

SOUTHWEST TEXAS JUNIOR COLLEGE
Clerical Personnel Hourly Rate Schedule
FY 2018

<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		\$ 13.30	\$ 14.51	\$ 17.17
15		\$ 13.40	\$ 14.61	\$ 17.32
16		\$ 13.51	\$ 14.71	\$ 17.47
17		\$ 13.61	\$ 14.82	\$ 17.62
18		\$ 13.72	\$ 14.92	\$ 17.77
19			\$ 15.02	\$ 17.92
20			\$ 15.13	\$ 18.07
21			\$ 15.23	\$ 18.23
22			\$ 15.34	\$ 18.38
23			\$ 15.46	\$ 18.53
24				\$ 18.68
25				\$ 18.84
26				\$ 18.99
27				\$ 19.15
28				\$ 19.31

SOUTHWEST TEXAS JUNIOR COLLEGE
Maintenance Personnel Hourly Rate Schedule
FY 2018

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		\$ 13.39	\$ 14.17	\$ 20.32
15		\$ 13.44	\$ 14.25	\$ 20.81
16		\$ 13.49	\$ 14.33	\$ 21.29
17		\$ 13.52	\$ 14.40	\$ 21.77
18		\$ 13.57	\$ 14.47	\$ 22.28
19		\$ 13.62	\$ 14.54	\$ 22.75
20			\$ 14.61	\$ 23.24
21			\$ 14.69	\$ 23.44
22			\$ 14.75	\$ 23.63
23			\$ 14.81	\$ 23.83
24				\$ 24.02
25				\$ 24.22
26				\$ 24.42
27				\$ 24.62

SOUTHWEST TEXAS JUNIOR COLLEGE
Food Service Personnel Hourly Rate Schedule
FY 2018

<u>Step</u>	<u>I</u>	<u>II</u>
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		\$ 13.57
15		\$ 13.70
16		\$ 13.82
17		\$ 13.95
18		\$ 14.08

SOUTHWEST TEXAS JUNIOR COLLEGE
Child Development Teacher/Caregiver Hourly Rate Schedule
FY 2018

<u>Step</u>	<u>I</u>	<u>II</u>	<u>III</u>
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

SOUTHWEST TEXAS JUNIOR COLLEGE
Security Personnel Hourly Rate Schedule
FY 2018

<u>Years</u> <u>Experience</u>	<u>Total</u>	<u>Increment</u>
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

SOUTHWEST TEXAS JUNIOR COLLEGE
Base Compensation Schedule
Bachelor's or Equivalent - 9 Months
FY 2018

Years Experience	<u>Total</u>	<u>Increment</u>	
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	

SOUTHWEST TEXAS JUNIOR COLLEGE
Base Compensation Schedule
Master's or Equivalent - 9 Months
FY 2018

Years Experience	Total	Increment	
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	+
			\$1,038 Provided 6 hours of work have been completed during pervious 5 years

SOUTHWEST TEXAS JUNIOR COLLEGE
Base Compensation Schedule
Doctor's or Equivalent - 9 Months
FY 2018

Years Experience	Total	Increment	
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	+
6	\$48,586	\$772.00	\$1,071 if 5 years' experience with SWTJC
7	\$49,358	\$772.00	
8	\$50,130	\$772.00	
9	\$50,902	\$772.00	
10	\$52,745	\$772.00	+
11	\$53,345	\$600.00	\$1,071 Provided 6 hours of work have been completed during pervious 5 years
12	\$53,945	\$600.00	
13	\$54,545	\$600.00	
14	\$55,125	\$580.00	
15	\$56,776	\$580.00	+
16	\$57,356	\$580.00	\$1,071 Provided 6 hours of work have been completed during pervious 5 years
17	\$57,936	\$580.00	
18	\$58,516	\$580.00	
19	\$59,096	\$580.00	
20	\$60,747	\$580.00	+
21	\$61,297	\$550.00	\$1,071 Provided 6 hours of work have been completed during pervious 5 years
22	\$61,847	\$550.00	
23	\$62,397	\$550.00	
24	\$62,947	\$550.00	
25	\$64,568	\$550.00	+
26	\$65,118	\$550.00	\$1,071 Provided 6 hours of work have been completed during pervious 5 years
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

SOUTHWEST TEXAS JUNIOR COLLEGE
Base Compensation Schedule
Allied Health Programs - 9 months
FY 2018

<u>Years 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	

<u>Years 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	+
			\$1,037 Provided 6 hours of work have been completed during pervious 5 years

SOUTHWEST TEXAS JUNIOR COLLEGE
Base Compensation Schedule
Allied Health Programs - 9 months
FY 2018

<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	+
6	\$55,299	\$771.00	\$1,070 if 5 years' experience with SWTJC
7	\$56,070	\$771.00	
8	\$56,841	\$771.00	
9	\$57,612	\$771.00	
10	\$59,453	\$771.00	+
11	\$60,253	\$800.00	\$1,070 Provided 6 hours of work have been completed during pervious 5 years
12	\$61,053	\$800.00	
13	\$61,853	\$800.00	
14	\$62,653	\$800.00	
15	\$64,523	\$800.00	+
16	\$65,323	\$800.00	\$1,070 Provided 6 hours of work have been completed during pervious 5 years
17	\$66,123	\$800.00	
18	\$66,923	\$800.00	
19	\$67,723	\$800.00	
20	\$69,593	\$800.00	+
21	\$70,393	\$800.00	\$1,070 Provided 6 hours of work have been completed during pervious 5 years
22	\$71,193	\$800.00	
23	\$71,993	\$800.00	
24	\$72,793	\$800.00	
25	\$74,663	\$800.00	+
26	\$75,463	\$800.00	\$1,070 Provided 6 hours of work have been completed during pervious 5 years
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

SOUTHWEST TEXAS JUNIOR COLLEGE
Base Compensation Schedule
Allied Health Programs - 9 months
FY 2018

<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	+
6	\$63,318	\$ 869.00	\$1,100 if 5 years' experience with SWTJC
7	\$64,187	\$ 869.00	
8	\$65,056	\$ 869.00	
9	\$65,925	\$ 869.00	
10	\$67,894	\$ 869.00	+
11	\$68,769	\$ 875.00	\$1,100 Provided 6 hours of work have been completed during pervious 5 years
12	\$69,644	\$ 875.00	
13	\$70,519	\$ 875.00	
14	\$71,394	\$ 875.00	
15	\$73,369	\$ 875.00	+
16	\$74,269	\$ 900.00	\$1,100 Provided 6 hours of work have been completed during pervious 5 years
17	\$75,169	\$ 900.00	
18	\$76,069	\$ 900.00	
19	\$76,969	\$ 900.00	
20	\$78,969	\$ 900.00	+
21	\$79,869	\$ 900.00	\$1,100 Provided 6 hours of work have been completed during pervious 5 years
22	\$80,769	\$ 900.00	
23	\$81,669	\$ 900.00	
24	\$82,569	\$ 900.00	
25	\$84,569	\$ 900.00	+
26	\$85,469	\$ 900.00	\$1,100 Provided 6 hours of work have been completed during pervious 5 years
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