | **$16.51** |
| HR Benefits Assistant | | |
| Library Public Services Assistant | | |
| Office Supervisor I | | |
| Stewardship and Communications Assistant | | |
| | | |
| Administrative Program Support Specialist | **11** | **$17.02** |
| Bus Driver | | |
| Financial Aid Specialist II | | |
| Printing Technician | | |
| Ops Specialist – Geneva Training Center | | |
| Student Services Specialist | | |
| | | |
| Office Supervisor II | **12** | **$17.51** |

## Seminole State College of Florida
## 2025 – 2026 Non-Bargaining Unit Salary Schedule

### Part-time Hourly, Non-Exempt Pay Rates

| Position Titles | Grade | Hourly Rate at Hire |
|---|---|---|
| Assistant Test Administrator | **13** | **$18.06** |
| Enrollment Services Specialist II | | |
| HR Billing Specialist | | |
| Office Supervisor III | | |
| Payroll/Time & Labor Assistant | | |
| Specialist, Planetarium | | |
| | | |
| Facility Monitor | **14** | **$18.58** |
| Standardized SIM Participant II | | |
| Testing Specialist III | | |
| | | |
| Education Data Assistant | **15** | **$19.18** |
| Specialist, Financial Aid Verification | | |
| | | |
| Specialist, Military & Veteran | **16** | **$19.77** |
| TRiO Proj Data/Record Assist | | |
| | | |
| Administrative Assistant III | **17** | **$20.38** |
| Computer Support Specialist | | |
| | | |
| Coordinator, Academic Support | **18** | **$21.00** |
| Financial Aid Specialist III | | |
| Media Production Specialist | | |
| Specialist, Nursing Program | | |
| Student Success Specialist I | | |
| | | |
| Coordinator, Faculty Center for Teaching & Learning | **19** | **$21.66** |
| Coordinator, Social Media | | |
| Coordinator, TRIO Outreach | | |
| Educational Advisor | | |
| Honors Institute Educ Planner | | |
| Laboratory Manager, Culinary | | |
| Laboratory Manager, Engineering Technology | | |
| Online Course Accessibility Assistant | | |
| Senior Library Public Services Assistant | | |
| | | |
| Coordinator, Academic Support Outreach | **20** | **$22.34** |
| Coordinator, Workforce Apprenticeships | | |
| Engagement Coordinator | | |
| Engagement Coordinator, Center for Business Development | | |
| Grant Writer | | |
| Lead, Computer Support Services | | |
| Professional Model | | |
| Project Coordinator, Curriculum & Articulation | | |

# Seminole State College of Florida
# 2025 – 2026 Non-Bargaining Unit Salary Schedule

## Student Employee

- Pay rates effective September 1, 2025*
- Student Employee assignments are temporary.
- Student Employees may work a maximum of 26 hours per week.

Student Employee Job Titles: Students (Aide, Ambassador, Assistant, Lab Aide, Leader Aide, Title III Program), Peer Mentor, Rally Raider Mascot

| Student Employee Pay Grade | Hourly Rate | |
|---|---|---|
| SA1 | $14.00 | Routine, simple tasks under direct supervision (i.e. office reception, answer questions, light keyboarding, basic lab duties such as washing test tubes, etc.) |
| SA2 | $14.06 | 2nd year –Routine, simple tasks under direct supervision (i.e. office reception, answer questions, light keyboarding, basic lab duties such as washing test tubes, etc.) |
| SA3 | $14.22 | Routine work requiring specific skills; under direct supervision (i.e. computer lab assistant, math tutor) |
| SA4 | $14.93 | 2nd year – Routine work requiring specific skills under direct supervision (i.e. computer lab assistant, math tutor) |

## Federal Work Study

- Pay rates effective July 1, 2025.*
- FWS assignments are temporary.
- Hourly pay rate determined by Student Affairs.
- Federal Work Study (FWS) employees may work a maximum of 20 hours per week.

*Minimum hourly rates are adjusted as necessary to remain compliant with State and Federal minimum wage requirements.

*Please note: If there are any typographical discrepancies between the hourly or annual rates listed in this Salary Schedule and the hourly or annual rates that should have been calculated per the District Board of Trustees intent, the intended rates will prevail.*

**Seminole State College of Florida**
**2025 – 2026 Non-Bargaining Unit Salary Schedule**

## Seminole State College of Florida Campus Locations:

**Seminole State – Sanford/Lake Mary (main campus)**
100 Weldon Boulevard
Sanford, FL 32773
407.708.4722

**Seminole State - Altamonte Springs**
850 South SR 434
Altamonte Springs, Florida 32714
407.404.6000

**Seminole State College- Center for Economic Development at Heathrow**
1055 AAA Drive
Heathrow, FL 32746
407.708.4400

**Seminole State College – Lee Campus at Oviedo**
2505 Lockwood Blvd.
Oviedo, FL 32765
407.971.5000

**Seminole State College Website**:
https://www.seminolestate.edu/