

Collin County Community College District Board of Trustees

2025-08-3-5

August 26, 2025

Resource: Melissa Irby
Chief Financial Officer

AGENDA ITEM: Consideration of Approval for FY2025-2026 Salary Increases

DISCUSSION: Board Policy DEA (Local) establishes the college's compensation plan objectives.

INTERNAL EQUITY: Establish pay relationships between jobs that are fair and equitable when compared to other jobs in the College;

EXTERNAL COMPETITIVENESS: Provide salary levels that are competitive and/or comparable with peer colleges and organizations in order to attract and retain well-qualified employees;

CONTINUITY AND FLEXIBILITY: Accommodate new jobs and changes in existing jobs, as well as adjust to changes in economic conditions and the job market; and

EFFECTIVE ADMINISTRATION: Establish clearly defined policies, procedures, and guidelines for salary budgeting and administration, and ensure a clear understanding among all employees of the College about how the compensation program works.

ADMINISTRATION: The District President or designee shall administer and maintain compensation in accordance with this policy and the related procedures and guidelines for the College's compensation plan.

Based on these objectives, the Human Resources Department has considered the local Consumer Price Index (CPI) for the last year as well as other market factors that can influence the College's ability to recruit and retain excellent faculty and staff, including review of peer and local market data, with a focus on staff compensation this year. As a result of this review, the following increase for 2025-2026 is recommended:

- Increase base salary by 4% through a General Pay Increase (GPI) for full-time faculty, full-time staff, administrators, and part-time staff.

- Increase the new hire faculty salary base by 4%.
- Increase new hire staff pay grades to address lag identified by external compensation assessment and make any related market adjustments to existing staff as needed.

**DISTRICT PRESIDENT'S
RECOMMENDATION:**

The District President recommends approval of a 4% General Pay Increase (GPI) for full-time faculty, full-time staff, administrators, and part-time staff.

SUGGESTED MOTION:

"Mr. Chairman, I make a motion that the Board of Trustees of Collin County Community College District approves the recommended pay increases."