



TEXAS  
SOUTHMOST  
COLLEGE

**Salary Schedule**  
**FY 2017-2018**

*Revised January 18, 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 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				
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 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 Purchasing				
Director of Risk Management				
Director of Recreation Center				
Director of Student Life				
Director of Workforce Training and Continuing Education				
None	15	\$61,345	\$72,171	\$82,996
None	16	\$56,965	\$67,018	\$77,070

## Administrative and Professional Exempt

<u>Position</u>	<u>Salary Code</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Accounting Supervisor Budget Supervisor Counselor	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 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					
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Building Maintenance Worker	67	Annual	\$25,834	\$30,410	\$34,965
		Hourly	\$12.42	\$14.62	\$16.81
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Carpenter	66	Annual	\$27,165	\$31,970	\$36,754
Painter		Hourly	\$13.06	\$15.37	\$17.67
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Electrician	64	Annual	\$29,973	\$35,277	\$40,560
HVAC Technician		Hourly	\$14.41	\$16.96	\$19.50
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Controls Specialist	62	Annual	\$34,778	\$40,914	\$47,029
Locksmith		Hourly	\$16.72	\$19.67	\$22.61
Warehouse Specialist					
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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					
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## 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



## Faculty Salary Plan

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
	\$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
16			\$54,722	\$56,669	\$58,933	\$62,374	\$66,091	16
17			\$55,543	\$57,520	\$59,817	\$63,310	\$67,082	17
18			\$56,376	\$58,382	\$60,714	\$64,260	\$68,088	18
19			\$57,222	\$59,258	\$61,625	\$65,224	\$69,110	19
20			\$58,080	\$60,147	\$62,549	\$66,202	\$70,146	20
21					\$63,487	\$67,195	\$71,119	21
22					\$64,440	\$68,203	\$72,267	22
23					\$65,406	\$69,226	\$73,351	23
24					\$66,387	\$70,264	\$74,451	24
25					\$67,383	\$71,318	\$75,568	25
26					\$68,057	\$72,031	\$76,323	26
27					\$68,737	\$72,752	\$77,087	27
28					\$69,425	\$73,479	\$77,857	28
29					\$70,119	\$74,214	\$78,636	29
30					\$70,820	\$74,956	\$79,422	30

**Notes:**

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

**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 Step is 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.

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

Salary Code	1	2	3	4	5	6	7	
<u>Yrs of Exp</u>	<u>AA</u>	<u>AA+30</u>	<u>BA</u>	<u>BA+18</u>	<u>MA</u>	<u>MA+30</u>	<u>Doctorate</u>	<u>Yrs of Exp</u>
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

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

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

**Placement on the appropriate Level is 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>	<b>No Degree</b>	<b>Associate's</b>	<b>Bachelor's</b>	<b>Master's</b>	<b>Doctorate</b>
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**

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