



Date of Board Meeting: May 16, 2023

Subject: Increase Hourly Pay Rate for Adult Education & Literacy (AEL) Instructors

Recommendation: Approve Increased Hourly Pay Rate for AEL Instructors, Effective July 1, 2023

Background and Rationale:

The current compensation for AEL instructors is \$25 per hour, which is lower than the six other providers in the Gulf Coast area, as shown in the chart below. Due to additional duties assigned by the Texas Workforce Commission, the workload for AEL instructors has greatly increased, yet the compensation has not increased in five years. Additional duties include integrating the AEL assessment guide into AEL courses, incorporating measureable skills gains into workplace literacy, and acquiring digital skills to increase online instructional support into the face-to-face classroom. The request is to increase compensation from \$25 per hour to \$27 per hour. The cost increase is \$15,360 (32 instructional weeks x 8 hr/week x \$27/hr x 30 classes = \$207,360). Current cost is \$192,000 (32 instructional weeks x 8 hrs/week x \$25/hr x 30 classes = \$192,000). The AEL grant received an additional \$70,000 in AY23, which covers the increased cost for salary and benefits.

AEL Hourly Pay Rate Comparison in Gulf Coast Area

| WCJC | College of Mainland | Brazosport College | Harris County Dept Of Ed | HCC | Lone Star College | San Jacinto College |
|------|---------------------|--------------------|--------------------------|------|-------------------|---------------------|
| \$25 | \$26 | \$26 | \$27 | \$29 | \$37 | \$48 |

Cost and Budgetary Support: \$15,360 increased cost covered via AEL grant

Strategic Priority Alignment: ☒ Student Success ☐ Community Impact
 ☐ Resource Optimization ☒ Institutional Excellence

Resource Person(s): Tara Zekavat, Director of AEL; Leigh Ann Collins, VPI

Signatures:

Tara Zekavat

Digitally signed by Tara Zekavat
Date: 2023.05.05 12:05:34 -05'00'

Originator

Leigh Ann Collins

Digitally signed by Leigh Ann Collins
Date: 2023.05.05 12:13:00 -05'00'

Cabinet-Level Supervisor

B. Stokoe

Date

05/09/2023

Date

President's Approval:

Betty A. McNeal

President

5-9-23

Date