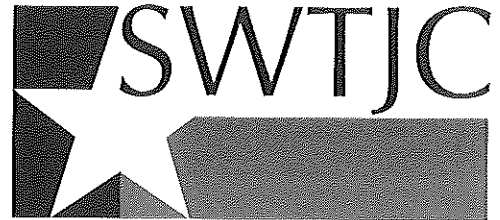


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Uvalde • Del Rio • Eagle Pass • Crystal City

# Southwest Texas Junior College • Uvalde



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June 29, 2011

To: Board of Trustees

From: Administration

Re: Fiscal Year 2012 Salary Schedules

We recommend that the following changes to the Fiscal Year 2012 Salary Schedule:

Master's Schedule add 1 year of service to total 23

Doctor's Schedule add 1 year of service to total 23

Allied Health Program BSN add 1 year of service to total 23

Allied Health Program MSN add 1 year of service to total 23

Allied Health Program PHD add 1 year of service to total 23

The estimated cost of this modification is \$8,250.00.

**SOUTHWEST TEXAS JUNIOR COLLEGE**  
**Base Salary Schedule--Master's or Equivalent - 9 months**  
**FY 2012**

<u>EXPERIENCE</u>	<u>TOTAL</u>	<u>INCREMENT</u>
O	\$38,194	
1 Year	\$38,864	\$670
2 Years	\$39,534	\$670
3 Years	\$40,204	\$670
4 Years	\$40,874	\$670
5 Years	\$42,582	\$670 + 1038 for 5 years' experience with SWTJC
6 Years	\$43,252	\$670
7 Years	\$43,922	\$670
8 Years	\$44,592	\$670
9 Years	\$45,262	\$670
10 Years	\$46,970	\$670 + \$1,038 Provided six hours of work have been completed during <u>previous 5 years.</u>
11 Years	\$47,450	\$480
12 Years	\$47,930	\$480
13 Years	\$48,410	\$480
14 Years	\$48,890	\$480
15 Years	\$50,408	\$480 + \$1,038 Provided six hours of work have been completed during <u>previous 5 years.</u>
* 16 Years	\$50,638	\$480
17 Years	\$51,118	\$480
18 Years	\$51,598	\$480
19 Years	\$52,078	\$480
20 Years	\$53,596	\$480 + \$1,038 Provided six hours of work have been completed during <u>previous 5 years.</u>
21 Years	\$54,003	\$407
22 Years	\$54,410	\$407
23 Years	\$54,817	\$407

**SOUTHWEST TEXAS JUNIOR COLLEGE**  
**Base Salary Schedule--Doctor's or Equivalent - 9 months**  
**FY 2012**

<u>EXPERIENCE</u>	<u>TOTAL</u>	<u>INCREMENT</u>
O	\$42,121	
1 Year	\$42,893	\$772
2 Years	\$43,665	\$772
3 Years	\$44,437	\$772
4 Years	\$45,209	\$772
5 Years	\$47,052	\$772 + \$1,071 for 5 years' experience with SWTJC
6 Years	\$47,824	\$772
7 Years	\$48,596	\$772
8 Years	\$49,368	\$772
9 Years	\$50,140	\$772
10 Years	\$51,983	\$772 + \$1,071 Provided six hours of work have been completed during <u>previous 5 years.</u>
* 11 Years	\$52,309	\$576
12 Years	\$52,885	\$576
13 Years	\$53,461	\$576
14 Years	\$54,037	\$576
15 Years	\$55,684	\$576 + \$1,071 Provided six hours of work have been completed during <u>previous 5 years.</u>
16 Years	\$56,260	\$576
17 Years	\$56,836	\$576
18 Years	\$57,412	\$576
19 Years	\$57,988	\$576
20 Years	\$59,635	\$576 + \$1,071 Provided six hours of work have been completed during <u>previous 5 years.</u>
21 Years	\$60,080	\$445
22 Years	\$60,525	\$445
23 Years	\$60,970	\$445

SOUTHWEST TEXAS JUNIOR COLLEGE  
 Base Salary Schedule--Allied Health Programs - 9 months  
 FY 2012

EXPERIENCE IN YEARS	A.D.N.	INCREMENT	
0	\$39,222		
1	39,702	\$480	
2	40,182	\$480	
3	40,662	\$480	
4	41,142	\$480	
5	42,339	\$480	+ \$717 if 5 yr. @ SWTJC
6	42,819	\$480	

EXPERIENCE IN YEARS	B.S.N.	INCREMENT	
0	\$42,576		
1	43,245	\$669	
2	43,914	\$669	
3	44,583	\$669	
4	45,252	\$669	
5	46,958	\$669	+ \$1,037 if 5 yr. @ SWTJC
6	47,627	\$669	
7	48,296	\$669	
8	48,965	\$669	
9	49,634	\$669	
10	51,340	\$669	+ \$1,037 w/ 6 hrs previous 5 yrs.
11 *	51,759	\$669	
12	52,428	\$669	
13	53,097	\$669	
14	53,766	\$669	
15	55,472	\$669	+ \$1,037 w/ 6 hrs previous 5 yrs.
16	56,141	\$669	
17	56,810	\$669	
18	57,479	\$669	
19	58,148	\$669	
20	59,854	\$669	+ \$1,037 w/ 6 hrs previous 5 yrs.
21	60,523	\$669	
22	61,192	\$669	
23	61,861	\$669	

SOUTHWEST TEXAS JUNIOR COLLEGE  
 Base Salary Schedule--Allied Health Programs - 9 months  
 FY 2012

EXPERIENCE IN YEARS	M.S.N.	INCREMENT	
0	\$48,880		
1	49,651	\$771	
2	50,422	\$771	
3 *	50,943	\$771	
4	51,714	\$771	
5	53,555	\$771	+ \$1,070 if 5 yr. @ SWTJC
6	54,326	\$771	
7	55,097	\$771	
8	55,868	\$771	
9	56,639	\$771	
10	58,480	\$771	+ \$1,070 w/ 6 hrs previous 5 yrs.
11	59,251	\$771	
12	60,022	\$771	
13	60,793	\$771	
14	61,564	\$771	
15	63,405	\$771	+ \$1,070 w/ 6 hrs previous 5 yrs.
16	64,176	\$771	
17	64,947	\$771	
18	65,718	\$771	
19	66,489	\$771	
20	68,330	\$771	+ \$1,070 w/ 6 hrs previous 5 yrs.
21	69,101	\$771	
22	69,872	\$771	
23	70,643	\$771	

SOUTHWEST TEXAS JUNIOR COLLEGE  
 Base Salary Schedule--Allied Health Programs - 9 months  
 FY 2012

EXPERIENCE IN YEARS	PHD	INCREMENT
0	\$56,167	
1	57,036	\$869
2	57,905	869
3	58,774	869
4	59,643	869
5	61,612	869 + \$1,100 if 5 yrs @ SWTJC
6	62,481	869
7	63,350	869
8	64,219	869
9	65,088	869
10	67,057	869 + \$1,100 w/ 6 hrs previous 5 yrs.
11	67,926	869
12	68,795	869
13	69,664	869
14	70,533	869
15	72,502	869 + \$1,100 w/ 6 hrs previous 5 yrs.
16	73,371	869
17	74,240	869
18	75,109	869
19	75,978	869
20	77,947	869 + \$1,100 w/ 6 hrs previous 5 yrs.
21	78,816	869
22	79,685	869
23	80,554	869

**SOUTHWEST TEXAS JUNIOR COLLEGE**  
**Base Salary Schedule--Bachelor's or Equivalent - 9 months**  
**FY 2012**

*n/c*

<u>EXPERIENCE</u>	<u>TOTAL</u>	<u>INCREMENT</u>	
O	\$35,302		
1 Year	\$35,480	\$178	
2 Years	\$35,658	\$178	
3 Years	\$35,836	\$178	
4 Years	\$36,014	\$178	
5 Years	\$36,909	\$178 +	\$717 if 5 years' experience with SWTJC
6 Years	\$37,264	\$355	

**SOUTHWEST TEXAS JUNIOR COLLEGE**  
**Clerical Personnel Salary Schedule**  
**FY 2012**

*n/c*

<u>STEP</u>	<u>I</u>	<u>II</u>	<u>III</u>	<u>IV</u>
0	20,922	23,522	25,892	30,290
1	21,048	23,729	26,095	31,098
2	21,203	23,932	26,304	31,409
3	21,563	24,138	26,509	31,722
4	21,720	24,345	26,713	32,030
5	21,870	24,553	26,922	32,334
6	22,028	24,756	27,125	32,649
7		24,961	27,336	32,956
8		25,169	27,539	33,267
9		25,375	27,747	33,572
10		25,580	27,951	33,883
11		25,785	28,156	34,193
12			28,364	34,503
13			28,569	34,810
14			28,776	35,118
15			28,982	35,431
16			29,187	35,739
17				36,047
18				36,354
19				36,666
20				36,978
21				37,289



**SOUTHWEST TEXAS JUNIOR COLLEGE**  
**Maintenance Personnel Hourly Rate Schedule**  
**FY 2012**

*n/c*

<u>STEP</u>	<u>I</u>	<u>II</u>	<u>III</u>	<u>IV</u>
0	7.68	10.71	12.52	13.56
1	8.28	10.89	12.57	14.05
2	8.87	11.07	12.64	14.55
3	9.47	11.24	12.72	14.93
4	10.06	11.44	12.79	15.43
5	10.68	11.61	12.87	15.90
6	10.82	11.80	12.92	16.39
7		11.97	12.99	16.89
8		12.16	13.05	17.38
9		12.33	13.14	17.87
10		12.51	13.21	18.01
11		12.56	13.27	18.49
12			13.35	18.97
13			13.42	19.44
14			13.48	19.93
15			13.55	20.41
16			13.62	20.88
17				21.35
18				21.85
19				22.31
20				22.80
21				22.99

SOUTHWEST TEXAS JUNIOR COLLEGE  
Security Salary Schedule  
FY 2012

*n/c*

<u>EXPERIENCE</u>	<u>TOTAL</u>	<u>INCREMENT</u>
O	\$25,967	
1 Year	\$26,304	\$337
2 Years	\$26,641	\$337
3 Years	\$26,978	\$337
4 Years	\$27,315	\$337
5 Years	\$27,652	\$337
6 Years	\$27,989	\$337
7 Years	\$28,326	\$337
8 Years	\$28,663	\$337
9 Years	\$29,000	\$337
10 Years	\$29,337	\$337
11 Years	\$29,674	\$337
12 Years	\$30,011	\$337
13 Years	\$30,348	\$337
14 Years	\$30,685	\$337
* 15 Years	\$30,772	\$337
16 Years	\$31,109	\$337
17 Years	\$31,446	\$337
18 Years	\$31,783	\$337
19 Years	\$32,120	\$337
20 Years	\$32,457	\$337
21 Years	\$32,794	\$337

SOUTHWEST TEXAS JUNIOR COLLEGE  
Child Development Teacher/Caregiver  
FY 2012

n/c

<u>STEP</u>	<u>I</u>	<u>II</u>	<u>III</u>
0	8.34	8.63	9.23
1	8.52	8.81	9.40
2	8.69	8.99	9.58
3	8.87	9.17	9.76
4	9.05	9.34	9.93
5	9.23	9.53	10.12
6	9.40	9.70	10.29
7	9.58	9.99	10.47
8	9.70	10.18	10.64
9	9.93	10.35	10.82
10	10.12	10.52	11.00

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**SOUTHWEST TEXAS JUNIOR COLLEGE  
Food Service Personnel Hourly Rate Schedule  
FY 2012**

<u>STEP</u>	<u>I</u>	<u>II</u>
0	7.70	10.71
1	8.28	10.89
2	8.87	11.07
3	9.47	11.24
4	10.06	11.44
5	10.68	11.61
6	10.82	11.80
7		11.97
8		12.16
9		12.33
10		12.51
11		12.62