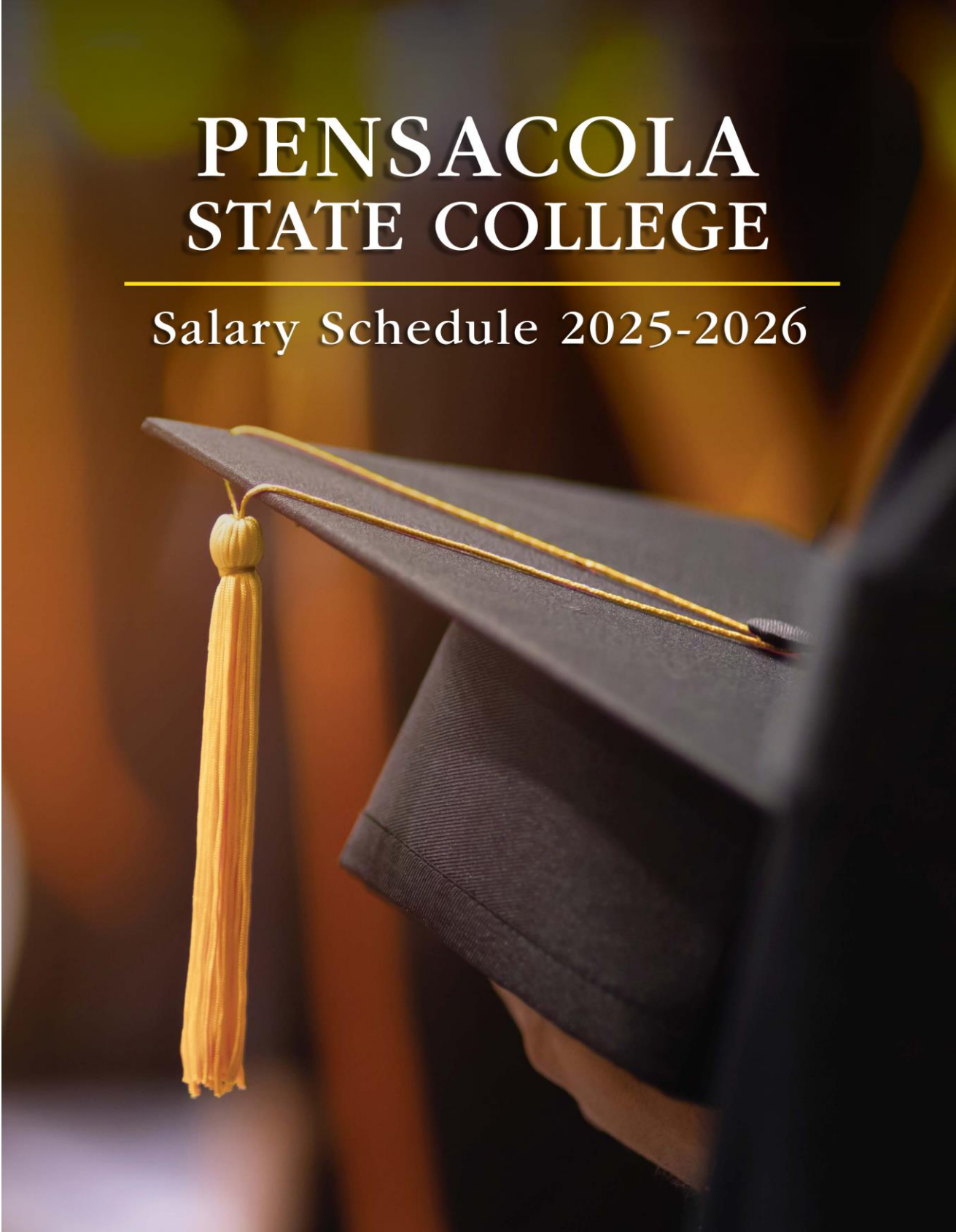




# PENSACOLA STATE COLLEGE

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Salary Schedule 2025-2026

## **Introduction**

The Pensacola State College Salary Schedule is developed as a guide for pay and classification ranges. The overall value of compensation considers the salary and benefits provided to attract highly talented and qualified candidates for employment.

Minimum starting salaries are key in recruiting for advertising position vacancies and initial hiring. Entrance salaries of new hires may be adjusted based on the President's approval. In offering salaries above the minimum range, consideration is given to the local labor market, the difficulty of filling positions, and positions in high demand. The classifications are designed in accordance with the Fair Labor Standards Act and have exempt and non-exempt status employees. Position and pay assignments are made fairly, equitably, and free of discriminatory practices.

Regular across-the-board increases, as approved by the District Board of Trustees and the current salary schedule, are available to eligible employees. Increases typically become effective July 1 for staff and at the beginning of the academic year for faculty. Upon recommendation of the President and at the discretion of the District Board of Trustees, a non-recurring salary increase to all eligible employees may be awarded at any time during the fiscal year (July 1 through June 30), contingent upon available funds. This non-recurring salary increase may be in addition to or in lieu of a regular salary increase.

*Pensacola State College does not discriminate against any person on the basis of race, ethnicity, national origin, color, sex, age, religion, marital status, pregnancy, disability, sexual orientation, gender identity, or genetic information in its educational programs, activities, or employment. For inquiries regarding Title IX and the College's nondiscrimination policies, contact the Civil Rights Compliance Officer at (850) 484-1759, Pensacola State College, 1000 College Blvd., Pensacola, Florida 32504.*

## **General Requirements**

### **I. Minimum Work Week**

Full-time Non-instructional Personnel:

The workweek consists of five days per week, including evening or weekend assignments. A typical workday is 7:30 a.m. to 4:00 p.m. (or as approved by the appropriate senior-level administrator) with a one-hour unpaid lunch period unless otherwise approved. As approved by the Administration, the summer work week consists of four days per week, including evening or weekend assignments. A typical workday is 7:00 a.m. to 5:00 p.m. Monday through Thursday (or as approved by the appropriate senior-level administrator), with a 30-minute unpaid lunch Monday through Wednesday and a one-hour unpaid lunch period on Thursday. Senior-level administration will make assignments to support any functions of their areas that need a specific schedule other than this.

## **II. Special Contracts**

Special contracts may be established by mutual agreement between the College and the employee to correspond with the length of the program or to compensate for teaching or consulting when the program requirements dictate a variance from the regular salary schedule. Factors considered in setting the amount include the requirements for particular expertise, preparation, materials, transportation, and related expenses.

## **III. Holidays**

Holidays are established annually by the adoption of the College calendar. Full-time career service, professional non-exempt, professional/managerial, and executive employees will be credited for pay purposes with 7.5 hours of pay on established holidays during the five-day work week. During the four-day work week, holiday pay will be the same as the number of work hours normally scheduled for the employee on the particular day of the week the holiday occurs. Employees on approved leave with pay, including administrative, personal, sick leave, annual leave, and sick leave pool when holidays occur, will not have such holidays charged against their accrued leave credits.

All employees will receive an equal amount of holiday hours during any work week in which a holiday falls, without regard to the employee's work schedule.

To receive holiday pay, employees must have worked or been on approved leave with pay status for more than 50% of the work hours of the week in which a holiday occurs. If the holiday makes up the entire work week, the employee must have worked or in an approved leave with pay status for more than 50% of the work hours of the remaining week in the pay period. If the holiday makes up the entire pay period, the employee must have worked or been in an approved leave with pay status for more than 50% of the work hours of the work week preceding the holiday. If an employee dies while the College is closed for a holiday, the final payday for that employee will include holiday pay through the date of death.

When an employee is retiring, they will be paid for any holiday through the end of the month to coincide with their retirement date if the employee works the last day available in that same month. Using leave to remain on the payroll until the retirement date does not satisfy this requirement to qualify for holiday pay.

When employment is being terminated, or an employee resigns from the College, the employee must have worked more than 50% of the work week hours after a holiday to be eligible for holiday pay. Submitting leave (sick, annual, or personal leave) cannot satisfy the 50% work requirement.

## **IV. Overlap in Position**

An overlap in position to facilitate the transition and provide training for a new employee must be approved in advance by the President and is contingent upon the availability of funds. Both employees shall receive full benefits during the overlap period.

## **V. Extraordinary Assignment**

If an employee is assigned a task or project by the President that is out of the ordinary scope of their position, that employee may be given a salary supplement as determined by the President. The supplement will not be added to the employee's base pay and is contingent upon the availability of funds.

## **VI. Timekeeping**

College policy requires the proper timekeeping of hours worked and use of any paid leave to be accurately reflected in the College's time and leave reporting systems by all levels of employees. Misrepresentation of time for the purposes of pay may result in disciplinary action and is addressed in the Fraud policy available on the College website.

## **VII. Training and Experience Requirements**

All applicants to be considered for employment must meet the minimum training and experience requirements specified in the generic job description for the appropriate classification.

Requests for approval of equivalent training and experience may be made when the following criteria are met:

- A. Realistic requirements of the job calls for a different educational or experience background.
- B. The applicant's qualifications are equal to, or higher than, those required in the generic job description and are reasonable substitutes; for example, an equal educational level but a different major or the substitution of related experience on a year-for-year basis for the required education (or vice versa). Approval must be obtained from the President.

## **VIII. Full-time College Police Officers**

In accordance with Florida Statute 943.22, Salary Incentive Program for full-time officers, the salary incentive plan is authorized to be provided to full-time Pensacola State College Police Officers meeting the conditions of the statute and having properly requested and documented such incentive pay to Human Resources. College Police Officers are hired at an additional \$2 per hour above the minimum starting salary range.

## **IX. Compensation Calculation**

Pay cycles for non-faculty assignments occur bi-weekly and use a 26-pay period amount. To determine an hourly rate from an annual salary, the calculation is Annual Salary / 1,950 hours equals the hourly rate X 75 hours in a bi-weekly pay period. In an average calendar year, paydays occur 26 times; however, every 11<sup>th</sup> year, 27 paydays happen.

Additional information is available in the Employee Handbook, College Procedures, and Board of Trustees Policies.

## **Career Service Employees**

### **I. Entrance Salaries**

New career service employees, regardless of the source of funds, are hired at the minimum salary for the classification unless a higher salary, not to exceed the mid-point, is recommended by the supervisor and approved by the President.

### **II. Promotion**

The following criteria must be met for a move from a position (i.e., classification) in a lower pay level to that of a higher pay level:

- A. Employees who have completed at least six months of satisfactory experience in their current position may apply for promotional consideration to positions outside their division.
- B. Career service employees currently in conditional or special probationary status due to a below-satisfactory performance evaluation are not eligible for promotional consideration.
- C. When a career service employee's position changes due to reorganization, reduction-in-force, or voluntary downgrade, the President will determine their salary within the classification to which they are being transferred.

### **III. Compensatory Time**

A non-exempt employee who works additional time may be granted compensatory leave instead of additional compensation, subject to the following:

- A. All compensatory time must be approved in advance by the appropriate senior-level administrator.
- B. Any compensatory time approved must be taken within the pay period in which it is accrued. If earned at the end of the pay period, it must be approved by the President or his designee and used before the end of the next pay period. Exceptions to allow compensatory time to be carried forward to subsequent pay periods must be approved by the President or his designee.
- C. There will be no accumulation of compensatory time other than as indicated. If the time is not taken, it must be reported for pay and funded out of the departmental budget before the end of the fiscal year.

#### **IV. Overtime**

Overtime must be requested in writing by the immediate supervisor and approved in advance by the appropriate senior-level administrator before an employee is authorized to work overtime. Overtime pay will be at the rate of one and one-half (1½) times the employee's regular hourly pay rate when the following established guidelines for overtime are met.

The overtime rate is paid for actual hours of work and certain other paid hours beyond 40 hours in an established work week. Overtime is paid after the employee completes, or is credited for work and pay purposes, in excess of 40 hours within a work week for time actually worked, professional leave, and/or temporary duty assignment.

Annual, sick, and personal leave hours and on-call pay when an employee is not required to report to the work site during the work week will not count toward the 40 hours to compute overtime. Employees will be paid at their regular rate for hours worked beyond 40 which do not meet these established overtime computation guidelines.

#### **V. Education Incentive Program**

A career service employee who receives a degree from an accredited institution after their initial employment with the College is eligible for a recurring educational incentive of \$1,000. For the purpose of this plan:

- A. Accredited institution means an accredited college, university, or community college which the Southern Association of Colleges and Schools, another regional accrediting agency, or the American Association of Collegiate Registrars and Admissions Officers has accredited.
- B. Awarded degrees to be considered for eligibility are associate's, bachelor's, and master's in fields related to the employee's current job.
- C. A lifetime limit of two (2) incentive awards will be given to any employee. Employees wishing to participate in this program will be responsible for filling out the required application materials and providing Human Resources with an official transcript from the degree-awarding institution. The award will take effect the first pay period possible after all required documents have been provided by the employee to Human Resources.
- D. This plan excludes Pensacola State College Police Officers. The education incentive program for Police Officers is prescribed by Florida Statute 943.17.

## **On-call Pay**

Career service employees will be paid for “on-call” duty during off-hour periods when the College is normally closed. Employee(s) will be required to respond to an emergency or equipment malfunction within 30 minutes after being contacted by the Pensacola State College Police Department or the appropriate college administrator. In addition, the employee must be available to report to the appropriate campus/work location and perform the required work.

On-call pay will be one-hour normal pay for each normal workday on-call and two hours of pay for each non-scheduled workday on-call. An employee called in to work will receive a minimum of 2.5 hours’ pay for reporting to the work site and the on-call pay. Hours worked above 2.5 hours will be paid at the applicable hourly rate.

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

**Position Titles and Salary Ranges – Career Service**

| <b><u>LEVEL 1 – CAREER SERVICE</u></b>                                                                              | <b><u>MINIMUM</u></b> | <b><u>MAXIMUM</u></b> |
|---------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------|
| <b>Annual</b>                                                                                                       | <b>\$27,300</b>       | <b>\$54,600</b>       |
| Courier                                                                                                             |                       |                       |
| Dental Office Receptionist                                                                                          |                       |                       |
| Library Technician (Acquisitions, Circulations, or Serials)                                                         |                       |                       |
| Maintenance/Security Technician                                                                                     |                       |                       |
| Material Handler (Title changed from Truck Driver; approved Ed Meadows 07/28/2025; BoT 08/19/2025)                  |                       |                       |
| Property Specialist                                                                                                 |                       |                       |
| Public Safety Officer                                                                                               |                       |                       |
| Receiving Specialist                                                                                                |                       |                       |
| Senior Storekeeper                                                                                                  |                       |                       |
| Test Technician                                                                                                     |                       |                       |
| Ticket Office Technician                                                                                            |                       |                       |
| Transcript Evaluator                                                                                                |                       |                       |
| <del>Truck Driver/Laborer</del> (Title changed to Material Handler; approved Ed Meadows 07/28/2025; BoT 08/19/2025) |                       |                       |

**LEVEL 2 – CAREER SERVICE**

This level was intentionally left blank.

| <b><u>LEVEL 3 – CAREER SERVICE</u></b> | <b><u>MINIMUM</u></b> | <b><u>MAXIMUM</u></b> |
|----------------------------------------|-----------------------|-----------------------|
| <b>Annual</b>                          | <b>\$30,000</b>       | <b>\$60,000</b>       |
| Administrative Assistant               |                       |                       |

\*Job Titles shown in Blue have salaries paid by a Fund 2 Source

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

Clinical Onboarding Specialist

College Police Officer

Cosmetic Arts Technician

Culinary Technician

Lead Emergency Communications Dispatcher

Maintenance Specialist I

Senior Test Technician

Service Officer/Dispatcher

**LEVEL 4 – CAREER SERVICE**

**Annual**

**MINIMUM**

**\$ 32,100**

**MAXIMUM**

**\$64,200**

General Accounting Specialist

~~Hazardous Waste/Life Safety Coordinator~~ (Upgraded to Hazardous Materials/Life Safety Coordinator; Professional/Non-exempt Level 1; approved by Ed Meadows 07/28/2025; BoT 08/19/2025)

Human Resources Representative

Senior Administrative Assistant

Traffic Assistant, WSRE

**LEVEL 5 – CAREER SERVICE**

**Annual**

**MINIMUM**

**\$ 33,675**

**MAXIMUM**

**\$67,350**

Academic Administrative Assistant

Administrative Assistant/Data Manager

Central Services Supervisor

Corporal, College Police

Financial Aid Specialist

\*Job Titles shown in Blue have salaries paid by a Fund 2 Source

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

Financial Aid/Veteran and Military Family Service Center Specialist

Library Specialist

Maintenance Specialist II

Operations Sergeant, College Police

Payroll Specialist

Technology Support Technician

**LEVEL 6 – CAREER SERVICE**

**Annual**

**MINIMUM**

\$ 35,400

**MAXIMUM**

\$70,800

[Administrative Assistant/Retention Specialist](#)

Associate Coordinator, Accounting (General or Restricted)

Executive Assistant

Human Resources Specialist

Maintenance Supervisor

[Recruitment/Retention Specialist](#)

Student Financial Specialist

Talent Acquisition Specialist

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

**Professional/Managerial**

**I. Compensation**

Professional/Managerial personnel employed or eligible for continuing contracts after July 1, 1968, may not be contracted on continuing contracts in administrative positions. However, they may receive continuing contracts in an instructional area but shall be contracted in administrative positions on a separate contract.

Faculty with continuing contract status who take leave from their faculty position to assume administrative duties at the college will receive a one-year contract for an administrative position unless they request to relinquish their faculty position to receive a multi-year contract in the administrative position. As of July 1, 2011, faculty in current administrative positions with multi-year contracts will be “grandfathered” in. Any exceptions shall require the President’s recommendation to the Board of Trustees for approval.

According to CBA 1701, C.2. of Article 17, a tenured faculty member who accepts an administrative appointment beginning on or after July 1, 2015, shall retain the right to return to the faculty position through June 30, following five (5) full years on the administrative appointment or voluntarily resigns his or her continuing contract.

Upon recommendation by the President, salaries of selected positions may be set administratively within the pay range of the assigned level. In addition, when deemed in the College’s best interest and upon the President’s recommendation, the annual salary of an individual Professional/Managerial employee may be maintained at a specific figure until further action.

The Professional Non-exempt Level 1 positions are eligible for overtime and compensatory time.

The Professional/Managerial exempt positions, Levels 2 through 7, are not eligible for overtime or compensatory time.

**Professional Non-exempt**

**II. Compensatory Time – Professional Non-exempt**

A non-exempt employee who works additional time may be granted compensatory leave instead of compensation, subject to the following:

All compensatory time must be approved in advance by the appropriate senior-level administrator.

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

Any compensatory time approved must be taken within the pay period in which it is accrued. If earned at the end of the pay period, it must be approved by the President or his designee and used before the end of the next pay period. Exceptions to allow compensatory time to be carried forward to subsequent pay periods must be approved by the President or his designee.

There will be no accumulation of compensatory time other than as indicated. If the time is not taken, it must be reported for pay and funded from the departmental budget by the end of the fiscal year.

**III. Overtime - Professional Non-exempt**

Overtime must be requested in writing by the immediate supervisor and approved in advance by the appropriate senior-level administrator before an employee is authorized to work overtime. Overtime pay will be at the rate of one and one-half (1½) times the employee's regular hourly pay rate when the following established guidelines for overtime are met.

The overtime rate is paid for actual hours of work and certain other paid hours beyond 40 hours in an established work week. Overtime is paid after the employee completes or is credited for work and pay purposes, in excess of 40 hours within a work week for time actually worked, professional leave, and/or temporary duty assignment.

Annual, sick, and personal leave hours will not count toward the 40 hours to compute overtime. Employees will be paid at their regular rate for hours worked beyond 40 which do not meet these established overtime computation guidelines.

**IV. Full-time College Police Officers**

In accordance with Florida Statute 943.22, Salary Incentive Program for full-time officers, the salary incentive plan is authorized to be provided to full-time Pensacola State College Police Officers classified as Professional/Managerial meeting the conditions of the statute and having properly requested and documented such incentive pay to Human Resources.

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

**Position Titles and Salary Ranges – Professional Non-exempt, Professional/Managerial**

| <b><u>LEVEL 1 – PROFESSIONAL NON-EXEMPT</u></b> | <b><u>MINIMUM</u></b> | <b><u>MAXIMUM</u></b> |
|-------------------------------------------------|-----------------------|-----------------------|
| <b>Annual</b>                                   | <b>\$37,750</b>       | <b>\$75,450</b>       |

Administrative Support Specialist

Admissions Specialist

Associate Coordinator, Student Financial Services

Benefits Processing Manager

Coordinator, Payroll

Database Coordinator, WSRE

Financial Aid Analyst

Graphic Artist/Graphic Design Specialist

Hazardous Materials/Life Safety Coordinator (Changed from Hazardous Waste/Life Safety Coordinator; Career Service Level 4; approved by Ed Meadows 07/28/2025; BoT 08/19/2025)

Payroll Accountant

Records Specialist

Simulation and Laboratory Technician

Technology Support Specialist

*Professional/Managerial Levels 2-7 are classified as exempt and determined as not eligible for overtime or comp time.*

| <b><u>LEVEL 2 – PROFESSIONAL/MANAGERIAL</u></b> | <b><u>MINIMUM</u></b> | <b><u>MAXIMUM</u></b> |
|-------------------------------------------------|-----------------------|-----------------------|
| <b>Annual</b>                                   | <b>\$ 40,800</b>      | <b>\$81,600</b>       |

Accountant, Restricted Accounting

Academic Advisor/Life Skills Coach

*\*Job Titles shown in Blue have salaries paid by a Fund 2 Source*

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

Academic Coordinator, Veterans Upward Bound Project

Academic Support Specialist

Accounting Coordinator, Foundation – Accounts Payable

Accounting Coordinator, WSRE - Accounts Payable

Accounting Coordinator, WSRE - Accounts Receivable

Administrative Coordinator, Charter Academy

Assistant Manager, Program Operations, WSRE

Associate Editor, Writer, and Content Specialist

Assistant Athletics Coach

Art Facilities Coordinator

Aviation Maintenance Technician

Band Director

~~Bus Operator~~ (Title changed to College Bus Operator/Garage Assistant; approved by Ed Meadows 07/22/2025; BoT 08/19/2025)

Career and Technical Education Specialist

College Bus Operator/Garage Assistant (Approved by Ed Meadows 07/22/2025; BoT 08/19/2025)

Contact Center Advisor

Coordinator, ADA Services

Coordinator, Admissions

Coordinator, Federal Direct Loans and Default Management

Coordinator, Fitness Center and Wellness

\*Job Titles shown in Blue have salaries paid by a Fund 2 Source

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

Coordinator, Foundation Scholarships and Financial Aid

Coordinator, Health Programs Outreach

Coordinator, Legal and Administrative Services

Coordinator, Records

Coordinator, Scholarships and Financial Aid

Coordinator, Special Projects for Alumni Association and Pirate Club

Coordinator, State Aid

Coordinator, Student Activities

[Coordinator, Student Engagement and Leadership](#)

Coordinator, Testing

Coordinator, Veteran and Military Family Service Center

Development and Events Coordinator, Institutional Development

Development Coordinator, WSRE

[Digital Arts and Graphics Design Coordinator, WSRE](#)

[Digital Marketing and Content Manager, WSRE](#)

Donor Database and Membership Manager

Extend Developer

Facilities Planner

[Foundation Facilities Coordinator](#)

Gallery Coordinator

Health Sciences Lab Specialist

[\\*Job Titles shown in Blue have salaries paid by a Fund 2 Source](#)

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

Manager, Corporate and Grant Support, WSRE

Manager, Donor Services, WSRE

Math Lab Specialist

Multimedia Specialist

Multimedia Production Manager, WSRE

Network Support Analyst

Planetarium Specialist

Recruiter

Recruitment/Retention Specialist – PSC Rebuilds

Science Lab Specialist

Senior Executive Assistant

Senior Executive Assistant, Institutional Development

Senior Graphic Artist/Graphic Design Specialist

Senior Technology Specialist

Simulation and Laboratory Technician

Specialist, Student Services

Staff Assistant and Academic Initiatives Coordinator

Student Engagement Specialist, Charter Academies

Student Financials Analyst

Student Services Advisor

\*Job Titles shown in Blue have salaries paid by a Fund 2 Source

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

Student Success Advisor

Supervisor, Mathematics Lab

Supervisor, TRIO VUB Tutoring Services

Supervisor, TRIO SSS/VSSS Tutoring Services (Grant ended 8/31/2025)

Supervisor, Writing Lab

Television Production Coordinator, WSRE

Wellness Support Specialist

Workday Business Analyst

Workday Integrations Analyst

Workday Technical Specialist

Writing Lab Specialist

WSRE Support Specialist

**LEVEL 3 – PROFESSIONAL/MANAGERIAL**  
**Annual**

**MINIMUM**  
**\$ 44,100**

**MAXIMUM**  
**\$88,200**

Athletic Media Director – Coordinator of Esports

Completion Analyst

Computer Services Operations Coordinator

Coordinator, Academic Computing

Coordinator, Academic Support

Coordinator, Assessment

~~Coordinator, Continuing Education~~ (Title changed to Director, Continuing Education; approved by Ed Meadows 09/02/2025)

\*Job Titles shown in Blue have salaries paid by a Fund 2 Source

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

Coordinator, Corporate Professional Development

Coordinator, Dual Enrollment

Director, Century Center

Director, Continuing Education (Approved by Ed Meadows 09/02/2025)

Maintenance Manager

Manager, Program Operations, WSRE

Marketing and Communications Manager, Institutional Development

Purchasing Coordinator

Senior Coordinator, Records

Senior Science Lab Specialist

Systems Support Specialist

Technical Director, Performing Arts

Television Producer/Director, WSRE

Transportation Manager

**LEVEL 4 – PROFESSIONAL/MANAGERIAL**  
**Annual**

**MINIMUM**  
**\$ 48,300**

**MAXIMUM**  
**\$96,600**

Assistant Director, Academic and Student Affairs

Assistant Director, Admissions

Assistant Director, Enterprise Solutions

\*Job Titles shown in Blue have salaries paid by a Fund 2 Source

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

Assistant Director, Financial Aid

Assistant Director, Records

Assistant Director, Engineering and Operations, WSRE

Assistant Director, Workday Solutions

Benefits Administrator

Business and Industry Outreach Coordinator

Coordinator, Accounting

Coordinator, Advising

Coordinator, Articulation and Curriculum Services

Coordinator, Business Affairs

Coordinator, Career and Technical Education

Coordinator, Human Resources

Coordinator, Marketing and College Information

Coordinator, Student Financial Services

Coordinator, Student Services, Warrington Campus

Coordinator, Technology Support

Director, Career and Technical Education Student Resources

Director, Education and Outreach, WSRE

Director, Foundation Scholarships

Director, Marketing and Communications, WSRE

Director of Donor Relations

\*Job Titles shown in Blue have salaries paid by a Fund 2 Source

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

Director, South Santa Rosa Center

Director, Student Conduct

Director, Student Support Services

~~Director, Veterans Student Support Services~~ (Grant ended 08/31/2025)

Director, Wellness Services

~~Executive Director for Development, Alumni and Athletics~~ (Upgraded to Professional/Managerial Level 7;  
approved by Ed Meadows 07/29/2025; BoT 08/19/2025)

Facilities Manager

Facilitator and Manager of the PRIDE Prison Program

Grants Development Manager

High School Teacher/Education Specialist

Instructional Technologist

Intercollegiate Athletics Coach

Learning Management System Integration Technologist

Network & Information System Analyst

Project Director, Educational Opportunity Center

Project Director, Educational Talent Search

Project Director, Veterans Upward Bound Project

Senior Coordinator, Research and Reporting

Senior Executive Assistant to the President

Senior Extend Developer

\*Job Titles shown in Blue have salaries paid by a Fund 2 Source

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

Senior Student Services Advisor

Senior Instructional Technologist

Senior Network Support Analyst

Senior Research Analyst

Senior Television Producer/Director, WSRE

Senior Television Producer/Director, WSRE Connect

Success Specialist, Nursing Programs

Supervisor, Health Sciences Learning Center

Web Administrator

**LEVEL 5 – PROFESSIONAL/MANAGERIAL**

**Annual**

**MINIMUM**

\$ 52,800

**MAXIMUM**

\$ 105,600

Assistant Department Head

Assistant Director, Student Financial Services

Assistant Director, Nursing

Assistant Principal, Charter Academy

Associate Director of Athletics/Intercollegiate Athletics Coach

Associate Director, Enterprise Solutions

Clinical Coordinator, Health Sciences

Coordinator, General Accounting

Coordinator, Internet Systems

\*Job Titles shown in Blue have salaries paid by a Fund 2 Source

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

Coordinator, Workforce Program Support

Curriculum Coordinator, Charter Academy

Director, ADA Services

Director, Business and Administration, WSRE

Director, Community and Special Initiatives

Director, Development and Community Engagement, WSRE

Director, Educational Content and Services, WSRE

Director, Finance and Business Operations, PSC Foundation

Director, Institutional Research

Director, Library Reader Services

Director, Library Technical Services

Director, Philanthropy

Director, Staff Professional Development

Director, Testing Services

Director, Veteran and Military Family Service Center

School Counselor, Charter Academy

Senior Coordinator, Academic Computing

Senior Coordinator, Technology Support

**LEVEL 6 – PROFESSIONAL/MANAGERIAL**  
**Annual**

**MINIMUM**  
**\$ 64,300**

**MAXIMUM**  
**\$ 128,600**

Associate Director, Marketing/Web

\*Job Titles shown in Blue have salaries paid by a Fund 2 Source

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

Assistant Comptroller

Assistant Dean, Academic and Student Affairs

Assistant Dean, Health Sciences

Assistant Director, Systems Support

Department Head

Director, Admissions

Director of Athletics/Intercollegiate Athletics Coach

Director, Engineering and Broadcast Operations/Assistant General Manager, WSRE

Director, Financial Aid

Director, Network and Telecommunications

Director, Nursing

Director, Payroll Services

Director, Public Safety/Chief of College Police

Director, Purchasing

Director, Student Financial Services

Director, Systems Support

Director, Technology Support

Director, Workday Solutions

~~Executive Director of Equal Opportunity Compliance~~ (Title and level change; Professional/Managerial Level 7 approved by Ed Meadows 06/27/2025; BoT 08/19/2025)

Executive Director, Marketing and Communications

Financial Analyst

\*Job Titles shown in Blue have salaries paid by a Fund 2 Source

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

Principal, Charter Academy

Registrar

Systems Support Analyst

**LEVEL 7 – PROFESSIONAL/MANAGERIAL**

**Annual**

**MINIMUM**

**\$ 73,300**

**MAXIMUM**

**\$146,600**

Dean, Arts, Humanities, and Social Sciences

Director, Enterprise Solutions

Dean, Charter Academies

Dean, Milton Campus

Dean of Students and Equal Opportunity Compliance (Changed from Executive Director of Equal Opportunity Compliance, Professional/Managerial Level 6; approved Ed Meadows 07/09/2025; BoT 08/19/2025)

Director, Facilities, Planning and Construction

Director, Human Resources

Executive Director, Athletics and Alumni (Changed from Executive Director for Development, Alumni and Athletics; Professional/Managerial Level 4; approved Ed Meadows 07/29/2025; BoT 08/19/2025)

Executive Director, Corporate Training and Continuing Education

General Manager, WSRE

\*Job Titles shown in Blue have salaries paid by a Fund 2 Source

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

**I. Compensation – Executive Employees**

Faculty with continuing contract status who take leave from their faculty position to assume administrative duties at the college will receive a one-year contract for an administrative position unless they request to relinquish their faculty position to receive a multi-year contract in the administrative position. Any exceptions shall require the President's recommendation to the Board of Trustees for approval.

Upon recommendation by the President, salaries of selected positions may be set administratively within the pay range of the assigned level. When deemed in the best interest of the College and upon recommendation of the President, the annual salary of an individual executive member may be maintained at a specific figure until further action.

**PENSACOLA STATE COLLEGE**  
**Salary Schedule**  
**2025-2026**

**Position Titles and Salary Ranges - Executive**

| <b><u>LEVEL 1 - EXECUTIVE*</u></b> | <b><u>MINIMUM</u></b> | <b><u>MAXIMUM</u></b> |
|------------------------------------|-----------------------|-----------------------|
| <b>Annual</b>                      | <b>\$86,300</b>       | <b>\$172,600</b>      |

Comptroller

Dean, Baccalaureate Studies and Academic Support

Dean, Grants and Federal Programs

Dean, Health Sciences

Dean, Workforce Education

Executive Director, Technology Operations

| <b><u>LEVEL 2 - EXECUTIVE**</u></b> | <b><u>MINIMUM</u></b> | <b><u>MAXIMUM</u></b> |
|-------------------------------------|-----------------------|-----------------------|
| <b>Annual</b>                       | <b>\$91,300</b>       | <b>\$182,600</b>      |

Associate Vice President, Academic Affairs

Associate Vice President, Institutional Research and Enterprise Solutions

Associate Vice President, Government and Community Relations

Associate Vice President, Student Affairs

Executive Director, Institutional Development

| <b><u>LEVEL 3 - EXECUTIVE***</u></b> | <b><u>MINIMUM</u></b> | <b><u>MAXIMUM</u></b> |
|--------------------------------------|-----------------------|-----------------------|
| <b>Annual</b>                        | <b>\$131,300</b>      | <b>\$230,000</b>      |

Vice President, Academic and Student Affairs

Vice President, Administrative Services and General Counsel (Unfilled as of 08/01/2025)

Vice President, Business Affairs

**PRESIDENT - EXECUTIVE\*\*\*\***

**Additional Fringe Benefits:**

\* Special Pay is provided at 1.0 benefit days per 21.75 days of service, as per the Special Pay Plan.

\*\*Special Pay is provided at 1.0 benefit days per 14.5 days of service, as per the Special Pay Plan.

\*\*\*Special Pay is provided at 1.0 benefit days per 10.875 days of service, as per the Special Pay Plan.

\*\*\*\*Special Pay is provided at 1.0 benefit days per 8.7 days of service, as per the Special Pay Plan.

**PENSACOLA STATE COLLEGE**  
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**Full-time Faculty Pay, Adjunct Pay, and Part-time Pay Assignments**

**I. Full-time Faculty Pay:** Full-time faculty are covered under a Collective Bargaining Agreement between the District Board of Trustees of Pensacola State College and the Pensacola State College Faculty Association which outlines pay. Therefore, this document does not detail the full-time faculty pay.

**II. Compensation for Adjunct Instructors:** Payment for services to perform part-time teaching as an adjunct will be determined by the departmental management in relation to the course being taught as credit or vocational and based on the educational degree of the employee. The pay for an academic term will be referred to as “Activity Pay” and set up and approved through the Workday system's Manage Period Activity Pay Assignments task. Each adjunct will process a Workday step of the agreement to accept the pay for the services.

|               | <b>College Credit, Developmental Education</b> | <b>Vocational Credit, and Non-credit</b> |
|---------------|------------------------------------------------|------------------------------------------|
|               | <b>Contact Hourly Rates</b>                    | <b>Contact Hourly Rates</b>              |
| Doctorate     | \$37.00                                        | \$31.00                                  |
| Master’s Plus | \$35.50                                        | \$30.00                                  |
| Master’s      | \$34.00                                        | \$29.00                                  |
| Bachelor’s    | \$31.00                                        | \$27.00                                  |

**III. Professional Development Incentive Plan:** Adjunct faculty shall receive a \$2.00 per hour pay increase upon successfully completing the professional development program as provided by the Office of Staff & Professional Development.

| <b>Continuing Education (Other than Academy of Music)</b> | <b>Contact Hourly Rate</b>  |
|-----------------------------------------------------------|-----------------------------|
|                                                           | \$23.00                     |
| <b>Continuing Education (Academy of Music)</b>            | <b>Contact Hourly Rates</b> |
| <b>Non-credit, Applied Music</b>                          |                             |
| Doctorate                                                 | \$30.00                     |
| Master’s                                                  | \$30.00                     |
| Bachelor’s                                                | \$27.00                     |
| Less than Bachelor’s                                      | \$15.00                     |

**PENSACOLA STATE COLLEGE**  
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**2025-2026**

**IV. Compensation for Adjunct Instructors (continued)**

| <b>Continuing Education (Gymnastics)</b>                                                                                                                                                           | <b>Contact Hourly Rates</b> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|
| <b>Non-credit, Gymnastics Coach</b>                                                                                                                                                                |                             |
| Experience                                                                                                                                                                                         |                             |
| Entry Level                                                                                                                                                                                        | \$15.00                     |
| 1 Year                                                                                                                                                                                             | \$17.50                     |
| 2-4 Years                                                                                                                                                                                          | \$19.00                     |
| 5-7 Years                                                                                                                                                                                          | \$21.50                     |
| 8-10 Years                                                                                                                                                                                         | \$23.00                     |
| More than 10 Years                                                                                                                                                                                 | \$25.00                     |
|                                                                                                                                                                                                    |                             |
| <b>Fitness Center (Part-time Other Professional)</b>                                                                                                                                               | <b>Contact Hourly Rates</b> |
| Supervisor/Substitute                                                                                                                                                                              | \$20.00                     |
| <b>Special Contracts</b>                                                                                                                                                                           | <b>Range</b>                |
| Instructors who have special licensure or accreditation, professional preparation, highly technical training, or special department assignment where the local availability of adjuncts is limited | \$15.50 - \$76.00 per hour  |

**V. Independent Study Courses:** Hourly rate x 1½ x number of credits x number of students

**VI. Compensation for Substitute Instructors:** Substitute overloads shall be compensated at the overload pay rate (see Section 15.02.C.). However, with the immediate supervisor's approval, faculty members may mutually agree to exchange work hours on a one-to-one basis within the same thirty-five (35) hour work week without additional compensation.

**VII. Compensation for Full-time Employees Teaching Additional Assignments:** All full-time employees shall be compensated at the following hourly rates. If the full-time employee teaches during their normal duty/work hours, they must make up the time away from their regular position within the same pay period.

|                    | <b>College Credit, Developmental Education</b> | <b>Vocational Credit, and Non-credit</b> |
|--------------------|------------------------------------------------|------------------------------------------|
|                    | <b>Contact Hourly Rates</b>                    | <b>Contact Hourly Rates</b>              |
| Doctorate          | \$37.00                                        | \$31.00                                  |
| Master's Plus      | \$35.50                                        | \$30.50                                  |
| Master's           | \$34.00                                        | \$29.75                                  |
| Bachelor's or less | \$31.00                                        | \$28.50                                  |

**VIII. Compensation for Teaching Assistants**

|            | <b>Contact Hourly Rates</b> |
|------------|-----------------------------|
| Bachelor's | \$21.25                     |
| Master's   | \$24.50                     |

**PENSACOLA STATE COLLEGE**  
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**IX. Compensation for Facilities Use Event Coordinators:** The overload rate for employees at Levels 2, 3, and 4 of the Professional/Managerial Salary Schedule serving as facilities use event coordinators for externally-funded events which occur on the College campuses or centers after the employee's regular working hours is \$25.00 per hour (with a minimum two-hour charge to the external group). This rate only applies when external groups have paid this salary rate plus the associated benefit costs and only upon the prior approval of the appropriate senior-level administrator.

**X. New Faculty Orientation:** Under the CBA section 17.05 A., new faculty members must attend the New Faculty Orientation. Attendance verification will be required and provided to Human Resources to initiate payment of \$125.00 per day of attendance.

**XI. Temporary Assignments:** College employees who choose to work for the College outside their regular job on temporary assignments will be paid the following hourly rate.

|                                                                                        | <b>Contact Hourly Rates</b> |
|----------------------------------------------------------------------------------------|-----------------------------|
| Computer Lab Monitor                                                                   | \$14.00                     |
| Driver (bus)                                                                           | \$22.00-\$27.00             |
| Driver (Van)                                                                           | \$18.00-\$22.00             |
| Interpreter – Level 1 – State Qualified/Assured Screened                               | \$14.00                     |
| Interpreter – Level 2 – State Qualified/Assured Screened                               | \$14.00                     |
| Interpreter – Level 3 – State Qualified/Assured Screened/Comprehensive Skill Certified | \$18.00                     |
| Proctor/Testing                                                                        | \$14.00                     |
| Room Supervisor/Testing                                                                | \$14.00                     |
| TV Director, Producers, Editor                                                         | \$14.00                     |
| TV Equipment Operator                                                                  | \$14.00                     |
| TV Executive Director                                                                  | \$26.00                     |
| TV Operations Specialist                                                               | \$14.50                     |
| Workshop Facilitator                                                                   | \$21.00                     |
|                                                                                        | <b>Number Of Words</b>      |
| Graders: Gordon Rule – 1200 Words                                                      | \$2.00                      |
| Graders: Gordon Rule – 1800 Words                                                      | \$3.00                      |

**PENSACOLA STATE COLLEGE**  
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**XII. Athletics Department Pay**

|                                              | <b>Contact Hourly Rates</b>                                                   |
|----------------------------------------------|-------------------------------------------------------------------------------|
| Aquatics Coordinator                         | \$22.00                                                                       |
| Athletics Coach (part-time)                  | \$16.00 - \$30.00                                                             |
| Game Day Event Manager                       | Determined by scheduled event and time expended for the duration of the event |
| Lifeguards (amount determined by experience) | \$14.00 - \$15.00                                                             |
| Ticket Takers                                | \$14.00                                                                       |

| <b>Basketball Table Officials/Non-conference Games</b> | <b>Contact Hourly Rates</b> |
|--------------------------------------------------------|-----------------------------|
| Official Scorer/Scorebook                              | \$65.00                     |
| Game Clock Operator                                    | \$60.00                     |
| Shot Clock Operator                                    | \$60.00                     |
| Public Address Announcer                               | \$60.00                     |

| <b>Basketball Table Officials/Conference Games</b> | <b>Contact Hourly Rates</b> |
|----------------------------------------------------|-----------------------------|
| Official Scorer/Scorebook                          | \$75.00                     |
| Game Clock Operator                                | \$70.00                     |
| Shot Clock Operator                                | \$70.00                     |
| Public Address Announcer                           | \$70.00                     |

**XIII. Part-time Pay**

**A. Compensation for Student Assistants (Florida Minimum Wage): \$14.00**

**B. Compensation for Regular/Part-time:** Hourly rates for part-time permanent career and professional positions may be determined from the equivalent full-time position's salary. The President will establish and approve part-time hourly rates with no full-time equivalent position.

**C. Compensation for Regular/Part-time on Non-student Assignments:** \$14.00 or as determined by source funding or by the President's approval.