



TEXAS
SOUTHMOST
COLLEGE

**Salary Schedule
FY 2017-2018**

Administrative and Professional Exempt

| <u>Position</u> | <u>Salary Code</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|---|--------------------|--------------------------|-----------------|----------------|
| President | | Set by Board of Trustees | | |
| Director of Associate Degree Nursing Program | 11 | \$110,956 | \$130,537 | \$150,117 |
| Vice President of Finance and Administration | | | | |
| Vice President of Information Technology | | | | |
| Vice President of Instruction | | | | |
| Vice President of Institutional Advancement & Community Relations | | | | |
| Vice President of Student Services | | | | |
| Associate Vice President of Instruction | 12 | \$72,920 | \$85,788 | \$98,656 |
| Associate Vice President of Student Services | | | | |
| Chief Human Resources Officer | | | | |
| Controller | | | | |
| Divisional Dean | | | | |
| Executive Assistant to the President | | | | |
| Executive Director of Campus Technology Services | | | | |
| Executive Director of Facilities and Physical Plant | | | | |
| Executive Director of Institutional Research and Compliance | | | | |
| Executive Director of Student Life | | | | |
| None | 13 | \$67,713 | \$79,663 | \$91,612 |
| Director of Admissions and Records | 14 | \$64,450 | \$75,824 | \$87,198 |
| Director of Business Services | | | | |
| Director of Campus Safety and Conflict Resolution | | | | |
| Director of Curriculum and Assessment | | | | |
| Director of Criminal Justice Institute | | | | |
| Director of Educational Technologies and Online Learning | | | | |
| Director of Employee Benefits and Compensation | | | | |
| Director of Energy Management and Physical Plant | | | | |
| Director of Facilities and Construction | | | | |
| Director of Financial Aid | | | | |
| Director of Institutional Effectiveness and Assessment | | | | |
| Director of Institutional Research | | | | |
| Director of Marketing and Community Relations | | | | |
| Director of Multimedia | | | | |
| Director of Network and Security Operations | | | | |
| Director of Purchasing | | | | |
| Director of Risk Management | | | | |
| Director of Recreation Center | | | | |
| Director of Special Instructional Projects | | | | |
| Director of Student Life | | | | |
| Director of Workforce Training and Continuing Education | | | | |
| Senior Cyber Security Analyst | | | | |

Administrative and Professional Exempt

| <u>Position</u> | <u>Salary Code</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|--|--------------------|----------------|-----------------|----------------|
| Networks Manager | 15 | \$61,345 | \$72,171 | \$82,996 |
| Project Administrator | 16 | \$56,965 | \$67,018 | \$77,070 |
| Accounting Supervisor Budget Supervisor Counselor Service Desk Manager | 17 | \$51,607 | \$60,715 | \$69,822 |
| Accountant Budget Analyst Early College High School Liaison Manager of Child Care Center Senior Grant Writer | 18 | \$47,923 | \$56,380 | \$64,836 |
| None | 19 | \$47,476 | \$56,022 | \$63,255 |
| Audio/Visual Production Manager Coordinator of Admissions and Dual Enrollment Coordinator of Advising and Orientation Coordinator of Conflict Resolution Coordinator of Disability Services Coordinator of Energy Management Coordinator of Financial Aid Programs Coordinator of High School Programs and Services Coordinator of Intramural Sports Coordinator of Purchasing Coordinator of Records and Contract Management Coordinator of Recreation Center Coordinator of Sponsored Programs, Grants, and Contracts Coordinator of Student Development Coordinator of Student Recruitment Coordinator of Testing Coordinator of Training and Professional Development Coordinator of Transfer, Career and Employment Services Coordinator of Veteran and Military Services | 20 | \$44,501 | \$52,354 | \$60,207 |
| Academic Advisor Student Recruitment Specialist Student Services Specialist | 21 | \$37,437 | \$44,044 | \$50,650 |

Professional and Technical Non-Exempt Salary

| <u>Position</u> | <u>Salary Code</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|---|--------------------|----------------|-----------------|----------------|
| None | 24 | \$44,501 | \$52,354 | \$60,207 |
| Human Resources Generalist Instructional Technologist Senior Administrative Assistant Research Analyst | 25 | \$40,316 | \$47,431 | \$54,545 |
| None | 26 | \$37,437 | \$44,044 | \$50,650 |
| Graphic Design and Social Media Specialist Institutional Advancement Specialist Marketing Specialist Reporting and Compliance Specialist | 27 | \$34,764 | \$40,899 | \$47,034 |

Clerical Non-Exempt

| <u>Position</u> | <u>Salary Code</u> | | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|----------------------------------|--------------------|--------|----------------|-----------------|----------------|
| Administrative Accounting Clerk | 38 | Annual | \$22,859 | \$26,894 | \$30,909 |
| Office Assistant | | Hourly | \$10.99 | \$12.93 | \$14.86 |
| Administrative Assistant | 35 | Annual | \$27,830 | \$32,760 | \$37,669 |
| | | Hourly | \$13.38 | \$15.75 | \$18.11 |
| Senior Accounting Clerk | 34 | Annual | \$29,245 | \$34,403 | \$39,562 |
| | | Hourly | \$14.06 | \$16.54 | \$19.02 |
| Admissions Specialist | 33 | Annual | \$30,722 | \$36,150 | \$41,558 |
| | | Hourly | \$14.77 | \$17.38 | \$19.98 |
| College Transition Specialist | 32 | Annual | \$33,925 | \$39,915 | \$45,885 |
| Financial Aid Specialist | | Hourly | \$16.31 | \$19.19 | \$22.06 |
| Facilities Scheduling Specialist | | | | | |
| Payroll Specialist | | | | | |
| Purchasing Specialist | | | | | |
| Testing Specialist | | | | | |

Instructional Support Non-Exempt

| <u>Position</u> | <u>Salary Code</u> | | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|--|--------------------|--------|----------------|-----------------|----------------|
| Tutor Assistant | 58 | Annual | \$17,680 | \$19,011 | \$20,342 |
| | | Hourly | \$8.50 | \$9.14 | \$9.78 |
| Child Center Assistant | 57 | Annual | \$21,757 | \$25,605 | \$29,432 |
| Child Center Cook | | Hourly | \$10.46 | \$12.31 | \$14.15 |
| Child Development Specialist Assistant | 56 | Annual | \$24,003 | \$28,246 | \$32,490 |
| | | Hourly | \$11.54 | \$13.58 | \$15.62 |
| Audio/Visual Technician | 54 | Annual | \$27,165 | \$31,970 | \$36,754 |
| | | Hourly | \$13.06 | \$15.37 | \$17.67 |
| Child Development Specialist | 53 | Annual | \$31,491 | \$37,045 | \$42,598 |
| Instructional Assistant | | Hourly | \$15.14 | \$17.81 | \$20.48 |
| Intramural and Sports Specialist | | | | | |
| Lab Supervisor | 52 | Annual | \$32,906 | \$43,576 | \$54,246 |
| Sign Language Interpreter | | Hourly | \$15.82 | \$20.95 | \$26.08 |

Plant Operations Non-Exempt

| <u>Position</u> | <u>Salary Code</u> | | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|---------------------------------|--------------------|--------|----------------|-----------------|----------------|
| Courier | 68 | Annual | \$21,757 | \$25,605 | \$29,432 |
| Inventory Clerk | | Hourly | \$10.46 | \$12.31 | \$14.15 |
| Grounds Maintenance Worker | | | | | |
| <hr/> | | | | | |
| Building Maintenance Worker | 67 | Annual | \$25,834 | \$30,410 | \$34,965 |
| | | Hourly | \$12.42 | \$14.62 | \$16.81 |
| <hr/> | | | | | |
| Carpenter | 66 | Annual | \$27,165 | \$31,970 | \$36,754 |
| Painter | | Hourly | \$13.06 | \$15.37 | \$17.67 |
| <hr/> | | | | | |
| Electrician | 64 | Annual | \$29,973 | \$35,277 | \$40,560 |
| HVAC Technician | | Hourly | \$14.41 | \$16.96 | \$19.50 |
| <hr/> | | | | | |
| Controls Specialist | 62 | Annual | \$34,778 | \$40,914 | \$47,029 |
| Locksmith | | Hourly | \$16.72 | \$19.67 | \$22.61 |
| Warehouse Specialist | | | | | |
| <hr/> | | | | | |
| Building Maintenance Supervisor | 60 | Annual | \$39,333 | \$46,280 | \$53,206 |
| Grounds Maintenance Supervisor | | Hourly | \$18.91 | \$22.25 | \$25.58 |
| HVAC Supervisor | | | | | |
| Inventory Supervisor | | | | | |

Campus Security Non-Exempt

| <u>Position</u> | <u>Salary Code</u> | | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|-----------------------|--------------------|--------|----------------|-----------------|----------------|
| Campus Security Guard | 75 | Annual | \$24,502 | \$26,978 | \$29,432 |
| | | Hourly | \$11.78 | \$12.97 | \$14.15 |
| Dispatcher | 74 | Annual | \$25,730 | \$29,931 | \$34,112 |
| | | Hourly | \$12.37 | \$14.39 | \$16.40 |

**Information Technology
Non-Exempt**

| <u>Position</u> | <u>Salary Code</u> | | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|-------------------------------------|--------------------|--------|----------------|-----------------|----------------|
| | | Annual | \$34,757 | \$40,893 | \$47,549 |
| Campus Technology Technician | 89 | Hourly | \$16.71 | \$19.66 | \$22.86 |
| | | Annual | \$37,419 | \$44,034 | \$50,648 |
| Senior Campus Technology Technician | 88 | Hourly | \$17.99 | \$21.17 | \$24.35 |
| | | Annual | \$40,414 | \$47,549 | \$55,286 |
| None | 87 | Hourly | \$19.43 | \$22.86 | \$26.58 |
| | | Annual | \$44,491 | \$52,354 | \$60,216 |
| Network Analyst I | 86 | Hourly | \$21.39 | \$25.17 | \$28.95 |
| | | Annual | \$47,632 | \$56,014 | \$65,125 |
| Network Analyst II | 84 | Hourly | \$22.90 | \$26.93 | \$31.31 |

**Salary Placement for New Faculty
FY 2017-2018
Exempt**

| Salary Code | 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
|-------------|----------|----------|----------|----------|----------|----------|-----------|------------|
| Yrs of Exp | AA | AA+30 | BA | BA+18 | MA | MA+30 | Doctorate | Yrs of Exp |
| Entry | \$37,751 | \$38,232 | \$38,712 | \$40,089 | \$41,690 | \$44,125 | \$46,754 | Entry |
| 1 | \$38,694 | \$39,187 | \$39,679 | \$41,091 | \$42,372 | \$45,228 | \$47,923 | 1 |
| 2 | \$39,662 | \$40,167 | \$40,671 | \$42,119 | \$43,801 | \$46,359 | \$49,121 | 2 |
| 3 | \$40,653 | \$41,171 | \$41,688 | \$43,171 | \$44,896 | \$47,518 | \$50,349 | 3 |
| 4 | \$41,670 | \$42,200 | \$42,730 | \$44,251 | \$46,018 | \$48,705 | \$51,608 | 4 |
| 5 | \$42,711 | \$43,256 | \$43,799 | \$45,357 | \$47,168 | \$49,923 | \$52,898 | 5 |
| 6 | \$43,779 | \$44,337 | \$44,894 | \$46,491 | \$48,348 | \$51,171 | \$54,220 | 6 |
| 7 | \$44,874 | \$45,445 | \$46,016 | \$47,653 | \$49,556 | \$52,450 | \$55,576 | 7 |
| 8 | \$45,996 | \$46,581 | \$47,166 | \$48,845 | \$50,795 | \$53,762 | \$56,965 | 8 |
| 9 | \$46,915 | \$47,513 | \$48,110 | \$49,821 | \$51,811 | \$54,837 | \$58,104 | 9 |
| 10 | \$47,854 | \$48,463 | \$49,072 | \$50,818 | \$52,847 | \$55,934 | \$59,266 | 10 |
| 11 | | \$49,433 | \$50,053 | \$51,834 | \$53,904 | \$57,052 | \$60,452 | 11 |
| 12 | | \$50,421 | \$51,054 | \$52,871 | \$54,982 | \$58,193 | \$61,661 | 12 |
| 13 | | \$51,430 | \$52,075 | \$53,928 | \$56,082 | \$59,357 | \$62,894 | 13 |
| 14 | | \$52,458 | \$53,117 | \$55,007 | \$57,204 | \$60,544 | \$64,152 | 14 |
| 15+ | | \$53,245 | \$53,914 | \$55,832 | \$58,062 | \$61,453 | \$65,114 | 15 |

Notes:

12-month equivalent salary will be determined by the following formula = 9-month salary X 1.25

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

Placement is determined 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.

**Adjunct Credit Faculty,
Full-Time Credit Faculty Overloads and Summer Faculty
Salary Code 8**

Hourly Teaching Rate of Pay

The adjunct faculty, full-time faculty overloads, and summer faculty rate of pay is as follows:

\$850.00 Per Work Unit Rate
Rate of Pay Per Lecture Hour Equivalent (LHE): \$53.125

(For example, a course that meets three hours a week during a 16-week semester would yield:
 $3 \times 16 \times \$53.125 = \$2,550$)

**Full-Time Continuing Education Instructor
(12-month)
Exempt
Salary Code 9**

| <u>Yrs of Exp</u> | No Degree | Associate's | Bachelor's | Master's | Doctorate |
|--------------------------|------------------|--------------------|-------------------|-----------------|------------------|
| Entry | \$33,035 | \$34,267 | \$35,501 | \$36,779 | \$38,140 |
| 1 | \$33,530 | \$34,781 | \$36,034 | \$37,331 | \$38,712 |
| 2 | \$34,033 | \$35,303 | \$36,574 | \$37,891 | \$39,293 |
| 3 | \$34,544 | \$35,832 | \$37,123 | \$38,459 | \$39,882 |
| 4 | \$35,062 | \$36,370 | \$37,680 | \$39,036 | \$40,480 |
| 5 | \$35,588 | \$36,915 | \$38,245 | \$39,622 | \$41,087 |
| 6 | \$36,122 | \$37,469 | \$38,818 | \$40,216 | \$41,704 |
| 7 | \$36,663 | \$38,031 | \$39,401 | \$40,819 | \$42,329 |
| 8 | \$37,213 | \$38,601 | \$39,992 | \$41,431 | \$42,964 |
| 9 | \$37,772 | \$39,180 | \$40,592 | \$42,053 | \$43,609 |
| 10 | \$38,338 | \$39,768 | \$41,200 | \$42,684 | \$44,263 |
| Max | | | | | |

Note: Credit for degrees will be granted only if the degree is relevant to the field of instruction.

**Workforce Training and Continuing Education
40-Hour Schedule
Salary Code 10**

| Pay Grade | Minimum | Midpoint | Maximum |
|------------------|-----------------|-----------------|-----------------|
| 1 | \$ 16.71 | \$ 24.55 | \$ 30.00 |
| 2 | \$ 17.69 | \$ 26.00 | \$ 31.76 |
| 3 | \$ 18.73 | \$ 27.53 | \$ 33.63 |
| 4 | \$ 19.84 | \$ 29.15 | \$ 35.62 |
| 5 | \$ 21.00 | \$ 30.87 | \$ 37.71 |
| 6 | \$ 22.24 | \$ 32.69 | \$ 39.93 |
| 7 | \$ 23.55 | \$ 34.61 | \$ 42.29 |
| 8 | \$ 24.94 | \$ 36.65 | \$ 44.78 |