



TEXAS  
SOUTHMOST  
COLLEGE

**Salary Schedule  
FY 2020-2021**

**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		
Vice President of Finance and Administration	10	\$136,000	\$160,000	\$183,840
Vice President of Information Technology				
Vice President of Instruction				
Vice President of Operations				
Vice President of Student Services				
Associate Vice President of Instruction	11	\$98,000	\$115,262	\$132,524
Associate Vice President of Student Services				
Associate Vice President of Operations				
Associate Vice President Marketing and Communications				
Chief of Staff				
Director of Associate Degree Nursing Program				
	12	\$80,210	\$94,327	\$108,382
Board Liason/Office Manager				
Controller				
Divisional Dean				
Executive Director of Advancement and Communications				
Executive Director of Campus Technology Services				
Executive Director of Client and Customer Relations				
Executive Director of Enrollment and Academic Support Services				
Executive Director of Environmental Health, Safety, and Risk Management				
Executive Director of Facilities and Physical Plant				
Executive Director of Foundation and Community Outreach				
Executive Director of High School Programs and Services				
Executive Director of Human Resources				
Executive Director of Institutional Research and Compliance				
Executive Director of Student Life and Civility				
Executive Director of Teaching and Learning Education				
Executive Director of Workforce Training and Continuing Education				
None	13	\$67,713	\$79,663	\$91,612
Director of Admissions and Records	14	\$64,450	\$75,768	\$87,086
Director of Advising and Testing				
Director of Business Services				
Director of Campus Safety				
Director of Communications				
Director of Curriculum and Assessment				
Director of Criminal Justice Institute				
Director of Child Care Center				
Director of Digital Media				
Director of Educational Technologies and Online Learning				
Director of Employee Benefits and Compensation				
Director of Employee Relations				
Director of Energy Management and Physical Plant				
Director of Facilities and Construction				
Director of Financial Aid				
Director of Financial Analysis, Auxiliary and Budget				
Director of Foundation and Community Outreach				
Director of High School Programs				
Director of Human Resources				
Director of Institutional Effectiveness and Assessment				
Director of Institutional Research				
Director of Learning Lab				
Director of Library				
Director of Marketing				
Director of Multimedia				
Director of Network and Security Operations				
Director of Operations				
Director of Purchasing				
Director of Risk Management				
Director of Recreation Center				
Director of Special Instructional Projects				
Director of Strategic Enrollment and Admissions				
Director of Student Development and Retention				
Director of Workforce Training and Continuing Education				
Senior Cyber Security Analyst				
Senior Grant Writer				

**Administrative and Professional  
Exempt**

<u>Position</u>	<u>Salary Code</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Designer of Creative Services and Brand Management Networks Manager	15	\$61,345	\$72,171	\$82,996
Business Development Manager Creative Services Manager Program Manager Project Administrator	16	\$56,965	\$67,018	\$77,070
Accounting Supervisor Budget Supervisor Counselor Grant Writer Librarian Project Manager Grants Senior Graphic Designer Service Desk Manager Web Content Manager	17	\$51,607	\$60,715	\$69,822
Accountant Budget Analyst Early College High School Liaison Manager of Child Care Center	18	\$47,923	\$56,380	\$64,836
None	19	\$47,476	\$56,022	\$64,151
Audio/Visual Production Manager Communications Coordinator Coordinator of Administrative Services Coordinator of Admissions and Records Coordinator of Advising and Retention Coordinator of Assessment Coordinator of Conflict Resolution Coordinator of Disability Services Coordinator of Emergency Management Coordinator of Energy Management Coordinator of Events and Leasing Coordinator of Financial Aid Programs Coordinator of High School Programs and Services Coordinator of Institutional Advancement 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 Career and Employment Services Coordinator of Veterans Success Center Senior Human Resources Generalist	20	\$44,501	\$52,354	\$60,207
Business Analyst Communications Specialist Human Resources Generalist Instructional Technologist Marketing Specialist Programmer Analyst Research Analyst Social Media Marketing Specialist Senior Administrative Assistant	21	\$40,316	\$47,431	\$54,545
Academic Advisor College Transition Specialist Retention Specialist Student Recruitment Specialist Student Success Coach	22	\$37,437	\$44,044	\$50,650
Budget and Auxiliary Specialist Child Development Specialist Purchasing Specialist Records Specialist Reporting and Compliance Specialist	23	\$35,568	\$41,842	\$48,116

## 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
Facilities Scheduling Specialist	32	Annual	\$33,925	\$39,915	\$45,885
Financial Aid Specialist		Hourly	\$16.31	\$19.19	\$22.06
Graphic Design Specialist					
Institutional Advancement Specialist					
Marketing Specialist					
Media Production 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>
Child Center Assistant	58	Annual	\$21,757	\$25,605	\$29,432
Child Center Cook		Hourly	\$10.46	\$12.31	\$14.15
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	57	Annual	\$22,880	\$27,040	\$31,096
Tutor-Level I		Hourly	\$11.00		
Tutor-Level II				\$13.00	
Tutor-Level III					\$14.95
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Child Development Specialist Assistant	56	Annual	\$24,003	\$28,246	\$32,490
		Hourly	\$11.54	\$13.58	\$15.62
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Audio/Visual Technician	54	Annual	\$27,165	\$31,970	\$36,754
		Hourly	\$13.06	\$15.37	\$17.67
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Instructional Assistant	53	Annual	\$31,491	\$37,045	\$42,598
Intramural and Sports Specialist		Hourly	\$15.14	\$17.81	\$20.48
Recreation Center Specialist					
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Instructional Technologist-Intern	52	Annual	\$32,906	\$43,576	\$54,246
Lab Supervisor		Hourly	\$15.82	\$20.95	\$26.08
Library Specialist					
Sign Language Interpreter					
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## 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	\$33,176	\$39,187
Painter		Hourly	\$13.06	\$15.95	\$18.84
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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
Foreman		Hourly	\$16.72	\$19.67	\$22.61
Locksmith					
Thermo Plant Operator					
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					

**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
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Dispatcher	74	Annual	\$25,730	\$29,931	\$34,112
		Hourly	\$12.37	\$14.39	\$16.40
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**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>
Assistant Department Chair	\$1,200
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Department Chair	\$2,400
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Clinical Coordinator	\$2,400
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Program Director*	\$3,600
*Hard to Fill Positions(effective 7/30/20)	\$10,000
Program Director, Respiratory Care Science (effective 2020-2021 & 2021-2022 Academic Year)	\$30,000 PY
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Director of QEP	\$3,600
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Nursing	BSN \$5,000 MSN \$10,000

**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**

<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>