

Board of Trustees Agenda Item

Date of Board Meeting:	July 15, 2025
Subject:	12-Month Contract & Stipend for Nuclear Power Technology Instructor
Recommendation:	Approve 12-Month Contract & Stipend for Nuclear Power Tech. Instructor

Background and Rationale:

To attract a highly qualified Nuclear Power Technology (NUCP) instructor, the compensation must increase. The salary for a 10.5-month contract ranges from \$56,638 - \$62,471 and needs to be extended to a 12-month contract at a salary range of \$64,736 - \$71,403. The FY25 budgeted salary is \$64,223, so the additional cost to extend the contract is \$7200. The open position posted April 10, and by mid-June it had over 1,100 reviews. Although interest is high, no applicants have been referred for consideration thus indicating a salary issue.

Additionally, WCJC was awarded \$4 million over the next biennium for the Nuclear Expansion in Texas (NExT) program, an initiative to expand Nuclear Power education and workforce development in collaboration with the Texas A&M University System. The NExT program initiative includes curricular enhancements, laboratory upgrades, student outreach and access, and future-focused program expansion. The NUCP instructor will be an integral part of the NExT program thus needs the experience and skill-level to expand and enhance WCJC's nuclear training programs. This instructor will hire experts to strengthen instruction, broaden the curriculum, and develop courses that facilitate transfer to a four-year nuclear engineering program. To attract this individual, an additional stipend is needed to compete with the area workforce. Based on salary information recommended by STP, the compensation of approximately \$120,000 is recommended. A stipend of 50,000 - \$55,000, depending upon the years of experience, is requested to compensate for the additional workload and expanded duties of the position. The NExT program will cover the increased personnel costs.

Cost and Budgetary Support: Additional \$7200 in FY26 budget for a 12-month NUCP instructor and \$55,000 stipend from NExT funds

Strategic Priority Alignment: √ Student Success √ Resource Optimization

vCommunity Impact v Institutional Excellence

Resource Person(s): Danny Bacot, Dean of Workforce

Signatures:

Danny Bacot Digitally signed by Danny Bacot Date: 2025.06.26 07:56:31 -05'00'

Originator

Date

Date

Leigh Ann Collins Digitally signed by Leigh Ann Collins Date: 2025.06.26 08:32:29 -05'00'

Cabinet-Level Supervisor

President's Approval:

Barry Mcciche

President

6-28-25

POLICY DB (LOCAL) 08/01/2020 Date