



TEXAS
SOUTHMOST
COLLEGE

**Salary Schedule
FY 2018-2019**

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 Institutional Advancement & Community Relations				
Vice President of Instruction				
Vice President of Student Services				
Associate Vice President of Instruction	12	\$77,938	\$91,665	\$105,391
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 Enrollment and Academic Support Services				
Executive Director of Facilities and Physical Plant				
Executive Director of Institutional Research and Compliance				
Executive Director of Student Life and Civility				
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				
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 Library				
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				

Administrative and Professional Exempt

<u>Position</u>	<u>Salary Code</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Director of Workforce Training and Continuing Education Senior Cyber Security Analyst	14	\$64,450	\$75,824	\$87,198
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 Administrative Services Coordinator of Admissions and Records 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
Human Resources Generalist Instructional Technologist Research Analyst Senior Administrative Assistant	21	\$40,316	\$47,431	\$54,545

**Administrative and Professional
Exempt**

<u>Position</u>	<u>Salary Code</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Academic Advisor Student Recruitment Specialist	22	\$37,437	\$44,044	\$50,650
Purchasing Specialist Reporting and Compliance Specialist	23	\$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
Facilities Scheduling Specialist		Hourly	\$16.31	\$19.19	\$22.06
Financial Aid Specialist					
Graphic Design and Social Media Specialist					
Institutional Advancement Specialist					
Marketing Specialist					
Payroll Specialist					
Student Services 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					
Recreation Center Specialist					
Lab Supervisor	52	Annual	\$32,906	\$43,576	\$54,246
Library Specialist		Hourly	\$15.82	\$20.95	\$26.08
Sign Language Interpreter					

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
Grounds Maintenance Worker		Hourly	\$10.46	\$12.31	\$14.15
Inventory Clerk					
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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

**Information Technology
Non-Exempt**

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

**Salary Placement for New Faculty
FY 2018-2019
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.

Annual Stipend Pay Schedule

<u>Stipend</u>	<u>Amount</u>
Department Chair	\$2,400
Clinical Coordinator	\$2,400
Program Director	\$3,600

**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:
 $3 \times 16 \times \$53.125 = \$2,550$)

**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