



TEXAS  
SOUTHMOST  
COLLEGE

**Salary Schedule  
FY 2019-2020**

## 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	\$135,000	\$158,779	\$182,558
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				
Chief of Staff and Board Liaison				
Director of Associate Degree Nursing Program				
Chief Human Resources Officer	12	\$77,938	\$91,666	\$105,394
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 High School Programs and Community Outreach				
Executive Director of Institutional Research and Compliance				
Executive Director of Student Life and Civility				
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 Curriculum and Assessment				
Director of Criminal Justice Institute				
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 Special Projects				
Director of High School Programs				
Director of Institutional Effectiveness and Assessment				
Director of Institutional Research				
Director of Learning Lab				

## Administrative and Professional Exempt

<u>Position</u>	<u>Salary Code</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Director of Library	14	\$64,450	\$75,768	\$87,086
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 Strategic Enrollment and Admissions				
Director of Student Development and Retention				
Director of Workforce Training and Continuing Education				
Senior Cyber Security Analyst				
Senior Grant Writer				
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Networks Manager	15	\$61,345	\$72,171	\$82,996
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Project Administrator	16	\$56,965	\$67,018	\$77,070
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Accounting Supervisor	17	\$51,607	\$60,715	\$69,822
Budget Supervisor				
Counselor				
Librarian				
Senior Graphic Designer				
Service Desk Manager				
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Accountant	18	\$47,923	\$56,380	\$64,836
Budget Analyst				
Early College High School Liaison				
Manager of Child Care Center				
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None	19	\$47,476	\$56,022	\$64,151
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Audio/Visual Production Manager	20	\$44,501	\$52,354	\$60,207
Budget and Auxiliary Specialist				
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				

## Administrative and Professional Exempt

<u>Position</u>	<u>Salary Code</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Coordinator of Student Development	20	\$44,501	\$52,354	\$60,207
Coordinator of Student Recruitment				
Coordinator of Testing				
Coordinator of Training and Professional Development				
Coordinator of Transfer, Career and Employment Services				
Coordinator of Veterans Success Center				
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Business Analyst	21	\$40,316	\$47,431	\$54,545
Communications Specialist				
Human Resources Generalist				
Instructional Technologist				
Research Analyst				
Senior Administrative Assistant				
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Academic Advisor	22	\$37,437	\$44,044	\$50,650
College Transition Specialist				
Retention Specialist				
Student Recruitment Specialist				
Student Success Coach				
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Child Development Specialist	23	\$35,568	\$41,842	\$48,116
Purchasing Specialist				
Records Specialist				
Reporting and Compliance Specialist				

## 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 and Social Media 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>
Tutor	58	Annual	\$22,880	\$27,040	\$31,096
		Hourly	\$11.00	\$13.00	\$14.95
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
Instructional Assistant Intramural and Sports Specialist Recreation Center Specialist	53	Annual	\$31,491	\$37,045	\$42,598
		Hourly	\$15.14	\$17.81	\$20.48
Lab Supervisor Library Specialist Sign Language Interpreter	52	Annual	\$32,906	\$43,576	\$54,246
		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
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
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					

## 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	
<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
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
Department Chair	\$2,400
Clinical Coordinator	\$2,400
Program Director	\$3,600
Director of QEP	\$3,600
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>