

**SOUTHWEST TEXAS COLLEGE
SALARY INFORMATION SUMMARY
2025-2026**

Salary Range			2				5/10/15/20
Scale	Minimum	Maximum	Steps Increment	Percentage	Christmas Bonus	Percentage with Bonus	Years of Service Bonus
Faculty							
Bachelor	\$ 45,000	\$ 49,000	\$ 800	2.0%	\$ 1,000	3.7%	\$ 750
Masters	\$ 50,000	\$ 65,000	\$ 1,000	2.0%	\$ 1,000	4.0%	\$ 1,250
Doctors	\$ 55,000	\$ 67,000	\$ 1,200	2.2%	\$ 1,000	4.0%	\$ 1,250
Adjunct Courses \$2750							
Allied Health Faculty							
ADN	\$ 44,000	\$ 49,000	\$ 1,000	2.0%	\$ 1,000	4.5%	\$ 750
BSN	\$ 50,000	\$ 65,000	\$ 1,500	3.0%	\$ 1,000	5.0%	\$ 750
MSN	\$ 56,000	\$ 72,000	\$ 1,600	2.8%	\$ 1,000	4.6%	\$ 1,250
PHD	\$ 65,000	\$ 83,000	\$ 1,800	2.8%	\$ 1,000	4.3%	\$ 1,250
Stipends							
RN Program			\$ 10,000				
Vocational Nursing Program			\$ 5,000				
Radiology Program			\$ 5,000				
Patient Care Program			\$ 5,000				
Professional Staff							
Group I	\$ 37,000	\$ 45,102	\$ 1,555	4%	\$ 1,000	6.9%	
Group II	\$ 45,000	\$ 54,855	\$ 1,891	4%	\$ 1,000	6.4%	
Group III	\$ 55,000	\$ 67,045	\$ 2,312	4%	\$ 1,000	6.0%	
Group IV	\$ 67,000	\$ 90,173	\$ 2,816	4%	\$ 1,000	5.7%	
Clerical Staff							
Group I	\$ 27,040	\$ 32,240	\$ 1,040	4%	\$ 1,000	7.5%	
Group II	\$ 31,200	\$ 38,022	\$ 1,310	4%	\$ 1,000	7.4%	
Group III	\$ 35,360	\$ 43,188	\$ 1,477	4%	\$ 1,000	7.0%	
Group IV	\$ 39,520	\$ 53,185	\$ 1,664	4%	\$ 1,000	6.7%	
Maintenance Staff							
Group I	\$ 27,040	\$ 29,868	\$ 1,144	4%	\$ 1,000	7.9%	
Group II	\$ 29,120	\$ 31,156	\$ 1,227	4%	\$ 1,000	7.6%	
Group III	\$ 31,200	\$ 37,939	\$ 1,310	4%	\$ 1,000	7.4%	
Group IV	\$ 35,360	\$ 66,560	\$ 4,160	11%	\$ 1,000	14.6%	
Day Care Staff							
Group I	\$ 27,040	\$ 29,868	\$ 1,144	4%	\$ 1,000	7.9%	
Group II	\$ 31,200	\$ 34,444	\$ 1,310	4%	\$ 1,000	7.4%	
Group III	\$ 35,360	\$ 39,041	\$ 1,477	4%	\$ 1,000	7.0%	
Food Service Staff							
Group I	\$ 27,040	\$ 29,868	\$ 1,144	4%	\$ 1,000	7.9%	
Group II	\$ 29,120	\$ 31,156	\$ 1,227	4%	\$ 1,000	7.6%	