

**Collin County Community College District Board of Trustees**

2018-8-4-1f

August 28, 2018

Neil Matkin  
District President

**AGENDA ITEM:** Approval for FY2018-2019 Salary Increases

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

**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 an excellent faculty and staff, including review of peer and local market data, with a focus on faculty compensation this year. As a result of this review, the following increases for 2018-2019 are recommended:

- Increase base salary by 4% through a General Pay Increase (GPI) for all full-time faculty and staff; process an adjustment of 4% that does not add to base salary for employees at the maximum of the salary range; and make a combination of GPI and non-base salary

- adjustments of 4% for employees near the maximum of the salary range.
- Increase the salary schedule to the following bases:  
Technical Faculty to \$51,000  
Master's degree to \$51,000,  
Master's degree plus 24 graduate semester hours to \$52,560,  
Master's degree plus 48 graduate semester hours to \$55,209, and  
Doctoral degree to \$59,900.
  - Increase the range maximum to \$118,800.
  - Increase part-time staff and associate faculty pay rates by 4%.
  - No increase is recommended to the student assistant and work study student pay rate. Collin's student employee pay rates are near the top of peer community colleges in the state.

**DISTRICT PRESIDENT'S  
RECOMMENDATION:**

The District President recommends approval of a 4% General Pay Increase (GPI) for all full-time faculty and staff; an adjustment of 4% that does not add to base salary for employees at the maximum of the salary range and a combination of GPI and non-base salary adjustments of 4% for employees near the maximum of the salary range; increases to the faculty salary schedule, as presented; and an increase to the pay rates of part-time staff and associate faculty of 4%. A change is not recommended for student employee pay rates.

**SUGGESTED MOTION:  
RECOMMENDATION:**

"Mr. Chairman, I make a motion that the Board of Trustees of Collin County Community College District approves a General Pay Increase (GPI) for all full-time faculty and staff; an adjustment of 4% that does not add to base salary for employees at the maximum of the salary range and a combination of GPI and non-base salary adjustments of 4% for employees near the maximum of the salary range; increases to the faculty salary schedule, as presented; and an increase to the pay rates of part-time staff and associate faculty of 4%. A change is not recommended for student employee pay rates."