
**SOUTHWEST TEXAS JUNIOR COLLEGE
MEMORANDUM**

TO: BOARD OF TRUSTEES
FROM: ADMINISTRATION
SUBJECT: PROPOSED STIPEND AMOUNTS
DATE: AUGUST 19, 2021

Administration recommends approving the proposed stipend amounts for Faculty and Staff.

Proposed Stipend Amounts

Position	Amount
Faculty	
Associate Degree Nursing	\$ 10,000.00 Yearly
Vocational Nursing	\$ 5,000.00 Yearly
Welding	\$ 5,000.00 Yearly
Aviation	\$ 5,000.00 Yearly
Powerline Tech Coordinator	\$ 10,000.00 Yearly
Law Enforcement Academy	\$ 5,000.00 Yearly
Radiology Technology	\$ 5,000.00 Yearly
Commercial Driver's License Coordinator	\$ 10,000.00 Yearly
Patient Care Tech	\$ 5,000.00 Yearly
Drama Coach	\$ 2,500.00 Yearly
Mariachi Coach	\$ 2,500.00 Yearly
Division Chair	\$ 9,000.00 Yearly
Department Coordinator	\$ 2,000.00 Yearly

Staff	
Swimming Pool Manager	\$ 6,650.00 Yearly
Dorm Coordinator	\$ 7,000.00 Yearly
Dorm Manager	\$ 6,000.00 Yearly
Team Lead -- Student Services	\$ 2,000.00 Yearly
Electrician on call	\$ 600.00 Yearly
H/VAC on call	\$ 600.00 Yearly
Plumber on call	\$ 600.00 Yearly
Maintenance --- Journeyman's license	\$ 2,000.00 Yearly
Maintenance --- Master's license	\$ 4,000.00 Yearly

SWTJC Faculty Work Experience			
Bachelor/Equivalent	5 Years	\$	750.00
Bachelor/Equivalent	10 Years	\$	750.00
Bachelor/Equivalent	15 Years	\$	750.00
Bachelor/Equivalent	20 Years	\$	750.00
Master's/Equivalent	5 Years	\$	1,250.00
Master's/Equivalent	10 Years	\$	1,250.00
Master's/Equivalent	15 Years	\$	1,250.00
Master's/Equivalent	20 Years	\$	1,250.00
Doctor's/Equivalent	5 Years	\$	1,250.00
Doctor's/Equivalent	10 Years	\$	1,250.00
Doctor's/Equivalent	15 Years	\$	1,250.00
Doctor's/Equivalent	20 Years	\$	1,250.00

SWTJC MEMORANDUM

TO: SWTJC Board of Trustees

FROM: SWTJC Administration

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DATE: August 12, 2021

SUBJ: Proposed Adjunct and Overload Course Pay

The SWTJC administration proposes a revision to the College's adjunct (part-time) and overload pay structure. The proposal rewards faculty and simplifies the process by which adjunct and overload pay agreements are created and distributed.

Proposed Amounts

\$750.00 per each semester credit hour of lecture

\$425.00 per each semester credit hour of laboratory "with preparation"

\$275.00 per each semester credit hour of laboratory "without preparation"

The proposed amounts would accomplish two important goals:

- Standardize payments across all courses regardless of delivery format (face-to-face, online, for example)
- Simplify the process staff now must use to prepare payment agreements

For at least 20 years, faculty have been paid adjunct or overload stipends based on a complex combination of:

- type of class
- the faculty member's highest degree
- the faculty member's length of service at SWTJC

To prepare adjunct and overload teaching agreements, administrative staff needs literally weeks to calculate payment amounts based on those criteria. Applying the amounts suggested above and using available technology will reduce preparation time to hours.