SOUTH TEXAS COLLEGE

SOUTH TEXAS COLLEGE

PAY PLAN

FISCAL YEAR 2015-2016

SERVING HIDALGO COUNTY AND STARR COUNTY, TEXAS

DRAFT

08/11/2015

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INTRODUCTION

The Office of Human Resources annually publishes the Board approved Pay Plan for the College's faculty and staff.

OBJECTIVES

The Pay Plan is designed to meet the following objectives:

- Comply with State and Federal compensation regulations;
- Ensure compensation consistency;
- Enhance the ability to attract and retain qualified faculty and staff;
- Provide a clear and concise reference for compensation decisions.

ACCREDITATION

South Texas College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award the Baccalaureate and Associate degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of South Texas College.

South Texas College's offerings are approved by the Texas Higher Education Coordinating Board and the Texas Education Agency

EQUITY STATEMENT

South Texas College is an equal employment opportunity/affirmative action employer. As an equal opportunity employer, the College shall not discriminate on the basis of race, color, creed, national origin, religion, age, sex, political affiliation, or physical disability. Discrimination is prohibited and the College will comply with all applicable College policies, and state and federal legislation.

2015-2016 PAY PLAN

Educational Supplement	
Education	**Supplemental Amount Above Minimum Requirement**
Certificate	$250.00
Associate	$500.00
Bachelor	$1,000.00
Master	$1,000.00
Doctorate	$2,000.00

The educational supplement is added to the annual base salary for eligible employees who have obtained a higher degree than the minimum required for the position.

For example, if an employee has a Bachelor's and Master's Degree in a position that requires a Doctorate Degree, he or she would get $3,000 per year, $1,000 for a Master's Degree and $2,000 for a Doctorate Degree.

Pay Plan				
Grade	**Minimum**	**Midpoint (Average)**	**Maximum**	**Range Spread**
Classified - A	$18,241.00	$25,081.38	$31,921.75	75%
Classified - B	$19,496.00	$26,807.00	$34,118.00	75%
Classified - C	$21,513.00	$29,580.38	$37,647.75	75%
Classified - D	$21,803.00	$29,979.13	$38,155.25	75%
Classified - E	$23,227.00	$31,937.13	$40,647.25	75%
Classified - F	$25,480.00	$35,035.00	$44,590.00	75%
Classified - G	$26,227.00	$36,062.13	$45,897.25	75%
Professional/Technical Non-Exempt - A	$27,000.00	$37,125.00	$47,250.00	75%
Professional/Technical Non-Exempt - B	$29,000.00	$39,875.00	$50,750.00	75%
Professional/Technical Non-Exempt - C	$35,000.00	$48,125.00	$61,250.00	75%
Professional/Technical Non-Exempt - D	$38,000.00	$52,250.00	$66,500.00	75%
Professional/Technical Non-Exempt - E	$45,000.00	$61,875.00	$78,750.00	75%
Professional/Technical Non-Exempt - F	$55,000.00	$75,625.00	$96,250.00	75%
Professional/Technical Exempt - A	$28,000.00	$38,500.00	$49,000.00	75%
Professional/Technical Exempt - B	$30,000.00	$41,250.00	$52,500.00	75%
Professional/Technical Exempt - C	$36,000.00	$49,500.00	$63,000.00	75%
Professional/Technical Exempt - D	$39,000.00	$53,625.00	$68,250.00	75%
Professional/Technical Exempt - E	$45,000.00	$61,875.00	$78,750.00	75%
Professional/Technical Exempt - F	$55,000.00	$75,625.00	$96,250.00	75%
Professional/Technical Exempt - G	$60,000.00	$82,500.00	$105,000.00	75%
Administrative - A	$50,000.00	$68,750.00	$87,500.00	75%
Administrative - B	$55,000.00	$75,625.00	$96,250.00	75%
Administrative - C	$63,000.00	$86,625.00	$110,250.00	75%

2015-2016 PAY PLAN

Pay Plan				
Grade	Minimum	Midpoint (Average)	Maximum	Range Spread
Administrative - D	$73,000.00	$100,375.00	$127,750.00	75%
Administrative - E	$80,000.00	$110,000.00	$140,000.00	75%
Executive - A	$85,000.00	$106,250.00	$127,500.00	50%
Executive - B	$92,500.00	$115,625.00	$138,750.00	50%
Executive - C	$100,000.00	$125,000.00	$150,000.00	50%
Executive - D	$107,500.00	$134,375.00	$161,250.00	50%

The pay grades for Classified, Professional/Technical Non-Exempt and Exempt and Administrative have a uniform pay range spread of 75%; and the Executive grades have a uniform pay range spread of 50%.

For classified positions, 8 years of directly related experience will equate to a 1-year certificate; 16 years of directly related experience will equate to an Associates degree. This provision will only apply to applicants for new positions and with approval of the President. (Board highlights June 12, 1997 meeting).

CLASSIFIED SALARY PLAN
FY 2015-2016

Grade A		
MIN - $18,241	MID - $25,081	MAX - $31,921

Admissions Technician
Cook
Custodian
Customer Service Technician
Early Childhood Educator I
Faculty Secretary
Fixed Assets and Receiving Technician
General Services Technician
Learning Outcomes Technician
Library Public Services Technician
Library Technical Services Technician
Library Technician
Painter
Plumber
Purchasing Technician
Records Technician
Staff Secretary
Theater Support Services Technician

Grade B		
MIN - $19,496	MID - $26,807	MAX - $34,118

ADA Secretary
Cook II
Financial Aid Technician
Gallery Assistant
Lab Assistant - Automotive
Lab Assistant - BCS
Lab Assistant - Biology
Lab Assistant - Business & Technology
Lab Assistant - CADD
Lab Assistant - Computer Science
Lab Assistant - Culinary Arts
Lab Assistant - ELTR
Lab Assistant - HVACR
Lab Assistant - MidValley
Lab Assistant - NAH
Lab Assistant - PMT
Lab Assistant - Welding
Secretary
Wellness Aide

CLASSIFIED SALARY PLAN
FY 2015-2016

Grade C		
MIN - $21,513	MID - $29,580	MAX - $37,648

Carpenter
Cashier
Compliance Assistant
General Services Assistant
Human Resources Assistant
Instructional Technologies Technician
Instructional Technologies Assistant I
Lead Cook
Lead Custodian
Purchasing Assistant
Student Learning Assistant
Testing Technician
Valley Scholars Assistant

Grade D		
MIN - $21,803	MID - $29,979	MAX - $38,155

Cashier II
Developmental Lab Technician
Instructional Technologies Assistant II
Security Guard
Space Management Technician

Grade E		
MIN - $23,227	MID - $31,937	MAX - $40,645

Bus Driver
Cashier III
Facilities Planning and Construction Accounts Assistant
Instructional Technologies Assistant III
Learning Excellence Lab Technician
Library Automated Systems and Applications Technician
Maintenance Assistant
Open Lab Technician

Grade F		
MIN - $25,480	MID - $35,035	MAX - $44,590

Administrative Assistant
Fixed Assets and Receiving Assistant
Fixed Assets Assistant
Lead Custodian III
Maintenance Technician
Scheduling Technician

CLASSIFIED SALARY PLAN
FY 2015-2016

Grade G		
MIN - $26,227	MID - $36,062	MAX - $45,897

Accountability Assistant
Accounting Assistant
Compliance Technician
Electrician
Payroll Assistant - Business Office
Payroll Assistant - Human Resources

PROFESSIONAL/TECHNICAL NON-EXEMPT SALARY PLAN
FY 2015-2016

Grade A		
MIN - $27,000	MID - $37,125	MAX - $47,250

Advising Specialist
Child Development Center Teacher
Dispatcher - Police
Dispatcher - Security
Graphic Designer I
Lab Assistant II - Computer Science
Lab Specialist I - Biology
Lab Specialist I - Chemistry
Lab Specialist I - Physics
Senior Administrative Assistant
Social Media Specialist
Student Services Specialist I

Grade B		
MIN - $29,000	MID - $39,875	MAX - $50,750

Academies Specialist
Accounting Specialist
Admissions Specialist
Advisor
Applications Analyst I
Applications Specialist
Art Gallery Associate
Assistant Childcare Center Manager
Benefits Specialist
Biomedical Instructional Technologies Specialist
Career and Placement Specialist
Career Pathways Specialist
Cashier Customer Service Specialist
Client Services Specialist
Clinical Affairs Specialist
Collection Specialist
College Connection Specialist/Recruiter
Community Engagement and Workforce Education Specialist
Computer Services Specialist
Contract Specialist
Course Development Specialist
Curriculum Specialist
Distance Education Media Technician
Distance Education Technologies Specialist
Distribution Services Specialist

PROFESSIONAL/TECHNICAL NON-EXEMPT SALARY PLAN
FY 2015-2016

Grade B - (cont'd)		
MIN - $29,000	MID - $39,875	MAX - $50,750

Document Management Services
Dual Credit Records and Registration Specialist
Dual Credit Testing Specialist
Dual Enrollment Program Specialist
Dual Enrollment Workforce Programs Specialist
Dual2Degree Specialist
Early Childhood Educator II
Early College High School Specialist
Energy Management Specialist
Facilities Planning and Construction Accounts Specialist
Finance and Administrative Services Support Specialist
Financial Aid Specialist
Fixed Assets Specialist
Grants and Contracts Compliance Specialist
Graphic Designer II
Graphics and Multimedia Specialist
Help Desk Specialist
Human Resources Payroll Specialist
Human Resources Staffing Specialist
Human Resources Specialist
Informational Writer
Lab Assistant III - Computer Science
Lab Specialist II - Open Lab
Lab Specialist II - Biology
Lab Specialist II - Chemistry
Lab Specialist II - Physics
Learning Outcomes Specialist
Library Specialist
Library Technical Services Specialist
Licensed Lab Assistant - EMT
Locksmith Supervisor
Marketing Specialist
Multimedia Designer
Network Services Specialist
Nursing Program Specialist
Ombudsperson
Public Relations Specialist
Purchasing Specialist
Records & Registration Specialist
Residency Specialist
Security Guard Specialist
Security Support Specialist

PROFESSIONAL/TECHNICAL NON-EXEMPT SALARY PLAN
FY 2015-2016

Grade B - (cont'd)		
MIN - $29,000	MID - $39,875	MAX - $50,750

Special Programs Specialist
Student Conduct Specialist/Ombudsperson
Student Development Specialist
Student Resource Specialist
Student Services Specialist II
Survey Research Facilitator
Systems Specialist
Technology Specialist
Testing Specialist
Videographer
Web Application Specialist
Workforce Completion Specialist

Grade C		
MIN - $35,000	MID - $48,125	MAX - $61,250

Applications Analyst I
Coordinator of College Connections and Admissions
Coordinator of Compliance
Coordinator of Events
Coordinator of Judicial Affairs/Ombudsperson
Coordinator of Public Relations
Coordinator of Theater Support Services
Coordinator of Veteran Recruitment and Engagement
Copy Writer
Electrician Supervisor
Executive Administrative Assistant
Finance and Administrative Services Reporting Coordinator
Human Resources Faculty Staffing Specialist/Evaluator
Heating Ventilation and Air Conditioning Supervisor
Instructional Technologies Specialist
Institutional Effectiveness Specialist
Lab Supervisor
Lead Resource Specialist
Library Systems and Applications Specialist
Network Services Analyst I
Plumbing Supervisor
Police Compliance Coordinator
Police Officer
Professional Development Specialist
Professional Development Trainer
Project Management Analyst I

PROFESSIONAL/TECHNICAL NON-EXEMPT SALARY PLAN
FY 2015-2016

Grade C – (cont'd)

MIN - $35,000	MID - $48,125	MAX - $61,250

Project Training Specialist
Reporting Analyst - Institutional Effectiveness and Assessment
Reporting Analyst I
Senior Library Technical Services Specialist
Simulation Lab Specialist
Student Activities Specialist
Student Success Specialist
Systems Analyst I
Technology Generalist Analyst
Transcript/Graduation Analyst
Web Design Specialist
Web Specialist

Grade D

MIN - $38,000	MID - $52,250	MAX - $66,500

Accountant
Administrative Specialist for Board Relations
Data Management Coordinator
Executive Assistant to the President
Reporting Analyst II
Web Coordinator

Grade E

MIN - $45,000	MID - $61,875	MAX - $78,750

Network Services Analyst II
Project Management - Academic Affairs
Security Supervisor
Systems Analyst II

Grade F

MIN - $55,000	MID - $75,625	MAX - $96,250

PROFESSIONAL/TECHNICAL EXEMPT SALARY PLAN
FY 2015-2016

Grade A		
MIN - $27,000	MID - $37,125	MAX - $47,250

Food Services Manager/Cook

Grade B		
MIN - $30,000	MID - $41,250	MAX - $52,500

Accountability Analyst
Buyer
Continuing Education Trainer
Coordinator of Scholarships

Grade C		
MIN - $36,000	MID - $49,500	MAX - $63,000

ADA Counselor
American Sign Language Interpreter
Childcare Services Developer
Centers for Learning Excellence Manager
Coordinator for Continuing Education
Coordinator for CTE - Early College High Schools
Coordinator for High School Programs
Coordinator for Human Resources
Coordinator of Career Services
Coordinator of Employer Services
Coordinator of Financial Aid
Coordinator of Open Labs
Coordinator of Publications
Coordinator of Records
Coordinator of Special Advising
Coordinator of State and Third Party Programs
Coordinator of Student Financial Services
Coordinator of Veteran Enrollment Services
Counselor
Institutional Effectiveness Analyst
Instructional Technologies Managed Services Specialist
Interpreter
Lab Manager
Librarian I
Program Developer and Coordinator
Project Coordinator
Project Management Analyst II
Science Lab Coordinator
Specifications Writer
Technical Buyer

PROFESSIONAL/TECHNICAL EXEMPT SALARY PLAN
FY 2015-2016

Grade D		
MIN - $39,000	MID - $53,625	MAX - $68,250

Academic Coach
Childcare Center Manager
Coordinator of Advisement
Coordinator of CLE Technologies
Coordinator of Dual Enrollment
Coordinator of Early College High Schools
Coordinator of Faculty Advising
Coordinator of Kinesiology Instructional Facilities
Coordinator of Learning Support
Coordinator for Professional and Organizational Development
Coordinator of Student Activities and First Year Experience
Coordinator of Student Activities and Wellness
Coordinator of Supplemental Instruction
Curriculum and Scheduling Coordinator
Institutional Research Analyst
Instructional Designer
Librarian II
Nursing Lab Clinical Coordinator
Training Specialist III

Grade E		
MIN - $45,000	MID - $61,875	MAX - $78,750

Accounting Group Supervisor
Business System Analyst
Client Services Analyst
Continuing Education Operations Officer
Contracts Manager
Coordinator of ADA Services
Coordinator of Testing Services
Coordinator of Valley Scholars Program
Construction Buyer
Custodial Manager
Database Analyst
Distance Learning Media Manager
Dual Enrollment Planning & Scheduling Manager
Facilities Planning and Construction Project Manager
Financial Analyst
Grant Development Officer
Grants and Contracts Compliance Manager

PROFESSIONAL/TECHNICAL EXEMPT SALARY PLAN
FY 2015-2016

Grade E – (cont'd)		
MIN - $45,000	MID - $61,875	MAX - $78,750

Information Security Analyst
Internal Auditor
Librarian III
Maintenance Manager
Operations Contract Manager
Operations Energy Manager
Operations Procurement Manager
Project Manager - Academic Affairs
Project Manager - Accountability
Project Manager - Finance and Administrative Services
Project Manager - Information Services and Planning
Project Manager - Office of Strategic Initiatives
Project Manager - Technology Resources
Qualitative Researcher
Quantitative Researcher
Receiving and Distribution Supervisor
Senior Buyer
Student Services Training Manager
Training Manager
Workforce Contract Manager

Grade F		
MIN - $55,000	MID - $75,625	MAX - $96,250

Accounting Group Manager
Applications Analyst III
Benefits and Payroll Manager
Facilities Planning and Construction Project Manager
Police Sergeant
Senior Coordinator of Counseling
Systems Analyst III
University Relations and Articulation Center Officer

Grade G		
MIN - $60,000	MID - $82,500	MAX - $105,000

Academic Grants and Projects Officer
Application Development Manager
Database Analyst III
Database and Systems Manager
Grants and Contracts Compliance Officer
IT Risk and Security Manager
Police Lieutenant

PROFESSIONAL/TECHNICAL EXEMPT SALARY PLAN
FY 2015-2016

Grade G – (cont'd)		
MIN - $60,000	**MID - $82,500**	**MAX - $105,000**

Risk Manager
Senior Facilities Planning and Construction Project Manager
Technology and Client Services Manager

ADMINISTRATIVE SALARY PLAN
FY 2015-2016

Grade A

MIN - $50,000	MID - $68,750	MAX - $87,500

Assistant Director of Facilities Operations and Maintenance
Assistant Director of Human Resources
Assistant Director of Public Relations and Marketing

Grade B

MIN - $55,000	MID - $75,265	MAX - $96,250

Associate Comptroller
Associate Director of Purchasing
Campus Administrator of Mid Valley Campus
Campus Administrator of Starr County Campus
Director of Accountability Services
Director of Career and Employer Services
Director of Centers for Learning Excellence
Director of College and Career Preparation
Director of College Connections and Admissions for Dual Enrollment
Director of College Connections and Admissions for Traditional Students
Director of Comprehensive Advisement and Mentoring Services
Director of Degree and Certificate Completion
Director of Early College High Schools
Director of Food Services
Director of Fundraising and Legislative Affairs
Director of Grant Development, Management and Compliance
Director of Institutional Effectiveness and Assessment
Director of Instructional Technologies
Director of Judicial Affairs
Director of Library Public Services
Director of Library Technical Services
Director of Professional and Workforce Education
Director of Student Accounts and Bursar
Director of Student Activities and Wellness
Director of Student Financial Services
Director of Testing Services

Grade C

MIN - $63,000	MID - $86,625	MAX - $110,250

Administrator for High School Programs and Services
Associate Dean of Community Engagement and Workforce Development
Associate Dean of Curriculum and Student Learning
Associate Dean of Industry Training and Economic Development
Associate Dean of Institutional Research and Effectiveness
Associate Dean of Professional and Organizational Development
Associate Dean of Student Financial Services, Testing and Veterans Affairs

ADMINISTRATIVE SALARY PLAN
FY 2015-2016

Grade C – (cont'd)

MIN - $63,000	MID - $86,625	MAX - $110,250

Director of Academies and High School Projects
Director of Counseling
Director of Fundraising
Director of Learning Commons and Open Labs
Director of Public Relations and Marketing
Director of Purchasing
Employee Relations Officer

Grade D

MIN - $73,000	MID - $100,375	MAX - $127,750

Assistant Chief Information Officer for Infrastructure
Assistant Chief Information Officer for Software Development
Chief Information Security Officer
Dean of Distance Learning
Dean of Enrollment Services and Registrar
Dean of Library and Learning Support Services
Dean of Student Affairs
Director of Facilities Operations and Maintenance
Director of Facilities Planning and Construction
Director of Human Resources
Director of Research and Analytical Services

Grade E

MIN - $80,000	MID - $110,000	MAX - $140,000

Assistant to the President for Public School Relations and Partnerships
Assistant Vice President for Academic Advancement
Assistant Vice President for Strategic Initiatives
Chief Information Officer
Chief of Police and Director of Safety and Security
Comptroller
Dean of Continuing Professional and Workforce Development
Dean for Business and Technology
Dean for Liberal Arts and Social Sciences
Dean for Math, Science and Bachelor Programs
Dean for Nursing and Allied Health

EXECUTIVE SALARY PLAN
FY 2015-2016

Grade A

MIN - $85,000	MID - $106,250	MAX - $127,500

Special Assistant to the President

Grade B

MIN - $92,500	MID - $115,625	MAX - $138,750

Executive Officer for Workforce Development and External Affairs

Grade C

MIN - $100,000	MID - $125,000	MAX - $150,000

Vice President for Academic Affairs
Vice President for Finance and Administrative Services
Vice President for Information Services, Planning and Strategic Initiatives
Vice President for Institutional Advancement
Vice President for Student Affairs and Enrollment Management

Grade D

MIN - $107,500	MID - $134,375	MAX - $161,250

Executive Vice President for Student Success

GRANT FUNDED EMPLOYEES SALARY PLAN
FY 2015-2016

Grant-funded employees are employed on an as needed basis for one year or less with no expectation of continued employment or property rights beyond the letter of appointment or timeline of the grant. These employees are required to meet the same educational and experience requirements as employees hired for a regular South Texas College position. The salaries and benefits for grant funded positions will be consistent with those in the regular staff salary/pay plans and are established by the Director of Human Resources to maintain this consistency.

DIRECT WAGE EMPLOYEES PAY PLAN
FY 2015-2016

Workstudy Program and Valley Scholar Programs

Students hired through the Financial Aid Workstudy program or hired under Valley Scholar program, are paid a wage of $7.50 per hour.

All other Direct Wage Employees

Employees (other than workstudy/valley scholars) hired as temporary direct wage (hourly) employees shall meet the minimum educational and experience requirements as listed in job announcement/vacant position. Minimum wage is $7.50/hour. Hourly rate commensurate with education/experience.

FACULTY SALARY PLAN
FY 2015-2016

Purpose

The purpose of the faculty salary plan is to offer competitive salaries to faculty, as well as to reward attaining advanced degrees and to reward years of service.

The main factors in the salary plan are education and experience. LEVELS are determined by education. STEPS are determined by the years of experience in higher education or equivalent public education or field related technical work experience.

Following initial placement on the salary plan, faculty members may advance within the salary schedule by meeting stated incremental requirements for education and experience.

Terminology

FACULTY: personnel whose primary responsibility is teaching, with additional responsibility for curriculum development, advisement, committee work and other associated activities as determined by the Division of Academic Affairs.

FULL-TIME REGULAR FACULTY: Full-time regular faculty are employees of the college whose primary responsibility is teaching, with additional responsibility for curriculum development, advisement, committee work, and other associated activities. Full time regular faculty are employees of the College whose position is included in the Staffing Plan adopted by the Board of Trustees in conjunction with the College's fiscal year budget.

Full-time regular faculty are expected to teach a minimum of 30 Lecture Hour Equivalents (LHEs) per academic year (fall and spring semesters).

Full-time regular faculty must maintain a minimum of 5 regularly scheduled and posted office hours for students per instructional week.

Full-time regular faculty must be available for an additional 5 hours for arranged student conferences, advising, division or department meetings, and committee work and/or departmental responsibilities per instructional week. Additional time will be dedicated to curriculum development.

FULL-TIME TEMPORARY FACULTY: Faculty members, not on the board-approved staffing plan, with a teaching load of 15 semester lecture hour equivalents during a fall or spring semester. Full-time temporary faculty are expected to maintain a minimum of ten office hours for students, committee activities and/or designated departmental responsibilities per week.

Additional time will be dedicated to curriculum development. Employment is based on institutional need and there shall be no expectation of continued employment or property rights beyond the semester appointment.

FACULTY SALARY PLAN
FY 2015-2016

ADJUNCT FACULTY: Faculty members, not on the board-approved staffing plan, employed on a part-time basis with no benefits, and limited to teaching no more than ten lecture hour equivalents per semester.

Adjunct faculty are expected to maintain a minimum of one office hour per week per course plus additional preparation time.

Adjunct faculty are also required to attend orientation/professional development prior to the beginning of the term. Adjunct faculty are not required to serve on committees or to develop curriculum. There shall be no expectation of continued employment or property rights beyond the semester appointment.

DUAL ENROLLMENT FACULTY: Faculty, not on the board-approved staffing plan, actively employed with a local school district, who have been approved by the college, to teach approved college courses.

LECTURE HOUR EQUIVALENT: defined as follows:
* One lecture hour equals 1 Lecture Hour Equivalent (LHE)
* One laboratory (lab) hour equals 0.67 LHE. The course descriptions in the college catalog are used to determine the lecture hours and the lab hours for each course.

SALARY PAYMENT:
Effective with academic years commencing after January 1, 2008, the Internal Revenue Service (IRS) implemented Code §409A which allows faculty an irrevocable choice to have their salary paid out over a nine- or twelve-month period. Such elections must be in writing, completed prior to the beginning of the academic year, and cannot be changed after the commencement of the academic year.

After a faculty member has exercised this election, <u>all salary for future academic years will be paid in the same manner</u> unless a new authorization electing to receive pay over a different pay option is submitted to the Office of Human Resources <u>prior</u> to the commencement of the ensuing academic year. If election is not submitted in accordance with the IRS regulation, faculty members will be placed on a 9-month pay schedule.

OVERLOAD PAY: compensation for full-time regular faculty is paid at the adjunct rate for all LHEs beyond 15 per semester or 30 per academic year. Upon approval by the Chair, full-time regular faculty may accept an overload up to six (6) LHEs each fall and spring semester for additional compensation. Any overload over six (6) LHEs require the Dean's approval. The Vice President for Academic Affairs must approve any overload over eleven (11). Since this is extra work for extra pay, full-time regular faculty members are expected to perform all regular duties and responsibilities with no degradation in the quality of instruction or services resulting from the overload.

FACULTY SALARY PLAN
FY 2015-2016

UNDERLOAD: teaching load of less than 15 lecture hour equivalents per semester (fall and spring semesters). Full-time regular faculty with an underload in the fall semester must make up the difference during the spring semester of the same academic year. Full-time regular faculty who do not make up the difference during the spring semester or who have an underload during the spring semester will have their annual pay proportionately reduced by the amount of the underload.

ACADEMIC YEAR: defined as 166 work days for full-time faculty

ACADEMIC WORK WEEK: defined as the equivalent of 40 hours per week.

BASE PAY: Full-time regular faculty base pay is stated on the faculty salary plan and is dependent on education and teaching experience. The faculty salary plan is evaluated at the discretion of the President, and recommendations for changes are made to the Board of Trustees pending approval of the annual budget. Recommended salary increases are contingent upon adequate funding. Salaries, other than those stated on the salary schedule, require approval of the Vice President for Academic Affairs and the President.

SALARY PLACEMENTS FOR NEW FACULTY
FY 2015-2016

Step	Associate	Assoc + 30	Bachelor	Bach + 18	Master	Master + 30	Doctorate	Step
0	$37,188	$37,662	$38,135	$39,492	$41,069	$43,468	$46,057	0
1	$38,118	$38,604	$39,088	$40,479	$42,096	$44,554	$47,209	1
2	$39,071	$39,569	$40,065	$41,491	$43,148	$45,668	$48,389	2
3	$40,048	$40,558	$41,067	$42,528	$44,227	$46,810	$49,599	3
4	$41,049	$41,572	$42,094	$43,592	$45,332	$47,980	$50,839	4
5	$42,075	$42,611	$43,146	$44,681	$46,466	$49,179	$52,110	5
6	$43,127	$43,676	$44,225	$45,798	$47,627	$50,409	$53,412	6
7	$44,205	$44,768	$45,330	$46,943	$48,818	$51,669	$54,748	7
8	$45,310	$45,888	$46,464	$48,117	$50,039	$52,961	$56,117	8

A newly employed faculty member is placed on the faculty salary plan according to a Step and Level Formula. A maximum of 8 steps is allowed for the initial placement of new faculty on the salary plan.

Placement on the appropriate Step is based on the following:

1. College/university teaching experience is equated on a 1-to-1 ratio.

2. Public school teaching experience is equated on a 2-to-1 ratio. Two years of public school teaching experience is equal to one year of college teaching experience.

3. Professional and/or practical field related work experience may be equated on a 2-to-1 ratio. Two years of professional and/or practical experience may be equal to 1 year of college teaching experience.

4. International teaching experience is equated on a 2-to-1 ratio. Two years of international school teaching experience is equal to one year of college teaching experience.

5. Adjunct (part-time) teaching experience is equated on a 2-to-1 ratio.

Placement on the appropriate Level will be based on the following:

1. Upon employment faculty are placed on Levels based on educational degrees and hours earned from regionally accredited institutions of higher education.

Special stipends will require the approval of the Vice President for Academic Affairs and the President.

Educational Increases

As degrees and hours are earned, the faculty member must have official transcripts forwarded directly from the issuing institution to the Human Resources Office by dates indicated in their appointment letter so that payroll changes can be implemented on a timely basis.

FACULTY SALARY PLAN
FY 2015-2016

	LEVEL I	LEVEL II	LEVEL III	LEVEL IV	LEVEL V	LEVEL VI	LEVEL VII	
Step	Associate	Assoc + 30	Bachelor	Bach + 18	Master	Master + 30	Doctorate	Step
0	$37,188	$37,662	$38,135	$39,492	$41,069	$43,468	$46,057	0
1	$38,118	$38,604	$39,088	$40,479	$42,096	$44,554	$47,209	1
2	$39,071	$39,569	$40,065	$41,491	$43,148	$45,668	$48,389	2
3	$40,048	$40,558	$41,067	$42,528	$44,227	$46,810	$49,599	3
4	$41,049	$41,572	$42,094	$43,592	$45,332	$47,980	$50,839	4
5	$42,075	$42,611	$43,146	$44,681	$46,466	$49,179	$52,110	5
6	$43,127	$43,676	$44,225	$45,798	$47,627	$50,409	$53,412	6
7	$44,205	$44,768	$45,330	$46,943	$48,818	$51,669	$54,748	7
8	$45,310	$45,888	$46,464	$48,117	$50,039	$52,961	$56,117	8
9	$46,217	$46,805	$47,393	$49,079	$51,039	$54,020	$57,239	9
10	$47,141	$47,741	$48,341	$50,061	$52,060	$55,101	$58,384	10
11		$48,696	$49,308	$51,062	$53,101	$56,203	$59,551	11
12		$49,670	$50,294	$52,083	$54,163	$57,327	$60,742	12
13		$50,664	$51,300	$53,125	$55,247	$58,473	$61,957	13
14		$51,677	$52,326	$54,188	$56,352	$59,643	$63,196	14
15		$52,452	$53,111	$55,000	$57,197	$60,537	$64,144	15
16			$53,907	$55,825	$58,055	$61,445	$65,106	16
17			$54,716	$56,663	$58,926	$62,367	$66,083	17
18			$55,537	$57,513	$59,810	$63,303	$67,074	18
19			$56,370	$58,375	$60,707	$64,252	$68,080	19
20			$57,215	$59,251	$61,617	$65,216	$69,102	20
21					$62,542	$66,194	$70,138	21
22					$63,480	$67,187	$71,190	22
23					$64,432	$68,195	$72,258	23
24					$65,398	$69,218	$73,342	24
25					$66,379	$70,256	$74,442	25
26					$67,043	$70,959	$75,186	26
27					$67,714	$71,668	$75,938	27
28					$68,391	$72,385	$76,698	28
29					$69,075	$73,109	$77,465	29
30					$69,765	$73,840	$78,239	30

FACULTY PAY PLAN – PLACEMENTS / STIPENDS
FY 2015-2016

A newly employed faculty member is placed on the faculty salary placement chart according to a Step and Level Formula. A maximum of 8 steps is allowed for the initial placement of new faculty on the schedule.

Placement on the appropriate Step is based on the following:

1. College/university teaching experience is equated on a 1-to-1 ratio.

2. Public school teaching experience is equated on a 2-to-1 ratio. Two years of public school teaching experience is equal to one year of college teaching experience.

3. Professional and/or practical related work experience may be equated on a 2-to1 ratio. Two years of professional and/or practical experience may be equal to 1 year of college teaching experience.

4. International teaching experience is equated on a 2-to-1 ratio. Two years of international school teaching experience is equal to one year of college teaching experience.

Placement on the appropriate Level will be based on the following:

1. Upon employment faculty are placed on Levels based on educational degrees and hours earned from regionally accredited institutions of higher education.

Additional Professional Salary Stipend for Nursing and Allied Health Faculty:

Associate Degree Nursing, Licensed Vocational Nursing, Patient Care Assistant, Pharmacy Technology, Radiological Technology, Diagnostic Medical Sonography, Respiratory Therapy

- Bachelor's degree - $ 5,000
- Master's degree - $10,000
- Doctorate degree - $15,000

Patient Care Assistant Faculty with:

- One Year experience in long term care – $2,500
- EKG Certification - $1,000
- Phlebotomy Certification - $1,000

Diagnostic Medical Sonography Faculty:

- Certification for Abdomen - $1000; Certification for Obstetrics and Gynecology - $1,000; Certification of Vascular Technology - $1,000
- Certification for Obstetrics and Gynecology - $1,000
- Certification of Vascular Technology - $1,000

FACULTY PAY PLAN – MAXIMUM STEPS
FY 2015-2016

Placement on the faculty salary plan provides for a maximum step based on educational level as listed below. Faculty who have reached the maximum step in prior fiscal year will be placed into the next step (shaded area) at current salary with a 2% increase for FY2015-2016 and remain at that level. Movement to the next educational level may be achieved by attainment of additional college level credit or higher degrees. Official transcripts must be received at Human Resources for evaluation and review for movement on pay plan and appropriate educational increase.

Level		Step
I	Associate degree	10
II	Associate degree + 30	15
III	Bachelor degree	20
IV	Bachelor degree + 18	20
V	Master	30
VI	Master + 30	30
VII	Doctorate	30

In support of, and to accomplish the College's mission and vision, faculty are highly encouraged to continue professional growth and achieve educational attainment to obtain the highest degree in their discipline. All faculty are responsible for meeting and maintaining the academic and professional credential requirements published in Board Policy 4151, Academic and Professional Credentials of Faculty.

Faculty who have earned additional college level credit or degrees since previous placement on the salary schedule should request to have their official transcripts submitted directly to the Office of Human Resources for review and eligibility of educational increase.

Criteria for faculty not having completed a minimum of an Associate Degree

Under special circumstances, with the approval of the Vice President for Academic Affairs, faculty not having a minimum of an Associate's Degree may be employed in specific workforce programs on a full-time, but temporary basis.

Salary placement will be at the Associate Degree level, Step 0, and there will be no additional salary steps or salary increases in regard to practical experience until the Associate Degree is completed.

Faculty with a Master of Fine Arts (MFA) will be placed at the doctoral degree level.

ADJUNCT AND OVERLOAD PAY RATES
FY 2015-2016

Rates per Lecture Hour Equivalent (LHE)

Adjunct faculty are limited to ten (10) LHE's per semester. Written approval by the Dean over the respective academic division and the Vice President for Academic Affairs is required for LHEs beyond ten (10) hours. Adjunct faculty are expected to have one (1) hour of posted office time per course per week. They are also required to attend orientation/professional development prior to the beginning of the term. Adjunct faculty will be paid according to the following rates:

Full-time regular faculty are paid at the adjunct rate for all LHE's beyond 15 per semester or 30 per academic year. Upon approval by the Chair, full-time regular faculty may accept an overload up to six (6) LHE's each fall and spring semester for additional compensation. The Dean must approve any overload over six (6) LHE's. The Vice President for Academic Affairs must approve any overload over eleven (11) LHE's. Since this is extra work for extra pay, faculty members are expected to perform all regular duties and responsibilities and still maintain the quality of instruction and services.

In the event of an overload assignment in excess of sixteen (16) LHE's, request for approval must be submitted through a justification memo and Action Plan to the Vice President for Academic Affairs for consideration. Loads of this magnitude will only be approved for one semester and if no other reasonable alternative is available.

Degree	LHE Rate
Associate	$480
Bachelor	$525
Master	$650
Doctorate	$750

SUMMER FACULTY PAY RATES
FY 2015-2016
(Reference Board Policy 3803)

Rates per Lecture Hour Equivalent (LHE) for FY 2015 - 2016

Degree	Adjunct	FT Regular
Associate	$480	$575
Bachelor	$525	$625
Master	$650	$675
Doctorate	$750	$750

Full-time regular faculty will be compensated for the first twelve (12) Lecture Hour Equivalents (LHE's) of instruction during the summer at FT Regular rates. All LHE's in excess of twelve (12) will be paid at adjunct rates. All teaching loads in excess of 9 LHE's during Summer I, Summer II, or Summer III sessions, must be approved in advance by the Dean and the Vice President for Academic Affairs. In addition, teaching loads in excess of 15 LHE's during the combined Summer Sessions (I, II, III) must be approved in advance by the Dean and the Vice President for Academic Affairs. Loads of this magnitude during Summer I, II, or III will only be approved if no other reasonable alternatives are available.

Full Time Faculty Summer Teaching Assignment

Per Summer Session Course Assignment Summer I, II, III	Combined Summer Sessions Course Assignment Summer I, II, III	Approval Process
Up to 6		Department Chair
Up to 9		Department Chair
Over 9		Preapproval Division Dean and Vice President
Over 12 Only emergency situations		Preapproval Division Dean and Vice President for Academic Affairs
	Over 15 Only emergency situations	Preapproval Division Dean and Vice President for Academic Affairs

Adjunct Faculty Summer Teaching Assignment

During the summer, adjunct faculty may teach up to a total of two courses. This total includes all courses taught during Summer Session I, II, and III.

NURSING AND ALLIED HEALTH
SUMMER EXTENSION AND FACULTY LOAD
FY 2015-2016

Nursing and Allied faculty are hired with 9 month contracts with required teaching load of 15 LHE per Fall and Spring semester (16 weeks). Because some programs run year round, faculty are given extensions for the summer to assure courses are covered during the summer with required teaching load of 12 LHEs for long summer session (12 weeks). The following is a breakdown of the required summer load for each extension.

Summer Extension			**Required Load**
Months	Weeks	Days	LHE
1 months	4 - 5 weeks	June 1 – June 30	4 LHE
$1^{1/2}$ months	6 weeks	College Calendar Summer I or II session	6 LHE
2 months	8-9 weeks	June 1 – July 31	8 LHE
3 months	12 weeks	College Calendar Summer III session	12 LHE

Faculty with summer extensions are expected to work as per the table above. All LHE's above the required load will be considered overload.

DUAL ENROLLMENT SALARY PLAN
COMPENSATION AND COURSE RELEASE
FY 2015-2016

College Faculty Teaching Dual Enrollment courses:

Faculty, employed with the College, who have been assigned to teach dual enrollment in partnership with a participating school district.

Compensation: No extra compensation for teaching dual enrollment course(s) except a) when required to teach extra days, or b) in the case of an overload of students exceeding the class size enrollment maximum.

a. The extra day(s) are paid at a rate using the following formula:

   (Base Salary¸166) x (number of additional days as required by public school schedule) = amount of additional pay

b. The over the class size limit is calculated using the following formula:

   (Number of students over the class limit ÷ class limit) x (number of course LHEs) x ($650 for Master's or $750 for doctorate) = amount of additional pay

Dual Enrollment Faculty:

Teachers, employed with a participating school district, who are not on the College's board approved staffing plan, and who have been approved by the College to teach approved college courses.

Compensation: $350 per section, per semester, on the last business day of the month following the end of the South Texas College's semester or term.

ASSISTANT DEAN
COMPENSATION AND COURSE RELEASE
FY 2015-2016

Assistant Dean		
Course Release Percentage	**Administrative Hours**	**Stipend**
Fall and Spring Semester		
80%	32 per week	$500 per month
Summer Session (III)		
0	20 per week	$1,000 per month

Compensation:

- Release Time
  - Assistant Deans will receive 80% course release and will teach one course during Fall and Spring semester. Assistant Dean will not be required to teach during summer session.

- Stipend:
  - Fall and Spring semesters: $500 per month
  - Summer Session (III): $1,000 per month

- Administrative hours:
  - Assistant Deans will be required to submit documentation regarding administrative hours to the respective Dean.

- Overload:
  - Assistant Dean will require Dean approval for teaching over 6 LHEs during fall and spring semester and combined summer sessions.

GUIDELINES FOR DEPARTMENT / PROGRAM CHAIR COMPENSATION AND COURSE RELEASE FALL AND SPRING SEMESTERS FY 2015-2016

Workforce Chair		
Number of Sections	**Course Release Percentage**	**Administrative Hours**
1-20	40%	16
21-40	60%	24
41-79	80% Plus One Assistant Chair	32
80+	80% Plus One Assistant Chair	32

Note: Each Workforce Chair will be required to teach a minimum of one course each Fall and Spring semester.

Academic Chair		
Number of Sections	**Course Release Percentage**	**Administrative Hours**
1-40	40%	16
41-80	60%	24
81-120	80%	32
121-159	80% Plus One Assistant Chair	32

Note: Each Academic Department Chair will be required to teach a minimum of one course each Fall and Spring semester.

- Department/Program Chairs will require Dean approval for teaching over 6LHes during Fall and Spring semester. Overloads in excess of 6LHEs, will require advance approval from the Dean and the Vice President for Academic Affairs.
- Chairs will be required to submit documentation regarding administrative hours to the respective Dean
- Department/Program Chairs receive a $200 per month stipend during the fall and spring semesters

Assistant Chair: The assistant chair is appointed by the Department Chair with Dean's approval and is compensated by a non-teaching assignment (3 LHEs per semester). The assignment period is for one semester.

GUIDELINES FOR DEPARTMENT / PROGRAM CHAIR SUMMER COMPENSATION SUMMER I & II OR SUMMER II FY 2015-2016

Workforce Program Chairs		
Sections	**Administrative Hours per week**	**Stipend**
1-5	5	$600
6-10	10	$1,200
11-24	15	$1,800
25+	20	$2,400

Academic Department Chair		
Sections	**Administrative Hours per week**	**Stipend**
1-9	5	$600
10-29	10	$1,200
30-49	15	$1,800
50+	20	$2,400

Note: These guidelines apply to chairs with 9-month contracts.

- Chairs will be required to submit documentation regarding administrative hours to the respective Dean.
- Chairs compensated on the $600 per summer session will not be required to submit documentation on administrative hours.
- Chairs requesting to exceed the Allowed Teaching Load (above 12 LHEs) will require advance approval by the Dean and the Vice President for Academic Affairs.

COMPENSATION FOR EXTERNAL LEARNING EXPERIENCES / CAPSTONES (PRACTICUMS – INTERNSHIPS – CO OPS – CLINICALS) FY 2015-2016

Compensation for External Learning Experiences/Capstones

Scope of responsibilities and expected duties for faculty supervising external learning experiences:

A. Faculty will be responsible for utilizing the following forms and maintaining a file for each participating student:

- External Experience Agreement Form (Site Agreement) for use with external agencies / industries / businesses.
- Student Learning Plan detailing intended student learning outcomes.
- Contact Report form, documentation of conferences and phone / email correspondence).
- Agency Supervisor's Evaluation of Student Performance.
- Student's Performance Self Evaluation.
- Faculty Summary Conference on Overall Student's Performance Evaluation
- Student's Evaluation of affiliation site.
- Daily Log form.

B. Faculty will be responsible for accomplishing the following activities for each practicum / internship / coop / or clinical supervised:

- Identify students and place them in an appropriate external agency / industry / business setting
- Monitor student completion of Student Learning Plan objectives using the individual NAH program's form returned to the instructor on regular basis (timeframe determined by program) by each student and the in-term performance evaluations and action plan developed in consultation with agency supervisor and student.
- Conduct a minimum of two documented contacts with the agency / industry / business, with at least one visit per practicum period per site, using the individual NAH program's form to:
  - Monitor student performance
  - Monitor employer and student satisfaction
  - Monitor compliance with practicum / internship / coop / clinical guidelines by student and employer.
  - Collect completed agency supervisor and student evaluation forms.
- Maintain appropriate documentation / files of student activities, progress, and demonstration of competencies.
- Assess student performance on the external learning experience and assign grades.

COMPENSATION FOR EXTERNAL LEARNING EXPERIENCES / CAPSTONES (PRACTICUMS – INTERNSHIPS – CO OPS – CLINICALS) FY 2015-2016

C. Load for faculty supervising external learning experiences in the Business and Technology Division, Bachelor Programs, and the Child Development Programs and Sign Language Interpreter programs in the Liberal Arts and Social Science Division will be based on enrollment in the course according to the following guidelines:

- ½ LHE for student enrollment of 1-2 students and weekly conferences.
- 1 LHE for student enrollment of 3-5 students and weekly conferences.
- 2 LHEs for student enrollment of 6-10 students and weekly conferences.
- 3 LHEs for student enrollment of 11-15 students and weekly conferences.
- 4 LHEs for student enrollment of 16-20 students and weekly conferences.
- 5 LHEs for enrollment of 21 or more students and weekly conferences.
- Assignment of faculty load for external learning experiences will be made in a manner that will not increase the college's cost for the total number of students registered for the course, (i.e. 15 students warrants a total compensation of 3 LHEs. The assignment may be for 1 faculty member or divided equally among as many as 3 faculty members, such as 15 students to one faculty member for a load of 3 LHEs, 5 each to 3 faculty members for a load of 1 LHE each, or 10 to one faculty member for a load of 2 LHEs and 5 to a second faculty member for a load of 1 LHE.
- Mileage reimbursement for all visits to the job sites will be at the college approved mileage reimbursement rate.

COMPENSATION FOR EXTERNAL LEARNING EXPERIENCES / CAPSTONES (PRACTICUMS – INTERNSHIPS – CO OPS – CLINICALS) FY 2015-2016

D. Load for faculty supervising external learning experiences in Nursing/Allied Health programs will be based as follows:

Program	Lecture @ 1 LHE per 1 contact hour of lecture	Lab @ 0.67 LHE per 1 contact hour of Lab	Clinical @ 0.80 LHE per 1 contact hour of Clinical providing 100% onsite supervision of students	Clinical @ 0.80 LHE per 1 contact hour for Preceptor Clinical for supervision of 20-24 students and 20-24 preceptors at 5 clinical sites; on-call 24 hours/day-7 days/week. Must be available to students and preceptors on rotating shifts that include nights and weekends	Practicum @ 0.67 per 1 contact hour providing daily on-site supervision of students between 2-3 affiliation sites/class period
ADN	X	X	X	X	n/a
EMT	X	X	X	n/a	X
HMAS	X	X	n/a	n/a	*
MAT	X	X	n/a	n/a	*
OTA	X	X	n/a	n/a	n/a
PCA	X	X	X	n/a	n/a
Pharmacy	X	X	n/a	n/a	*
PTA	X	X	n/a	n/a	n/a
Radiology	X	X	n/a	n/a	X
Respiratory	X	X	X	n/a	X
VN	X	X	X	n/a	n/a

COMPENSATION FOR EXTERNAL LEARNING EXPERIENCES / CAPSTONES (PRACTICUMS – INTERNSHIPS – CO OPS – CLINICALS) FY 2015-2016

*Load for faculty supervising external learning experiences in the Health and Medical Administrative Services, Pharmacy, and Medical Assistant Technology Programs in the Nursing and Allied Health Division will be based on enrollment in the course according to the following guidelines:

- ½ LHE for student enrollment of 1-2 students and weekly conferences
- 1LHE for student enrollment of 3-5 students and weekly conferences
- 2 LHE for student enrollment of 6-10 students and weekly conferences
- 3 LHE for student enrollment of 11-15 students and weekly conferences
- 4 LHE for student enrollment of 16-20 students and weekly conferences
- 6 LHE per 16 OTA/PTA practicum students in individual affiliation sites; must visit student on site during semester, have weekly direct conference with each student, and maintain documentation according to accreditation standards.
- Assignment of faculty load for external learning experiences will be made in a manner that will not increase the College's cost for the total number of students registered for the course, (i.e., 15 students warrants total compensation of 3 LHE's.) The assignment may be for 1 faculty member or divided equally among as many as 3 faculty members, such as 15 students to one faculty member for a load of 3 LHE's, 5 each to 3 faculty members for a load of 1 LHE each, or 10 to one faculty member for a load of 2 LHE's and 5 to a second faculty member for a load of 1 LHE.
- Mileage reimbursement for all visits to the job sites will be at the College approved mileage reimbursement rate.

ADN Preceptor Coordinator – 4LHE's

- Responsible for planning, coordinating, facilitation, administration, and monitor activities on behalf of the academic program and in coordination with clinical preceptors.

OTA Fieldwork Coordinator – 4 LHE's

- Plans, coordinates, and documents Fieldwork placements for approximately 18-20 students for OTHA-2160 Clinical (20 placements), OTHA 2366 (20 placements) and OTHA 2367 (20 placements). In addition, the Fieldwork Coordinator is responsible for the program's compliance with fieldwork education requirements.

Pharmacy Technology Clinical Education Director – 4 LHE's

- Responsible for administration, planning, development, and evaluation of general effectiveness of clinical sites, preceptors and experiences for students enrolled in the pharmacy technology program according to accreditation standards.

COMPENSATION FOR EXTERNAL LEARNING EXPERIENCES / CAPSTONES (PRACTICUMS – INTERNSHIPS – CO OPS – CLINICALS) FY 2015-2016

PTA Academic Coordinator of Clinical Education Director (ACCE) – 4 LHE's

- Responsible for planning, coordinating, continuous review, facilitation, administration, and monitoring activities on behalf of the academic program and in coordination with academic and clinical faculty. In addition, the ACCE is responsible for the ongoing development of clinical education faculty and the program's compliance with CAPTE accreditation requirements related to clinical education.

Respiratory Therapy Clinical Education Director – 4 LHE's

- Responsible for organization, administration, continuous review, planning, development, and general effectiveness of clinical experiences for students enrolled in the respiratory care program.

COMPENSATION FOR LARGE & SMALL CLASSES
BACHELOR PROGRAMS, SUBSTITUTE PAY, AND GUIDED SELF STUDIES
FY 2015-2016

COMPENSATION FOR LARGE AND SMALL CLASSES

1. Compensation for faculty who teach large classroom-based classes:

- 0 – 40 students — No additional compensation
- 41 students and above — Pro-rated pay for a one course overload based upon the number of students enrolled on census date and the faculty member's credentials. (Not to exceed the adjunct rate for an additional course)

  Example: 52 students in a 3 LHEs course taught by a Master's degreed faculty would be compensated at 12 ÷ 40 x 3 LHEs x $650 = $585.00

2. Compensation for faculty who teach large lab-based classes:

- 0 – 36 students — No additional compensation
- 37 students and above — Pro-rated pay for a one course overload based upon the number of students enrolled on census date and the faculty member's credentials.

  Example: 42 students in a 4.68 LHE lab course taught by a Master's degreed faculty would be compensated at 6 ÷ 36 x 4.68 LHEs x $650 = $506.99

3. Distance Education – Large Enrollment classes:

- 0 – 28 students — No additional compensation
- 29 students and above — Pro-rated pay for a one course overload based upon the number of students enrolled on census date and the faculty member's credentials. (Not to exceed the adjunct rate for an additional course)

  Example: 31 students in a 3 LHEs class taught by a Master's degreed faculty would be compensated at 3 ÷ 28 x 3 LHEs x $650 = $216.00

4. Compensation for Low Enrollment in Required Core Classes:

Required Core Curriculum classes (ENGL 1301, ENGL 1302, HIST 1301, HIST 1302, HIST 2327, HIST 2328, GOVT 2305, GOVT 2306) with low enrollment (fewer than 15 students on the first class meeting date) will result in pro-rated LHE'S and compensation for faculty. Exceptions will require Division Dean and Vice President for Academic Affairs approval. These courses will not be a part of the faculty member's 15 LHEs required load.

LHEs will be pro-rated as follows:

- Pro-rated LHEs for a one course overload based on the number of students enrolled on first class meeting date.

  Example: 12 students in a 3 LHE class: LHE would be pro-rated as follows: (12 ÷ 15) x 3 LHEs = 2.4 LHE's.

  Compensation will be pro-rated as follows:

- Pro-rated pay for a one course overload based on the pro-rated LHEs and the faculty member's credentials.

  Example 1: 12 students in a 3 LHE class taught by a Master's degreed faculty would be compensated at 2.4 LHEs x $650 = $1,560.00

  Example 2: 12 students in a 3 LHE class taught by a Ph.D.'s degreed faculty would be compensated at 2.4 LHEs x $750 = $1,800.00

5. Compensation for Low Enrollment in Developmental, Field of Study, Elective Core Classes, Freshmen/Sophomore (Non-Core), and Lab-Based Classes:

Classes with low enrollment (fewer than 12 students on the first class meeting date), regardless of instructional medium, will result in pro-rated LHEs and compensation for faculty. Exceptions will require Division Dean and Vice President for Academic Affairs approval. These courses will not be a part of the faculty member's 15 LHEs required load.

LHEs will be pro-rated as follows:

- Pro-rated LHEs for a one course overload based on the number of students enrolled on first class meeting date.

  Example: 9 students in a 3 LHE class: LHE would be pro-rated as follows: (9÷ 12) x 3 LHEs = 2.25 LHE's.

Compensation will be pro-rated as follows:

- Pro-rated pay for a one course overload is based on the pro-rated LHEs and the faculty member's credentials.

  Example 1: 9 students in a 3 LHE class taught by a Master's degreed faculty would be compensated at 2.25 LHEs x $650 = $1,462.50)

  Example 2: 9 students in a 3 LHE class taught by a Ph.D. faculty would be compensated at 2.25 LHEs x $750 = $1,687.50)

BACHELOR PROGRAM

1. Low Enrollment in Junior and Senior Level Classes:

Classes with low enrollment (fewer than 8 students on the first class meeting date), regardless of instructional medium, will result in pro-rated LHEs and compensation for faculty. Exceptions will require Division Dean and Vice President for Academic Affairs approval. These courses will not be a part of the faculty member's 15 LHEs required load.

LHEs will be pro-rated as follows:

- Pro-rated LHEs for a one course overload based on the number of students enrolled on first class meeting date.

  Example: 6 students in a 3 LHE class: LHE would be pro-rated as follows: (6÷ 8) x 3 LHEs = 2.25 LHE's.

  Compensation will be adjusted as follows:

- Pro-rated pay for a one course overload is based on the pro-rated LHEs and the faculty member's credentials.

  Example: 6 students in a 3 LHE class taught by a Doctorate degreed faculty would be compensated at 2.25 LHEs x $750 = $1,687.50)

2. Competency Based (CB) Freshman and Sophomore Classes:

Number of Students		Compensation*
01 – 05	–	1 LHE
06 – 10	–	2 LHE
11 – 15	–	3 LHE
16 – 25	–	4 LHE

*** Compensation based on Adjunct Faculty Rate**

Faculty assigned to teach BAS-OL competency courses will be responsible for accomplishing the following activities:

- All new faculty, without exception, will attend the New Faculty Orientation for OL program.
- Faculty will develop and provide an orientation session to students enrolled in the assigned competency course.
- Faculty will monitor student progress toward completion of required competencies in the course and provide proactive assistance to students to ensure timely completion of the competencies of the course.
- Faculty will assist students as issues come up with the online platform that supports the course competencies.
- Faculty will report Course Learning Outcomes for each course to the college at the end of each 7-weeks term.
- Faculty will review course competencies and provide recommendations to enhance the competencies and learning outcomes established in their courses
- Faculty will monitor student participation and report on student attendance by the assigned deadlines through designated college channels.
- Faculty teaching upper level competency course will ensure that artifacts from upper level courses are developed for inclusion in student's e-portfolio.
- Faculty will maintain a minimum of 1 regularly scheduled and posted office hour per instructional week.
- Office hours, office location, and instructor phone number must be publicized to students through the course handouts/syllabus and must also be posted each semester.
- Faculty are required to attend and participate in scheduled activities during the period of their appointment with the BASOL Program.
- Faculty are expected to demonstrate knowledge of and proficiency with technology used in competency based modalities.

- Faculty will inform department chair to place a textbook on reserve in the appropriate campus library for each class instructed.
- Faculty should be aware of all relevant dates in the BASOL program, and understand that they diverge from the dates that are applicable to conventional classes and activities

SUBSTITUTE PAY

Substitute pay for qualified faculty will be calculated based on the following two steps.

Step 1: Determine the Hourly Rate

In accordance with policy, qualified substitutes will be paid by the College at the **Adjunct Rates per Lecture Hour Equivalent,** in accordance with their educational level. Below are the Adjunct LHE Rates as per the Faculty Pay Plan:

Degree	Adjunct LHE Rate
Certificate	$360
Associate	$480
Bachelor	$525
Master	$650
Doctorate	$750

Step 2: Determine the Total Amount to be Paid

To determine the amount to be paid for a substitute, the following formula should be used:

Number of classes substituted / Total semester class meetings (minus finals week)	**X**	Total LHE's assigned to the course	**X**	Adjunct LHE rate based upon credentials	Pay Amount

Examples:

A Master's degree faculty member substituting for a Developmental English course would be paid as follows, assuming 2 of 30 classes substituted; a 3.67 LHE course; and an adjunct pay rate of $650.

2 / 30=.06666667	**X**	**3.67**=.24	**X**	**$650**	= $**156**

A doctorate degree faculty member substituting for an Academic English course would be paid as follows, assuming 4 of 30 classes substituted; a 3.00 LHE course; and an adjunct pay rate of $750.

4 / 30=.1333333	**X**	**3.00**=.40	**X**	**$750**	= $**300**

GUIDED SELF STUDIES

Guided Self-Studies (GSS) is an educational alternative in which traditional courses are taught in a non-traditional setting. Guided Self Studies are self-paced open entry/open exit courses offered by programs to meet a unique curriculum and graduation requirement for our students.

Number of Students	*Compensation of GSS course based on the compensation of a regular course
01 – 03	25%
04 – 06	50%
07 – 11	75%
12 – 15	100%

* Compensation based on Adjunct Faculty Rate.

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Academic Grants and Projects Officer	Professional/Technical Exempt - G
Academies Specialist	Professional/Technical Non-Exempt - B
Accountability Analyst	Professional/Technical Exempt - B
Accountability Assistant	Classified - G
Project Manager - Accountability	Professional/Technical Exempt - E
Academic Coach	Professional/Technical Exempt - D
Accountant	Professional/Technical Non-Exempt - D
Accounting Assistant	Classified - G
Accounting Group Manager	Professional/Technical Exempt - F
Accounting Group Supervisor	Professional/Technical Exempt - E
Accounting Specialist	Professional/Technical Non-Exempt - B
ADA Counselor	Professional/Technical Exempt - C
ADA Secretary	Classified - B
Administrative Assistant	Classified - F
Administrative Specialist for Board Relations	Professional/Technical Non-Exempt - D
Administrator for High School Programs and Services	Administrative - C
Admissions Specialist	Professional/Technical Non-Exempt - B
Admissions Technician	Classified - A
Advising Specialist	Professional/Technical Non-Exempt - A
Advisor	Professional/Technical Non-Exempt - B
Application Development Manager	Professional/Technical Exempt - G
Applications Analyst I	Professional/Technical Non-Exempt - B
Applications Analyst II	Professional/Technical Non-Exempt - E
Applications Analyst III	Professional/Technical Exempt - F
Applications Specialist	Professional/Technical Non-Exempt - B
Art Gallery Associate	Professional/Technical Non-Exempt - B
ASL Interpreter	Professional/Technical Exempt - C
Assistant Chief Information Officer for Infrastructure	Administrative - D
Assistant Chief Information Officer for Software Development	Administrative - D
Assistant Childcare Center Manager	Professional/Technical Non-Exempt - B
Assistant Director of Human Resources	Administrative - A

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Assistant Director of Facilities Operations and Maintenance	Administrative - A
Assistant Director of Public Relations and Marketing	Administrative - A
Assistant President for Public School Relations and Partnerships	Administrative - E
Assistant Vice President for Strategic Initiatives	Administrative - E
Assistant Vice President for Academic Advancement	Administrative - E
Associate Comptroller	Administrative - B
Associate Dean of Community Engagement and Workforce Development	Administrative - C
Associate Dean of Curriculum and Student Learning	Administrative - C
Interim Associate Dean of Industry Training and Economic Development	Administrative - C
Associate Dean of Institutional Research & Effectiveness	Administrative - C
Associate Dean of Professional and Organizational Development	Administrative - C
Associate Dean of Student Financial Services, Testing & Veterans Affairs	Administrative - C
Associate Director of Purchasing	Administrative - B
Benefits and Payroll Manager	Professional/Technical Exempt - F
Benefits Specialist	Professional/Technical Non-Exempt - B
Biomedical Instructional Technologies Specialist	Professional/Technical Non-Exempt - B
Bus Driver	Classified - E
Business Systems Analyst	Professional/Technical Exempt - E
Buyer	Professional/Technical Exempt - B
Campus Administrator of Starr County Campus	Administrative - B

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Campus Administrator of Mid Valley Campus	Administrative - B
Career and Placement Specialist	Professional/Technical Non-Exempt - B
Career Pathways Specialist	Professional/Technical Non-Exempt - B
Carpenter	Classified - C
Cashier	Classified - C
Cashier Customer Service Specialist	Professional/Technical Non-Exempt - B
Cashier II	Classified - D
Cashier III	Classified - E
Certified Lab Assistant	Professional/Technical Non-Exempt - B
Chief Information Security Officer	Administrative - D
Chief Information Officer	Administrative - E
Chief of Police and Director of Safety and Security	Administrative - E
Child Development Center Teacher	Professional/Technical Non-Exempt - A
Childcare Center Manager	Professional/Technical Exempt - D
Childcare Services Developer	Professional/Technical Exempt - C
Centers for Learning Excellence Manager	Professional/Technical Non-Exempt - C
Client Services Analyst	Professional/Technical Exempt - E
Client Services Specialist	Professional/Technical Non-Exempt - B
Clinical Affairs Specialist	Professional/Technical Non-Exempt - B
Collection Specialist	Professional/Technical Non-Exempt - B
College Connection Specialist/Recruiter	Professional/Technical Non-Exempt - B
College President	Executive - C
Community Engagement and Workforce Education Specialist	Professional/Technical Non-Exempt – B
Compliance Assistant	Classified – C
Compliance Technician	Classified – G
Comptroller	Administrative - E

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Computer Services Analyst I	Professional/Technical Non-Exempt - D
Computer Services Analyst II	Professional/Technical Non-Exempt - E
Computer Services Specialist	Professional/Technical Non-Exempt - B
Continuing Education Trainer	Professional/Technical Exempt - B
Coordinator for Continuing Education	Professional/Technical Exempt - C
Continuing Education Operations Officer	Professional/Technical Exempt - E
Contract Specialist	Professional/Technical Non-Exempt - B
Contracts Manager	Professional/Technical Exempt - E
Cook	Classified - A
Cook II	Classified - B
Coordinator of CLE Technologies	Professional/Technical Exempt - D
Coordinator for CTE-Early College High Schools	Professional/Technical Exempt - C
Coordinator of High School Programs	Professional/Technical Exempt - C
Coordinator for Human Resources	Professional/Technical Exempt - C
Coordinator for Professional & Organizational Development	Professional/Technical Exempt - D
Coordinator of Scholarships	Professional/Technical Exempt - B
Coordinator of Student Activities and First Year Experience	Professional/Technical Exempt - D
Coordinator of Student Activities and Wellness	Professional/Technical Exempt - D
Coordinator of ADA Services	Professional/Technical Exempt - E
Coordinator of Advisement	Professional/Technical Exempt - D
Coordinator of Career Services	Professional/Technical Exempt - C
Coordinator of College Connections	Professional/Technical Non-Exempt - C
Coordinator of Compliance	Professional/Technical Non-Exempt - C
Coordinator of Distance Ed Technologies	Professional/Technical Exempt – C
Coordinator of Dual Enrollment	Professional/Technical Exempt - D

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Coordinator of Early College High Schools	Professional/Technical Exempt - D
Coordinator of Employer Services	Professional/Technical Exempt - C
Coordinator of Events	Professional/Technical Non-Exempt - C
Coordinator of Faculty Advising (Grant Funded)	Professional/Technical Exempt - D
Coordinator of Federal Programs	Professional/Technical Exempt - C
Coordinator of Judicial Affairs/Ombudsperson	Professional/Technical Non-Exempt - C
Coordinator of Learning Support	Professional/Technical Exempt - D
Coordinator of Open Labs	Professional/Technical Exempt - C
Coordinator of Public Relations	Professional/Technical Non-Exempt - C
Coordinator of Publications	Professional/Technical Exempt - C
Coordinator of Records	Professional/Technical Exempt - C
Coordinator of Special Advising	Professional/Technical Exempt - C
Coordinator of Scholarships	Professional/Technical Exempt - B
Coordinator of State & Third Party Programs	Professional/Technical Exempt - C
Coordinator of Student Financial Services	Professional/Technical Exempt - C
Coordinator of Supplemental Instruction	Professional/Technical Exempt - D
Coordinator of Testing Services	Professional/Technical Exempt - E
Coordinator of Theater Support Services	Professional/Technical Non-Exempt - C
Coordinator of Valley Scholars Program	Professional/Technical Exempt - E
Coordinator of Veteran Enrollment Services	Professional/Technical Exempt - C
Coordinator of Veteran Recruitment & Engagement	Professional/Technical Non-Exempt - C
Coordinator of Wellness Center	Professional/Technical Non-Exempt - B
Copy Writer	Professional/Technical Non-Exempt – C
Counselor	Professional/Technical Exempt - C
Course Development Specialist	Professional/Technical Non-Exempt - B
Curriculum and Scheduling Coordinator	Professional/Technical Exempt - D

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Curriculum Specialist	Professional/Technical Non-Exempt - B
Custodial Manager	Professional/Technical Exempt - E
Custodian	Classified - A
Customer Service Technician	Classified - A
Data Management Coordinator	Professional/Technical Non-Exempt - D
Data Specialist	Professional/Technical Non-Exempt - B
Database Analyst III	Professional/Technical Exempt - G
Database and Systems Manager	Professional/Technical Exempt - G
Dean for Business & Technology	Administrative - E
Dean for Liberal Arts and Social Sciences	Administrative - E
Dean for Math, Science & Bachelor Programs	Administrative - E
Dean for Nursing and Allied Health	Administrative - E
Dean of Continuing Professional and Workforce Education	Administrative - E
Dean of Distance Learning	Administrative - D
Dean of Enrollment Services & Registrar	Administrative - D
Dean of Library and Learning Support Services	Administrative - D
Dean of Student Affairs	Administrative - D
Developmental Lab Technician	Classified - D
Director of Academies and High School Projects	Administrative - C
Director of Accountability Services	Administrative - B
Director of Career and Employer Services	Administrative - B
Director of Centers for Learning Excellence	Administrative - B
Director of Degree and Certificate Completion	Administrative - B
Director of College and Career Preparation	Administrative - B
Director of College Connections & Admissions for Dual Enrollment	Administrative - B

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Director of College Connections & Admissions for Traditional Students	Administrative - B
Director of Comprehensive Advisement & Mentoring Services	Administrative - B
Director of Counseling	Administrative - C
Director of Early College High Schools	Administrative - B
Director of Facilities Operations and Maintenance	Administrative - D
Director of Facilities Planning & Construction	Administrative - D
Director of Food Services	Administrative - B
Director of Fundraising	Administrative - C
Director of Fundraising and Legislative Affairs	Administrative - B
Director of Grant Development, Management, and Compliance	Administrative - B
Director of Human Resources	Administrative - D
Director of Institutional Effectiveness & Assessment	Administrative - B
Director of Instructional Technologies	Administrative - B
Director of Judicial Affairs	Administrative - B
Director of Learning Commons and Open Labs	Administrative - C
Director of Library Public Services	Administrative - B
Director of Library Technical Services	Administrative - B
Director of Professional and Workforce Education	Administrative - B
Director of Public Relations & Marketing	Administrative - C
Director of Purchasing	Administrative - C
Director of Research & Analytical Services	Administrative - D
Director of Student Accounts and Bursar	Administrative - B
Director of Student Activities & Wellness	Administrative - B

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Director of Student Financial Services	Administrative - B
Director of Testing Services	Administrative - B
Dispatcher	Professional/Technical Non-Exempt - A
Distance Education Media Technician	Professional/Technical Non-Exempt - B
Distance Education Technologies Specialist	Professional/Technical Non-Exempt - B
Distance Learning Media Manager	Professional/Technical Exempt - E
Distribution Services Specialist	Professional/Technical Non-Exempt - B
Document Management Specialist	Professional/Technical Non-Exempt - B
Dual Credit Records and Registration Specialist	Professional/Technical Non-Exempt - B
Dual Credit Success Specialist	Professional/Technical Non-Exempt - B
Dual Credit Testing Specialist	Professional/Technical Non-Exempt - B
Dual Enrollment Planning & Scheduling Manager	Professional/Technical Exempt - E
Dual Enrollment Workforce Programs Specialist	Professional/Technical Non-Exempt - B
Dual Enrollment Program Specialist	Professional/Technical Non-Exempt - B
Dual2Degree Specialist	Professional/Technical Non-Exempt - B
Early Childhood Educator I	Classified - A
Early Childhood Educator II	Professional/Technical Non-Exempt - B
Early College High School Specialist	Professional/Technical Non-Exempt - B
Electrician	Classified - G
Electrician Supervisor	Professional/Technical Non-Exempt - C
Employee Relations Officer	Administrative - C
EMT Licensed Lab Assistant	Professional/Technical Non-Exempt - B
Energy Management Specialist	Professional/Technical Non-Exempt – B
Executive Administrative Assistant	Professional/Technical Non-Exempt - C
Executive Assistant to the President	Professional/Technical Non-Exempt - D
Executive Officer for Workforce Development and External Affairs	Executive - B

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Executive Vice President for Student Success	Executive - D
Facilities Planning & Construction Accounts Assistant	Classified - E
Facilities Planning & Construction Accounts Specialist	Professional/Technical Non-Exempt - B
Facilities Planning & Construction Project Manager	Professional/Technical Exempt - F
Facilities Planning & Construction Space Management Specialist	Professional/Technical Non-Exempt - B
Faculty Secretary	Classified - A
FAS Reporting Coordinator	Professional/Technical Non-Exempt - C
FAS Support Specialist	Professional/Technical Non-Exempt - B
Financial Aid Specialist	Professional/Technical Non-Exempt - B
Financial Aid Outreach Specialist	Professional/Technical Non-Exempt - B
Financial Aid Technician	Classified - B
Financial Analyst	Professional/Technical Exempt - E
Fixed Assets & Receiving Assistant	Classified - F
Fixed Assets & Receiving Technician	Classified - A
Fixed Assets Specialist	Professional/Technical Non-Exempt - B
Food Services Manager/Cook	Professional/Technical Exempt - A
Gallery Assistant	Classified - B
General Services Assistant	Classified - C
General Services Technician	Classified - A
Grant Development Officer	Professional/Technical Exempt - E
Grants and Contracts Compliance Manager	Professional/Technical Exempt – E
Grants and Contracts Compliance Specialist	Professional/Technical Non-Exempt - B
Graphic Designer I	Professional/Technical Non-Exempt - A
Graphic Designer II	Professional/Technical Non-Exempt - B

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Graphics and Multimedia Specialist	Professional/Technical Non-Exempt - B
Grants and Contracts Compliance Officer	Professional/Technical Exempt - G
Help Desk Specialist	Professional/Technical Non-Exempt - B
Human Resources Faculty Staffing Specialist/Evaluator	Professional/Technical Non-Exempt - C
Human Resources Payroll Specialist	Professional/Technical Non-Exempt - B
Human Resources Staffing Specialist	Professional/Technical Non-Exempt - B
Human Resources Assistant	Classified - C
Human Resources Specialist	Professional/Technical Non-Exempt - B
HVAC Supervisor	Professional/Technical Non-Exempt - C
Information Security Analyst	Professional/Technical Exempt - E
Information Technology Risk and Security Manager	Professional/Technical Exempt - G
Informational Writer	Professional/Technical Non-Exempt - B
Institutional Effectiveness Analyst	Professional/Technical Exempt - C
Institutional Effectiveness Specialist	Professional/Technical Non-Exempt - C
Institutional Research Analyst	Professional/Technical Exempt - D
Instructional Technologies Assistant I	Classified - C
Instructional Technologies Assistant II	Classified - D
Instructional Technologies Assistant III	Classified - E
Instructional Technologies Managed Services Specialist	Professional/Technical Exempt - C
Instructional Technologies Specialist	Professional/Technical Non-Exempt - C
Instructional Technologies Technician	Classified – C
Interim Vice President of Academic Affairs	Executive - C
Internal Auditor	Professional/Technical Exempt - E
Interpreter	Professional/Technical Exempt - C
Interim Vice President of Student Affairs & Enrollment Management	Executive - C

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Job Coach	Classified - B
Lab Assistant - AOC	Classified - B
Lab Assistant - Automotive	Classified - B
Lab Assistant - BCS	Classified - B
Lab Assistant - Biology	Classified - B
Lab Assistant - Business & Technology	Classified - B
Lab Assistant - CADD	Classified - B
Lab Assistant - Computer Science	Classified - B
Lab Assistant - Culinary Arts	Classified - B
Lab Assistant - ELTR	Classified - B
Lab Assistant - HVACR	Classified - B
Lab Assistant - PMT	Classified - B
Lab Assistant - Welding	Classified - B
Lab Assistant I - Computer Science	Classified - B
Lab Assistant II - Computer Science	Professional/Technical Non-Exempt - A
Lab Assistant III - Computer Science	Professional/Technical Non-Exempt - B
Lab Assistant – Mid Valley	Classified - B
Lab Assistant - NAH	Classified - B
Lab Manager	Professional/Technical Exempt - C
Lab Specialist - Biology	Professional/Technical Non-Exempt - A
Lab Specialist I - Chemistry	Professional/Technical Non-Exempt - A
Lab Specialist I - Physics	Professional/Technical Non-Exempt - A
Lab Specialist II - Open Lab	Professional/Technical Non-Exempt - B
Lab Specialist II - Biology	Professional/Technical Non-Exempt - B
Lab Specialist II - Chemistry	Professional/Technical Non-Exempt - B
Lab Specialist II - Physics	Professional/Technical Non-Exempt - B

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Lab Supervisor	Professional/Technical Non-Exempt - C
Lead Cook	Classified - C
Lead Custodian	Classified - C
Lead Custodian III	Classified - F
Lead Resource Specialist	Professional/Technical Non-Exempt - C
Learning Excellence Lab Tech	Classified - E
Learning Excellence Specialist	Professional/Technical Non-Exempt - B
Learning Outcomes Specialist	Professional/Technical Non-Exempt - B
Learning Outcomes Technician	Classified - A
Librarian I	Professional/Technical Exempt - C
Librarian II	Professional/Technical Exempt - D
Librarian III	Professional/Technical Exempt - E
Library Automated Systems and Applications Technician	Classified - E
Library Public Services Technician	Classified - A
Library Specialist	Professional/Technical Non-Exempt - B
Library Systems and Applications Specialist	Professional/Technical Non-Exempt - C
Library Technician	Classified - A
Library Technical Services Specialist	Professional/Technical Non-Exempt - B
Library Technical Services Technician	Classified - A
Licensed Lab Assistant - EMT	Professional/Technical Non-Exempt - B
Locksmith Supervisor	Professional/Technical Non-Exempt - B
Maintenance Assistant	Classified - E
Maintenance Manager	Professional/Technical Exempt - E
Maintenance Technician	Classified - F
Marketing Specialist	Professional/Technical Non-Exempt - B

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Multimedia Designer	Professional/Technical Non-Exempt - B
Network Services Analyst I	Professional/Technical Non-Exempt - C
Network Services Analyst II	Professional/Technical Non-Exempt - E
Network Services Specialist	Professional/Technical Non-Exempt - B
Nursing Lab Clinical Coordinator	Professional/Technical Exempt - D
Nursing Program Specialist	Professional/Technical Non-Exempt - B
Ombudsperson	Professional/Technical Non-Exempt - B
Open Lab Technician	Classified - E
Operations Contract Manager	Professional/Technical Exempt - E
Operations Energy Manager	Professional/Technical Exempt - E
Operations Procurement Manager	Professional/Technical Exempt - E
Painter	Classified - A
Payroll Assistant - Business Office	Classified - G
Payroll Assistant - Human Resources	Classified - G
Placement Specialist	Professional/Technical Non-Exempt - B
Plumber	Classified - A
Plumbing Supervisor	Professional/Technical Non-Exempt - C
Police Compliance Coordinator	Professional/Technical Non-Exempt - C
Police Dispatcher	Professional/Technical Non-Exempt - A
Police Lieutenant	Professional/Technical Exempt - G
Police Officer	Professional/Technical Non-Exempt - C
Police Sergeant	Professional/Technical Exempt - F
Professional Dev Designer	Professional/Technical Non-Exempt - C
Professional Development Spec	Professional/Technical Non-Exempt - B
Professional Development Trainer	Professional/Technical Non-Exempt - C
Program Developer and Coordinator	Professional/Technical Exempt - C

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Program Director	Professional/Technical Exempt - E
Project Director – HSI Grant (Grant funded)	Professional/Technical Exempt - E
Project Coordinator	Professional/Technical Exempt - C
Project Management Analyst II	Professional/Technical Exempt - C
Project Manager	Professional/Technical Exempt - E
Project Manager - Academic Affairs	Professional/Technical Exempt - E
Project Manager - Finance and Administrative Services	Professional/Technical Exempt - E
Project Manager - Technology Resources	Professional/Technical Exempt - E
Project Manager - Information Services and Planning	Professional/Technical Exempt - E
Project Manager - Office of Strategic Initiatives	Professional/Technical Exempt - E
Project Specialist	Professional/Technical Non-Exempt - B
Project Training Specialist	Professional/Technical Non-Exempt - C
Public Relations Specialist	Professional/Technical Non-Exempt - B
Purchasing Assistant	Classified - C
Purchasing Specialist	Professional/Technical Non-Exempt - B
Purchasing Technician	Classified - A
Qualitative Researcher	Professional/Technical Exempt - E
Quantitative Researcher	Professional/Technical Exempt - E
Receiving and Distribution Supervisor	Professional/Technical Exempt - E
Records & Registration Specialist	Professional/Technical Non-Exempt - B
Records Technician	Classified - A
Reporting Analyst - IEA	Professional/Technical Non-Exempt - C
Reporting Analyst I	Professional/Technical Non-Exempt - C
Reporting Analyst II	Professional/Technical Non-Exempt - D

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Residency Specialist	Professional/Technical Non-Exempt - B
Risk Manager	Professional/Technical Exempt - G
Scheduling Technician	Classified - F
Science Lab Coordinator	Professional/Technical Exempt - C
Secretary	Classified - B
Security Guard	Classified - D
Security Guard Specialist	Professional/Technical Non-Exempt - B
Security Supervisor	Professional/Technical Non-Exempt - E
Security Support Specialist	Professional/Technical Non-Exempt - B
Senior Administrative Assistant	Professional/Technical Non-Exempt - A
Senior Buyer	Professional/Technical Exempt - E
Senior Coordinator of Counseling	Professional/Technical Exempt - F
Senior Facilities Planning and Construction Project Manager	Professional/Technical Exempt - G
Senior Library Technical Services Specialist	Professional/Technical Non-Exempt - C
Simulation Lab Specialist	Professional/Technical Non-Exempt - C
Social Media Specialist	Professional/Technical Non-Exempt - A
Space Management Technician	Classified - D
Special Assistant to the President	Executive - A
Special Programs Specialist	Professional/Technical Non-Exempt - B
Staff Audit Specialist	Professional/Technical Non-Exempt - B
Staff Secretary	Classified - A
Student Conduct Specialist/Ombudsperson	Professional/Technical Non-Exempt - B
Student Activities Specialist	Professional/Technical Non-Exempt - C
Student Development Specialist	Professional/Technical Non-Exempt - B
Student Learning Assistant	Classified - C

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Student Resource Specialist	Professional/Technical Non-Exempt - B
Student Services Specialist I	Professional/Technical Non-Exempt - A
Student Services Specialist II	Professional/Technical Non-Exempt - B
Student Services Training Manager	Professional/Technical Exempt - E
Student Success Assistant	Classified - F
Student Success Specialist	Professional/Technical Non-Exempt - C
Student Success Seminar Specialist	Professional/Technical Non-Exempt - C
Survey Research Facilitator	Professional/Technical Non-Exempt - B
Systems Analyst I	Professional/Technical Non-Exempt - C
Systems Analyst II	Professional/Technical Non-Exempt - E
Systems Analyst III	Professional/Technical Exempt - F
Systems Specialist	Professional/Technical Non-Exempt - B
Technology and Client Services Manager	Professional/Technical Exempt - G
Technical Buyer	Professional/Technical Exempt - C
Technology Inventory Specialist	Professional/Technical Non-Exempt - B
Technology Specialist	Professional/Technical Non-Exempt - B
Testing Specialist	Professional/Technical Non-Exempt - B
Testing Technician	Classified - C
Theater Support Services Tech	Classified - A
Training Manager	Professional/Technical Exempt - E
Interim Training Manager	Professional/Technical Exempt - E
Training Specialist III	Professional/Technical Exempt - D
Transcript/Graduation Analyst	Professional/Technical Non-Exempt - C
University Relations and Articulation Center Officer	Professional/Technical Exempt - D
Valley Scholars Assistant	Classified - C
Vice President for Institutional Advancement	Executive - C

POSITION GRADE BY POSITION TITLE
FY 2015-2016

Position Title	Position Grade
Videographer	Professional/Technical Non-Exempt - B
Vice President for Academic Affairs	Executive - C
Vice President for Finance and Administrative Services	Executive - C
Vice President of Information Services, Planning & Strategic Initiatives	Executive - C
Vice President of Student Affairs & Enrollment Management	Executive - C
Web Application Programmer	Professional/Technical Non-Exempt - C
Web Application Specialist	Professional/Technical Non-Exempt - B
Web Coordinator	Professional/Technical Non-Exempt - D
Web Design Specialist	Professional/Technical Non-Exempt - C
Web Specialist	Professional/Technical Non-Exempt - C
Wellness Aide	Classified - B
Workforce Completion Specialist	Professional/Technical Non-Exempt - B
Workforce Contract Manager	Professional/Technical Exempt - E

SOUTH TEXAS
COLLEGE