

SOUTHWEST TEXAS JUNIOR COLLEGE
Clerical Personnel Salary Schedule
FY 2013 - Proposed

<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	22,186	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		25,990	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			29,392	36,047
18				36,354
19				36,666
20				36,978
21				37,289
22				37,600

SOUTHWEST TEXAS JUNIOR COLLEGE
Maintenance Personnel Hourly Rate Schedule
FY 2013 - Proposed

<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	10.93	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		12.61	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			13.69	21.35
18				21.85
19				22.31
20				22.80
21				22.99
22				23.18

SOUTHWEST TEXAS JUNIOR COLLEGE
Food Service Personnel Hourly Rate Schedule
FY 2013 - Proposed

<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	10.96	11.97
8		12.16
9		12.33
10		12.51
11		12.62
12		12.73

SOUTHWEST TEXAS JUNIOR COLLEGE
Child Development Teacher/Caregiver
FY 2012

<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
11	10.31	10.69	11.18

SOUTHWEST TEXAS JUNIOR COLLEGE
 Security Salary Schedule
 FY 2013 - Proposed

<u>EXPERIENCE</u>	<u>TOTAL</u>	<u>INCREMENT</u>
0	\$25,967	
1 Year	\$26,542	\$575
2 Years	\$27,117	\$575
3 Years	\$27,692	\$575
4 Years	\$28,267	\$575
5 Years	\$28,842	\$575
6 Years	\$29,417	\$575
7 Years	\$29,992	\$575
8 Years	\$30,567	\$575
9 Years	\$31,142	\$575
10 Years	\$31,717	\$575
11 Years	\$32,292	\$575
12 Years	\$32,867	\$575
13 Years	\$33,442	\$575
14 Years	\$34,017	\$575
* 15 Years	\$34,342	\$575
16 Years	\$34,917	\$575
17 Years	\$35,492	\$575
18 Years	\$36,067	\$575
19 Years	\$36,642	\$575
20 Years	\$37,217	\$575
21 Years	\$37,792	\$575
22 Years	\$38,367	\$575
23 Years	\$38,942	\$575
24 Years	\$39,517	\$575

SOUTHWEST TEXAS JUNIOR COLLEGE
 Base Salary Schedule--Bachelor's or Equivalent - 9 months
 FY 2013 - Proposed

<u>EXPERIENCE</u>	<u>TOTAL</u>	<u>INCREMENT</u>	
0	\$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	
7 Years	\$37,619	\$355	

SOUTHWEST TEXAS JUNIOR COLLEGE
 Base Salary Schedule--Master's or Equivalent - 9 months
 FY 2013 - Proposed

<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	
24 Years	\$55,224	\$407	

SOUTHWEST TEXAS JUNIOR COLLEGE
Base Salary Schedule--Doctor's or Equivalent - 9 months
FY 2013 - Proposed

<u>EXPERIENCE</u>	<u>TOTAL</u>	<u>INCREMENT</u>
0	\$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
24 Years	\$61,415	\$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	+
6	42,819	\$480	\$717 if 5 yr. @ SWTJC
7	43,299	\$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	+
6	47,627	\$669	\$1,037 if 5 yr. @ SWTJC
7	48,296	\$669	
8	48,965	\$669	
9	49,634	\$669	
10	51,340	\$669	+
11 *	51,759	\$669	\$1,037 w/ 6 hrs previous 5 yrs.
12	52,428	\$669	
13	53,097	\$669	
14	53,766	\$669	
15	55,472	\$669	+
16	56,141	\$669	\$1,037 w/ 6 hrs previous 5 yrs.
17	56,810	\$669	
18	57,479	\$669	
19	58,148	\$669	
20	59,854	\$669	+
21	60,523	\$669	\$1,037 w/ 6 hrs previous 5 yrs.
22	61,192	\$669	
23	61,861	\$669	
24	62,530	\$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	
24	71,414	\$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	
24	81,423	869	