

CLERICAL POSITIONS

GENERAL DESCRIPTION OF PAY SYSTEM

Personnel scheduled in clerical positions are classified as exempt hourly employees and are paid monthly. Each clerical employee is required to record time worked in the Kronos time system. The employee will record a beginning, lunch break, and ending work time. In the event that leave time is taken it will be recorded as sick, vacation, compensation, bereavement, or holiday leave (please see DEC LOCAL & LEGAL in the SWTJC Policy Manual for definitions and requirements of leave statuses).

All information must be entered accurately and submitted in a timely manner by the employee to his/her supervisor for approval (dates for submission and approval may be found at www.swtjc.edu on the Human Resources page). The supervisor's approval regarding accuracy and completeness must also be submitted in a timely manner.

Information received in the payroll office after the designated time is considered late and will not be processed until the next monthly pay period.

Any further questions should be directed to campus payroll.

Each full time clerical employee should work forty (40) hours per week. Overtime will only be allowed with prior approval of immediate supervisor. Clerical employees, as exempt employees, will receive compensation time at one and one-half of scheduled time as payment for overtime. This compensation time may be used as scheduled and approved with the employee's supervisor. Clerical employees will only receive cash payment for overtime when the department's Vice President deems necessary.

Payroll payments are only made by direct deposit and are deposited on the 20th of the month. Each payment is for time worked from the first through the last day of the month.

CLASSIFICATION

GROUP I:

Knowledge Required:

Requires ability to read, write, follow written or oral instructions, and use simple arithmetic. Basic knowledge of word processing and office procedure is required.

Specialized Training or Experience Required:

High school diploma. Elementary word processing.

Complexity of Duties:

Work is of routine nature consisting of simple, repetitive duties such as making change, credit card and check processing, answering the telephone, taking/forwarding messages, filing, sorting, word processing, and photocopying. Work is performed under close supervision with little discretion involved as to methods of work performance. No supervisory responsibilities.

GROUP II:

Knowledge Required:

Requires knowledge of administrative assistant skills, ability to maintain or prepare routine correspondence, records and reports, and average skills regarding the application of Microsoft office, including Word, Excel, and Outlook.

Specialized Training or Experience Required:

One year of college or equivalent related experience. Average proficiency in Microsoft Office, including Word, Excel, and Outlook. Also, average knowledge of bookkeeping and office machine operations.

Complexity of Duties:

Performs work of a semi-repetitive nature under moderate supervision with some measure of discretion permitted in the method of work performance. No responsibility for supervising the work of other full time employees.

GROUP III:

Knowledge Required:

Requires specialized knowledge in a particular field such as advanced administrative skills and office management procedures, comprehension of Microsoft Office system.

Specialized Training or Experience Required:

Two years of college or equivalent related experience. Above average proficiency in Microsoft Office, including Word, Excel, and Outlook, and the ability to apply basic accounting principles.

Complexity of Duties:

Performs work where responsibilities and procedures are of varied and diversified nature within a well-defined job field under very light supervision. Job requires initiative and independent judgement.

GROUP IV:

Office personnel in this group shall possess at least the same training experience and qualifications as those outlined for Group III. Duties performed by employees in this group will be of a varied non-repetitive nature requiring the exercise of considerable independent judgement, initiative, and may include the supervision of other full time employees. Placement in this group will be restricted to employees designated as administrative assistants or office managers.

SOUTHWEST TEXAS JUNIOR COLLEGE
Clerical Personnel Hourly Rate Schedule
FY 2019 - 2020

| <u>Step</u> | <u>I</u> | <u>II</u> | <u>III</u> | <u>IV</u> |
|-------------|----------|-----------|------------|-----------|
| 0 | \$ 10.56 | \$ 11.85 | \$ 13.05 | \$ 14.81 |
| 1 | \$ 10.65 | \$ 11.95 | \$ 13.15 | \$ 15.20 |
| 2 | \$ 10.74 | \$ 12.05 | \$ 13.26 | \$ 15.35 |
| 3 | \$ 10.83 | \$ 12.16 | \$ 13.36 | \$ 15.51 |
| 4 | \$ 10.93 | \$ 12.26 | \$ 13.47 | \$ 15.66 |
| 5 | \$ 11.02 | \$ 12.37 | \$ 13.57 | \$ 15.80 |
| 6 | \$ 11.11 | \$ 12.47 | \$ 13.67 | \$ 15.96 |
| 7 | \$ 11.20 | \$ 12.57 | \$ 13.78 | \$ 16.11 |
| 8 | \$ 11.30 | \$ 12.68 | \$ 13.88 | \$ 16.26 |
| 9 | \$ 11.39 | \$ 12.78 | \$ 13.99 | \$ 16.41 |
| 10 | \$ 11.48 | \$ 12.88 | \$ 14.09 | \$ 16.56 |
| 11 | \$ 11.57 | \$ 12.99 | \$ 14.19 | \$ 16.71 |
| 12 | \$ 11.67 | \$ 13.09 | \$ 14.30 | \$ 16.87 |
| 13 | \$ 11.76 | \$ 13.19 | \$ 14.40 | \$ 17.02 |
| 14 | \$ 11.86 | \$ 13.30 | \$ 14.51 | \$ 17.17 |
| 15 | \$ 11.96 | \$ 13.40 | \$ 14.61 | \$ 17.32 |
| 16 | \$ 12.06 | \$ 13.51 | \$ 14.71 | \$ 17.47 |
| 17 | \$ 12.16 | \$ 13.61 | \$ 14.82 | \$ 17.62 |
| 18 | | \$ 13.72 | \$ 14.92 | \$ 17.77 |
| 19 | | \$ 13.83 | \$ 15.02 | \$ 17.92 |
| 20 | | \$ 13.94 | \$ 15.13 | \$ 18.07 |
| 21 | | \$ 14.05 | \$ 15.23 | \$ 18.23 |
| 22 | | \$ 14.16 | \$ 15.34 | \$ 18.38 |
| 23 | | \$ 14.27 | \$ 15.46 | \$ 18.53 |
| 24 | | \$ 14.38 | \$ 15.58 | \$ 18.68 |
| 25 | | | \$ 15.70 | \$ 18.84 |
| 26 | | | \$ 15.82 | \$ 18.99 |
| 27 | | | \$ 15.94 | \$ 19.15 |
| 28 | | | | \$ 19.31 |
| 29 | | | | \$ 19.47 |
| 30 | | | | \$ 19.63 |
| 31 | | | | \$ 19.79 |

SOUTHWEST TEXAS JUNIOR COLLEGE
Maintenance Personnel Hourly Rate Schedule
FY 2019 - 2020

| Step | I | II | III | IV |
|-------------|----------|-----------|------------|-----------|
| 0 | \$ 8.03 | \$ 11.28 | \$ 13.17 | \$ 14.24 |
| 1 | \$ 8.66 | \$ 11.48 | \$ 13.22 | \$ 14.75 |
| 2 | \$ 9.28 | \$ 11.66 | \$ 13.29 | \$ 14.83 |
| 3 | \$ 9.90 | \$ 11.84 | \$ 13.38 | \$ 15.22 |
| 4 | \$ 10.52 | \$ 12.05 | \$ 13.45 | \$ 15.73 |
| 5 | \$ 11.17 | \$ 12.23 | \$ 13.54 | \$ 16.21 |
| 6 | \$ 11.31 | \$ 12.43 | \$ 13.59 | \$ 16.71 |
| 7 | \$ 11.43 | \$ 12.61 | \$ 13.66 | \$ 17.22 |
| 8 | \$ 11.54 | \$ 12.81 | \$ 13.72 | \$ 17.72 |
| 9 | \$ 11.66 | \$ 12.99 | \$ 13.82 | \$ 18.22 |
| 10 | \$ 11.77 | \$ 13.18 | \$ 13.90 | \$ 18.36 |
| 11 | \$ 11.88 | \$ 13.24 | \$ 13.96 | \$ 18.85 |
| 12 | \$ 12.01 | \$ 13.29 | \$ 14.04 | \$ 19.34 |
| 13 | \$ 12.14 | \$ 13.34 | \$ 14.11 | \$ 19.82 |
| 14 | \$ 12.26 | \$ 13.39 | \$ 14.17 | \$ 20.32 |
| 15 | \$ 12.38 | \$ 13.44 | \$ 14.25 | \$ 20.81 |
| 16 | \$ 12.50 | \$ 13.49 | \$ 14.33 | \$ 21.29 |
| 17 | \$ 12.62 | \$ 13.52 | \$ 14.40 | \$ 21.77 |
| 18 | | \$ 13.57 | \$ 14.47 | \$ 22.28 |
| 19 | | \$ 13.62 | \$ 14.54 | \$ 22.75 |
| 20 | | \$ 13.68 | \$ 14.61 | \$ 23.24 |
| 21 | | \$ 13.74 | \$ 14.69 | \$ 23.44 |
| 22 | | \$ 13.80 | \$ 14.75 | \$ 23.63 |
| 23 | | \$ 13.86 | \$ 14.81 | \$ 23.83 |
| 24 | | | \$ 14.88 | \$ 24.02 |
| 25 | | | \$ 14.95 | \$ 24.22 |
| 26 | | | \$ 15.02 | \$ 24.42 |
| 27 | | | \$ 15.09 | \$ 24.62 |
| 28 | | | | \$ 24.82 |
| 29 | | | | \$ 25.02 |
| 30 | | | | \$ 25.22 |
| 31 | | | | \$ 25.42 |

SOUTHWEST TEXAS JUNIOR COLLEGE
Food Service Personnel Hourly Rate Schedule
FY 2019 - 2020

| Step | I | II |
|-------------|----------|-----------|
| 0 | \$ 8.03 | \$ 11.21 |
| 1 | \$ 8.64 | \$ 11.41 |
| 2 | \$ 9.26 | \$ 11.59 |
| 3 | \$ 9.88 | \$ 11.77 |
| 4 | \$ 10.50 | \$ 11.97 |
| 5 | \$ 11.15 | \$ 12.16 |
| 6 | \$ 11.29 | \$ 12.35 |
| 7 | \$ 11.44 | \$ 12.53 |
| 8 | \$ 11.58 | \$ 12.73 |
| 9 | \$ 11.72 | \$ 12.91 |
| 10 | \$ 11.87 | \$ 13.10 |
| 11 | \$ 12.02 | \$ 13.21 |
| 12 | \$ 12.16 | \$ 13.33 |
| 13 | \$ 12.18 | \$ 13.45 |
| 14 | \$ 12.27 | \$ 13.57 |
| 15 | \$ 12.36 | \$ 13.70 |
| 16 | \$ 12.45 | \$ 13.82 |
| 17 | \$ 12.54 | \$ 13.95 |
| 18 | | \$ 14.08 |
| 19 | | \$ 14.21 |
| 20 | | \$ 14.34 |
| 21 | | \$ 14.47 |
| 22 | | \$ 14.60 |

SOUTHWEST TEXAS JUNIOR COLLEGE
Child Development Teacher/Caregiver Hourly Rate Schedule
FY 2019 - 2020

| Step | I | II | III |
|-------------|----------|-----------|------------|
| 0 | \$ 8.70 | \$ 8.97 | \$ 9.60 |
| 1 | \$ 8.89 | \$ 9.15 | \$ 9.77 |
| 2 | \$ 9.06 | \$ 9.34 | \$ 9.96 |
| 3 | \$ 9.26 | \$ 9.53 | \$ 10.14 |
| 4 | \$ 9.44 | \$ 9.70 | \$ 10.33 |
| 5 | \$ 9.63 | \$ 9.91 | \$ 10.52 |
| 6 | \$ 9.80 | \$ 10.08 | \$ 10.70 |
| 7 | \$ 10.00 | \$ 10.38 | \$ 10.88 |
| 8 | \$ 10.12 | \$ 10.58 | \$ 11.06 |
| 9 | \$ 10.36 | \$ 10.75 | \$ 11.24 |
| 10 | \$ 10.55 | \$ 10.94 | \$ 11.44 |
| 11 | \$ 10.76 | \$ 11.11 | \$ 11.63 |
| 12 | \$ 10.96 | \$ 11.29 | \$ 11.81 |
| 13 | \$ 11.16 | \$ 11.47 | \$ 11.99 |
| 14 | \$ 11.38 | \$ 11.66 | \$ 12.18 |
| 15 | \$ 11.59 | \$ 11.85 | \$ 12.37 |
| 16 | \$ 11.81 | \$ 12.05 | \$ 12.57 |
| 17 | \$ 12.03 | \$ 12.07 | \$ 12.60 |
| 18 | \$ 12.13 | \$ 12.17 | \$ 12.71 |
| 19 | \$ 12.23 | \$ 12.27 | \$ 12.82 |
| 20 | \$ 12.33 | \$ 12.37 | \$ 12.93 |
| 21 | \$ 12.43 | \$ 12.47 | \$ 13.04 |

SOUTHWEST TEXAS JUNIOR COLLEGE
Security Personnel Hourly Rate Schedule
FY 2019 - 2020

| Years | | |
|-------------------|--------------|------------------|
| Experience | Total | Increment |
| 0 | \$ 13.01 | |
| 1 | \$ 13.28 | \$ 575.00 |
| 2 | \$ 13.56 | \$ 575.00 |
| 3 | \$ 13.84 | \$ 575.00 |
| 4 | \$ 14.11 | \$ 575.00 |
| 5 | \$ 14.39 | \$ 575.00 |
| 6 | \$ 14.67 | \$ 575.00 |
| 7 | \$ 14.94 | \$ 575.00 |
| 8 | \$ 15.22 | \$ 575.00 |
| 9 | \$ 15.50 | \$ 575.00 |
| 10 | \$ 15.77 | \$ 575.00 |
| 11 | \$ 16.05 | \$ 575.00 |
| 12 | \$ 16.33 | \$ 575.00 |
| 13 | \$ 16.60 | \$ 575.00 |
| 14 | \$ 16.88 | \$ 575.00 |
| 15 | \$ 17.15 | \$ 575.00 |
| 16 | \$ 17.43 | \$ 575.00 |
| 17 | \$ 17.71 | \$ 575.00 |
| 18 | \$ 17.98 | \$ 575.00 |
| 19 | \$ 18.26 | \$ 575.00 |
| 20 | \$ 18.54 | \$ 575.00 |
| 21 | \$ 18.81 | \$ 575.00 |
| 22 | \$ 19.09 | \$ 575.00 |
| 23 | \$ 19.37 | \$ 575.00 |
| 24 | \$ 19.64 | \$ 575.00 |
| 25 | \$ 19.92 | \$ 575.00 |
| 26 | \$ 20.20 | \$ 575.00 |
| 27 | \$ 20.47 | \$ 575.00 |
| 28 | \$ 20.75 | \$ 575.00 |
| 29 | \$ 21.02 | \$ 575.00 |
| 30 | \$ 21.30 | \$ 575.00 |
| 31 | \$ 21.58 | \$ 575.00 |
| 32 | \$ 21.85 | \$ 575.00 |
| 33 | \$ 22.13 | \$ 575.00 |

PROFESSIONAL POSITIONS SALARY SCALES

Professional personnel are classified under one of the four Position Groups. Salaries are dependent upon which group the position is under and the number of years employment/experience. The specific requirements for each job group are as follows:

Group I

Knowledge Required:

Requires general knowledge of a particular field. Excellent customer service skills.

Specialized Training or Experience Required:

Bachelor's Degree or equivalent related work experience

Complexity of Duties:

Duties performed by employees in this group will be of a varied non-repetitive nature requiring the exercise of considerable independent judgement, and initiative. May require supervision of work study students, clerical personnel, and other professional staff. Requires extensive communication with students, college departments, and external parties. Span of responsibility is generally limited in scope.

Positions:

Staff & Specialist

Group II

Knowledge Required:

Requires specialized knowledge of a particular field. Excellent customer service skills. Leadership experience. Budgetary knowledge

Specialized Training or Experience Required:

Bachelor's Degree or equivalent related work experience

Complexity of Duties:

Duties performed by employees in this group will be of a varied non-repetitive nature requiring the exercise of considerable independent judgement, and initiative. Generally, requires considerable academic/financial advising of students. May require the supervision of work study students, clerical personnel, and other professional staff. Requires extensive communication with students, college departments, and external parties. Span of responsibility is larger than Group I, but not departmental.

Positions

Manager, Coordinator, Supervisor, Advisor & Technician

Group III

Knowledge Required:

Requires a higher level specialized knowledge of a particular field. Excellent customer service skills. Leadership & Supervisory experience. Budgetary knowledge.

Specialized Training or Experience Required:

Master's Degree or equivalent related work experience

Complexity of Duties:

Duties performed by employees in this group will be of a varied non-repetitive nature requiring the exercise of considerable independent judgement, and initiative. Requires the supervision of a college departments. Responsible for departmental planning, budgeting, and workforce needs. Requires the ability communication with students, college departments, and external parties. Span of responsibility is larger than Group II, may include entire department.

Positions

Director, Assistant Director, Specialized Coordinator, Counselors & Officer

Group IV

Knowledge Required:

Requires specialized knowledge of a particular field. Excellent customer service skills. Leadership & Supervisory experience. Budgetary knowledge.

Specialized Training or Experience Required:

Master's Degree or equivalent related work experience

Complexity of Duties:

Duties performed by employees in this group will be of a varied non-repetitive nature requiring the exercise of considerable independent judgement, and initiative. Requires the supervision of large college departments. Responsible for departmental planning, budgeting, and workforce needs. Requires the ability communication with students, college departments, and external parties. Span of responsibility is larger than Group III, generally reserved to larger or complex departments.

Positions

Director, Controller

ADMINISTRATION OF PROFESSIONAL SALARY SCHEDULE

The salary schedule for professional personnel is administered as follows:

1. Each Vice President with the approval of the President determines the classification for each position within their area of responsibility.
2. Each employee is placed in the appropriate job classification bracket on the salary schedule according to the nature of the job.
3. Movement from step to step on the salary schedule is automatic each year of experience until the maximum has been reached for that job classification, provided the Board approves steps for the upcoming year. If the employee performs their job in an exemplary manner, the supervising Vice President may recommend that their salary be adjusted not to exceed four steps on the schedule.
4. If individual job responsibilities change, the supervising Vice President may recommend that the job classification be upgraded or downgraded as necessary.
5. At the discretion of the supervising Vice President, new employees may be given credit on the salary schedule for job related experience earned with other employers up to a maximum of 10 years. Otherwise, all new employees will start at the beginning salary for their group.

SOUTHWEST TEXAS JUNIOR COLLEGE
Professional Personnel Schedule
FY 2019 - 2020

| <u>Step</u> | <u>I</u> | <u>II</u> | <u>III</u> | <u>IV</u> |
|-------------|--------------|--------------|--------------|--------------|
| 1 | \$ 32,000.00 | \$ 41,000.00 | \$ 52,000.00 | \$ 60,000.00 |
| 2 | \$ 32,320.00 | \$ 41,410.00 | \$ 52,520.00 | \$ 60,600.00 |
| 3 | \$ 32,643.20 | \$ 41,824.10 | \$ 53,045.20 | \$ 61,206.00 |
| 4 | \$ 32,969.63 | \$ 42,242.34 | \$ 53,575.65 | \$ 61,818.06 |
| 5 | \$ 33,299.33 | \$ 42,664.76 | \$ 54,111.41 | \$ 62,436.24 |
| 6 | \$ 33,632.32 | \$ 43,091.41 | \$ 54,652.52 | \$ 63,060.60 |
| 7 | \$ 33,968.64 | \$ 43,522.33 | \$ 55,199.05 | \$ 63,691.21 |
| 8 | \$ 34,308.33 | \$ 43,957.55 | \$ 55,751.04 | \$ 64,328.12 |
| 9 | \$ 34,651.41 | \$ 44,397.12 | \$ 56,308.55 | \$ 64,971.40 |
| 10 | \$ 34,997.93 | \$ 44,841.10 | \$ 56,871.63 | \$ 65,621.12 |
| 11 | \$ 35,347.91 | \$ 45,289.51 | \$ 57,440.35 | \$ 66,277.33 |
| 12 | \$ 35,701.39 | \$ 45,742.40 | \$ 58,014.75 | \$ 66,940.10 |
| 13 | \$ 36,058.40 | \$ 46,199.83 | \$ 58,594.90 | \$ 67,609.50 |
| 14 | \$ 36,418.98 | \$ 46,661.82 | \$ 59,180.85 | \$ 68,285.60 |
| 15 | \$ 36,783.17 | \$ 47,128.44 | \$ 59,772.66 | \$ 68,968.45 |
| 16 | \$ 37,151.01 | \$ 47,599.73 | \$ 60,370.39 | \$ 69,658.14 |
| 17 | \$ 37,522.52 | \$ 48,075.72 | \$ 60,974.09 | \$ 70,354.72 |
| 18 | \$ 37,897.74 | \$ 48,556.48 | \$ 61,583.83 | \$ 71,058.27 |
| 19 | \$ 38,276.72 | \$ 49,042.05 | \$ 62,199.67 | \$ 71,768.85 |
| 20 | \$ 38,659.49 | \$ 49,532.47 | \$ 62,821.67 | \$ 72,486.54 |
| 21 | \$ 39,046.08 | \$ 50,027.79 | \$ 63,449.88 | \$ 73,211.40 |
| 22 | \$ 39,436.54 | \$ 50,528.07 | \$ 64,084.38 | \$ 73,943.52 |
| 23 | \$ 39,830.91 | \$ 51,033.35 | \$ 64,725.22 | \$ 74,682.95 |
| 24 | \$ 40,229.22 | \$ 51,543.68 | \$ 65,372.48 | \$ 75,429.78 |
| 25 | \$ 40,631.51 | \$ 52,059.12 | \$ 66,026.20 | \$ 76,184.08 |
| 26 | \$ 41,037.82 | \$ 52,579.71 | \$ 66,686.46 | \$ 76,945.92 |
| 27 | \$ 41,448.20 | \$ 53,105.51 | \$ 67,353.33 | \$ 77,715.38 |
| 28 | \$ 41,862.68 | \$ 53,636.56 | \$ 68,026.86 | \$ 78,492.53 |
| 29 | \$ 42,281.31 | \$ 54,172.93 | \$ 68,707.13 | \$ 79,277.46 |
| 30 | \$ 42,704.12 | \$ 54,714.66 | \$ 69,394.20 | \$ 80,070.23 |
| 31 | \$ 43,131.17 | \$ 55,261.81 | \$ 70,088.14 | \$ 80,870.93 |
| 32 | \$ 43,562.48 | \$ 55,814.42 | \$ 70,789.03 | \$ 81,679.64 |

SOUTHWEST TEXAS JUNIOR COLLEGE

Base Compensation Schedule

Bachelor's or Equivalent - 9 Months

FY 2019 - 2020

| Years Experience | Total | Increment | |
|-----------------------------|--------------|------------------|--|
| 0 | \$ 36,008 | | |
| 1 | \$ 36,186 | \$ 178.00 | |
| 2 | \$ 36,364 | \$ 178.00 | |
| 3 | \$ 36,542 | \$ 178.00 | |
| 4 | \$ 36,720 | \$ 178.00 | |
| 5 | \$ 37,615 | \$ 178.00 | + |
| 6 | \$ 37,970 | \$ 355.00 | \$717 if 5 years' experience with SWTJC |
| 7 | \$ 38,325 | \$ 355.00 | |
| 8 | \$ 38,680 | \$ 355.00 | |
| 9 | \$ 39,035 | \$ 355.00 | |
| 10 | \$ 40,107 | \$ 355.00 | + |
| 11 | \$ 40,462 | \$ 355.00 | \$717 if 5 years' experience with SWTJC |
| 12 | \$ 40,817 | \$ 355.00 | |
| 13 | \$ 41,172 | \$ 355.00 | |
| 14 | \$ 41,527 | \$ 355.00 | |
| 15 | \$ 42,599 | \$ 355.00 | + |
| 16 | \$ 42,954 | \$ 355.00 | \$717 if 5 years' experience with SWTJC |
| 17 | \$ 43,309 | \$ 355.00 | |

SOUTHWEST TEXAS JUNIOR COLLEGE
Base Compensation Schedule
Master's or Equivalent - 9 Months
FY 2019 - 2020

| <u>Years</u> <u>Experience</u> | <u>Total</u> | <u>Increment</u> | |
|-----------------------------------|--------------|------------------|--|
| 0 | \$38,881 | | |
| 1 | \$39,551 | \$670.00 | |
| 2 | \$40,221 | \$670.00 | |
| 3 | \$40,891 | \$670.00 | |
| 4 | \$41,561 | \$670.00 | |
| 5 | \$43,269 | \$670.00 | + |
| 6 | \$43,939 | \$670.00 | \$1,038 if 5 years' experience with SWTJC |
| 7 | \$44,609 | \$670.00 | |
| 8 | \$45,279 | \$670.00 | |
| 9 | \$45,949 | \$670.00 | |
| 10 | \$47,657 | \$670.00 | + |
| 11 | \$48,157 | \$500.00 | \$1,038 Provided 6 hours of work have been completed during pervious 5 years |
| 12 | \$48,657 | \$500.00 | |
| 13 | \$49,157 | \$500.00 | |
| 14 | \$49,657 | \$500.00 | |
| 15 | \$51,195 | \$500.00 | + |
| 16 | \$51,695 | \$500.00 | \$1,038 Provided 6 hours of work have been completed during pervious 5 years |
| 17 | \$52,195 | \$500.00 | |
| 18 | \$52,695 | \$500.00 | |
| 19 | \$53,195 | \$500.00 | |
| 20 | \$54,733 | \$500.00 | + |
| 21 | \$55,213 | \$480.00 | \$1,038 Provided 6 hours of work have been completed during pervious 5 years |
| 22 | \$55,693 | \$480.00 | |
| 23 | \$56,173 | \$480.00 | |
| 24 | \$56,653 | \$480.00 | |
| 25 | \$58,171 | \$480.00 | + |
| 26 | \$58,651 | \$480.00 | \$1,038 Provided 6 hours of work have been completed during pervious 5 years |
| 27 | \$59,131 | \$480.00 | |
| 28 | \$59,611 | \$480.00 | |
| 29 | \$60,091 | \$480.00 | |
| 30 | \$61,609 | \$480.00 | + |
| 31 | \$62,089 | \$480.00 | \$1,038 Provided 6 hours of work have been completed during pervious 5 years |
| 32 | \$62,569 | \$480.00 | |
| 33 | \$63,049 | \$480.00 | |
| 34 | \$63,529 | \$480.00 | |

SOUTHWEST TEXAS JUNIOR COLLEGE

Base Compensation Schedule

Doctor's or Equivalent - 9 Months

FY 2019 - 2020

| <u>Years</u> | | | |
|-------------------|--------------|------------------|--|
| <u>Experience</u> | <u>Total</u> | <u>Increment</u> | |
| 0 | \$42,883 | | |
| 1 | \$43,655 | \$ 772.00 | |
| 2 | \$44,427 | \$ 772.00 | |
| 3 | \$45,199 | \$ 772.00 | |
| 4 | \$45,971 | \$ 772.00 | |
| 5 | \$47,814 | \$ 772.00 | + \$1,071 if 5 years' experience with SWTJC |
| 6 | \$48,586 | \$ 772.00 | |
| 7 | \$49,358 | \$ 772.00 | |
| 8 | \$50,130 | \$ 772.00 | |
| 9 | \$50,902 | \$ 772.00 | |
| 10 | \$52,745 | \$ 772.00 | + \$1,071 Provided 6 hours of work have been completed during pervious 5 years |
| 11 | \$53,345 | \$ 600.00 | |
| 12 | \$53,945 | \$ 600.00 | |
| 13 | \$54,545 | \$ 600.00 | |
| 14 | \$55,125 | \$ 580.00 | |
| 15 | \$56,776 | \$ 580.00 | + \$1,071 Provided 6 hours of work have been completed during pervious 5 years |
| 16 | \$57,356 | \$ 580.00 | |
| 17 | \$57,936 | \$ 580.00 | |
| 18 | \$58,516 | \$ 580.00 | |
| 19 | \$59,096 | \$ 580.00 | |
| 20 | \$60,747 | \$ 580.00 | + \$1,071 Provided 6 hours of work have been completed during pervious 5 years |
| 21 | \$61,297 | \$ 550.00 | |
| 22 | \$61,847 | \$ 550.00 | |
| 23 | \$62,397 | \$ 550.00 | |
| 24 | \$62,947 | \$ 550.00 | |
| 25 | \$64,568 | \$ 550.00 | + \$1,071 Provided 6 hours of work have been completed during pervious 5 years |
| 26 | \$65,118 | \$ 550.00 | |
| 27 | \$65,668 | \$ 550.00 | |
| 28 | \$66,218 | \$ 550.00 | |
| 29 | \$66,768 | \$ 550.00 | |
| 30 | \$68,389 | \$ 550.00 | + \$1,071 Provided 6 hours of work have been completed during pervious 5 years |
| 31 | \$68,939 | \$ 550.00 | |
| 32 | \$69,489 | \$ 550.00 | |
| 33 | \$70,039 | \$ 550.00 | |
| 34 | \$70,589 | \$ 550.00 | |

SOUTHWEST TEXAS JUNIOR COLLEGE
Base Compensation Schedule
Allied Health Programs - 9 months
FY 2019 - 2020

| <u>Years</u> <u>Experience</u> | <u>A.D.N.</u> | <u>Increment</u> | |
|-----------------------------------|---------------|------------------|--|
| 0 | \$ 39,795 | | |
| 1 | \$ 40,275 | \$ 480.00 | |
| 2 | \$ 40,755 | \$ 480.00 | |
| 3 | \$ 41,235 | \$ 480.00 | |
| 4 | \$ 41,715 | \$ 480.00 | |
| 5 | \$ 42,912 | \$ 480.00 | + |
| 6 | \$ 43,402 | \$ 490.00 | \$717 if 5 years' experience with SWTJC |
| 7 | \$ 43,892 | \$ 490.00 | |
| 8 | \$ 44,382 | \$ 490.00 | |
| 9 | \$ 44,872 | \$ 490.00 | |
| 10 | \$ 46,079 | \$ 490.00 | + |
| 11 | \$ 46,569 | \$ 490.00 | \$717 Provided 6 hours of work have been completed during pervious 5 years |
| 12 | \$ 47,059 | \$ 490.00 | |
| 13 | \$ 47,549 | \$ 490.00 | |
| 14 | \$ 48,039 | \$ 490.00 | |
| 15 | \$ 49,246 | \$ 490.00 | + |
| 16 | \$ 49,736 | \$ 490.00 | \$717 Provided 6 hours of work have been completed during pervious 5 years |

| <u>Years</u> <u>Experience</u> | <u>B.S.N.</u> | <u>Increment</u> | |
|-----------------------------------|---------------|------------------|--|
| 0 | \$ 43,210 | | |
| 1 | \$ 43,879 | \$ 669.00 | |
| 2 | \$ 44,548 | \$ 669.00 | |
| 3 | \$ 45,217 | \$ 669.00 | |
| 4 | \$ 45,886 | \$ 669.00 | |
| 5 | \$ 47,592 | \$ 669.00 | + |
| 6 | \$ 48,261 | \$ 669.00 | \$1,037 if 5 years' experience with SWTJC |
| 7 | \$ 48,930 | \$ 669.00 | |
| 8 | \$ 49,599 | \$ 669.00 | |
| 9 | \$ 50,268 | \$ 669.00 | |
| 10 | \$ 51,974 | \$ 669.00 | + |
| 11 | \$ 52,659 | \$ 685.00 | \$1,037 Provided 6 hours of work have been completed during pervious 5 years |
| 12 | \$ 53,344 | \$ 685.00 | |
| 13 | \$ 54,029 | \$ 685.00 | |
| 14 | \$ 54,714 | \$ 685.00 | |
| 15 | \$ 56,436 | \$ 685.00 | + |
| 16 | \$ 57,121 | \$ 685.00 | \$1,037 Provided 6 hours of work have been completed during pervious 5 years |
| 17 | \$ 57,806 | \$ 685.00 | |
| 18 | \$ 58,491 | \$ 685.00 | |
| 19 | \$ 59,176 | \$ 685.00 | |
| 20 | \$ 60,213 | \$ 685.00 | + |
| 21 | \$ 61,088 | \$ 875.00 | \$1,037 Provided 6 hours of work have been completed during pervious 5 years |
| 22 | \$ 61,963 | \$ 875.00 | |
| 23 | \$ 62,838 | \$ 875.00 | |
| 24 | \$ 63,713 | \$ 875.00 | |
| 25 | \$ 65,625 | \$ 875.00 | + |
| 26 | \$ 66,500 | \$ 875.00 | \$1,037 Provided 6 hours of work have been completed during pervious 5 years |
| 27 | \$ 67,375 | \$ 875.00 | |
| 28 | \$ 68,250 | \$ 875.00 | |
| 29 | \$ 69,125 | \$ 875.00 | |
| 30 | \$ 71,037 | \$ 875.00 | + |
| 31 | \$ 71,912 | \$ 875.00 | \$1,037 Provided 6 hours of work have been completed during pervious 5 years |
| 32 | \$ 72,787 | \$ 875.00 | |
| 33 | \$ 73,662 | \$ 875.00 | |

SOUTHWEST TEXAS JUNIOR COLLEGE
Base Compensation Schedule
Allied Health Programs - 9 months
FY 2019 - 2020

| <u>Years</u> <u>Experience</u> | <u>M.S.N</u> | <u>Increment</u> | |
|-----------------------------------|--------------|------------------|--|
| 0 | \$ 49,603 | | |
| 1 | \$ 50,374 | \$ 771.00 | |
| 2 | \$ 51,145 | \$ 771.00 | |
| 3 | \$ 51,916 | \$ 771.00 | |
| 4 | \$ 52,687 | \$ 771.00 | |
| 5 | \$ 54,528 | \$ 771.00 | + \$1,070 if 5 years' experience with SWTJC |
| 6 | \$ 55,299 | \$ 771.00 | |
| 7 | \$ 56,070 | \$ 771.00 | |
| 8 | \$ 56,841 | \$ 771.00 | |
| 9 | \$ 57,612 | \$ 771.00 | |
| 10 | \$ 59,453 | \$ 771.00 | + \$1,070 Provided 6 hours of work have been completed during pervious 5 years |
| 11 | \$ 60,253 | \$ 800.00 | |
| 12 | \$ 61,053 | \$ 800.00 | |
| 13 | \$ 61,853 | \$ 800.00 | |
| 14 | \$ 62,653 | \$ 800.00 | |
| 15 | \$ 64,523 | \$ 800.00 | + \$1,070 Provided 6 hours of work have been completed during pervious 5 years |
| 16 | \$ 65,323 | \$ 800.00 | |
| 17 | \$ 66,123 | \$ 800.00 | |
| 18 | \$ 66,923 | \$ 800.00 | |
| 19 | \$ 67,723 | \$ 800.00 | |
| 20 | \$ 69,593 | \$ 800.00 | + \$1,070 Provided 6 hours of work have been completed during pervious 5 years |
| 21 | \$ 70,393 | \$ 800.00 | |
| 22 | \$ 71,193 | \$ 800.00 | |
| 23 | \$ 71,993 | \$ 800.00 | |
| 24 | \$ 72,793 | \$ 800.00 | |
| 25 | \$ 74,663 | \$ 800.00 | + \$1,070 Provided 6 hours of work have been completed during pervious 5 years |
| 26 | \$ 75,463 | \$ 800.00 | |
| 27 | \$ 76,263 | \$ 800.00 | |
| 28 | \$ 77,063 | \$ 800.00 | |
| 29 | \$ 77,863 | \$ 800.00 | |
| 30 | \$ 79,733 | \$ 800.00 | + \$1,070 Provided 6 hours of work have been completed during pervious 5 years |
| 31 | \$ 80,533 | \$ 800.00 | |
| 32 | \$ 81,333 | \$ 800.00 | |
| 33 | \$ 82,133 | \$ 800.00 | |
| 34 | \$ 82,933 | \$ 800.00 | |

SOUTHWEST TEXAS JUNIOR COLLEGE

Base Compensation Schedule

Allied Health Programs - 9 months

FY 2019 - 2020

| <u>Years</u> <u>Experience</u> | <u>PHD</u> | <u>Increment</u> | |
|-----------------------------------|------------|------------------|--|
| 0 | \$ 57,004 | | |
| 1 | \$ 57,873 | \$ 869.00 | |
| 2 | \$ 58,742 | \$ 869.00 | |
| 3 | \$ 59,611 | \$ 869.00 | |
| 4 | \$ 60,480 | \$ 869.00 | |
| 5 | \$ 62,449 | \$ 869.00 | + \$1,100 if 5 years' experience with SWTJC |
| 6 | \$ 63,318 | \$ 869.00 | |
| 7 | \$ 64,187 | \$ 869.00 | |
| 8 | \$ 65,056 | \$ 869.00 | |
| 9 | \$ 65,925 | \$ 869.00 | |
| 10 | \$ 67,894 | \$ 869.00 | + \$1,100 Provided 6 hours of work have been completed during pervious 5 years |
| 11 | \$ 68,769 | \$ 875.00 | |
| 12 | \$ 69,644 | \$ 875.00 | |
| 13 | \$ 70,519 | \$ 875.00 | |
| 14 | \$ 71,394 | \$ 875.00 | |
| 15 | \$ 73,369 | \$ 875.00 | + \$1,100 Provided 6 hours of work have been completed during pervious 5 years |
| 16 | \$ 74,269 | \$ 900.00 | |
| 17 | \$ 75,169 | \$ 900.00 | |
| 18 | \$ 76,069 | \$ 900.00 | |
| 19 | \$ 76,969 | \$ 900.00 | |
| 20 | \$ 78,969 | \$ 900.00 | + \$1,100 Provided 6 hours of work have been completed during pervious 5 years |
| 21 | \$ 79,869 | \$ 900.00 | |
| 22 | \$ 80,769 | \$ 900.00 | |
| 23 | \$ 81,669 | \$ 900.00 | |
| 24 | \$ 82,569 | \$ 900.00 | |
| 25 | \$ 84,569 | \$ 900.00 | + \$1,100 Provided 6 hours of work have been completed during pervious 5 years |
| 26 | \$ 85,469 | \$ 900.00 | |
| 27 | \$ 86,369 | \$ 900.00 | |
| 28 | \$ 87,269 | \$ 900.00 | |
| 29 | \$ 88,169 | \$ 900.00 | |
| 30 | \$ 90,169 | \$ 900.00 | + \$1,100 Provided 6 hours of work have been completed during pervious 5 years |
| 31 | \$ 91,069 | \$ 900.00 | |
| 32 | \$ 91,969 | \$ 900.00 | |
| 33 | \$ 92,869 | \$ 900.00 | |