

Collin County Community College District Board of Trustees

2022-08-2-10

August 23, 2022

Resource: Dr. Neil Matkin
District President
Floyd Nickerson
Chief HR Officer

AGENDA ITEM: Consideration of Approval for FY2022-2023 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 2022-2023 are recommended:

- Increase base salary by 5% through a General Pay Increase (GPI) for full-time faculty and full-time staff; increase base salary by 4% for administrators.
- Increase the faculty salary schedule to the following bases:
 - Technical Faculty to \$54,516,
 - Master’s degree to \$55,590,
 - Master’s degree plus 24 graduate semester hours to \$57,225,
 - Master’s degree plus 48 graduate semester hours to \$60,001, and
 - Doctoral degree to \$64,916.
- Increase staff salary ranges by 5%.
- Increase part-time staff and adjunct faculty pay rates by 5%.
- Process a \$2,500 one-time stipend for all full-time faculty, full-time staff, and administrators.
- Process up to \$1,000 as a one-time stipend for part-time staff, dependent upon the hours worked in the fiscal year
- Increase the student employee pay rate \$.50/hour.

DISTRICT PRESIDENT'S RECOMMENDATION:

The District President recommends approval of a 5% General Pay Increase (GPI) for full-time faculty and full-time staff; a GPI of 4% for administrators; an increase to the faculty salary schedule, as presented; an increase to staff salary ranges by 5%; an increase to the pay rates for part-time staff and adjunct faculty of 5%; a one-time stipend of \$2,500 for all full-time faculty, full-time staff, and administrators; up to \$1,000 as a one-time stipend for part-time staff, dependent upon the hours worked in the fiscal year; and an increase to the student pay rate of \$.50/hour.

SUGGESTED MOTION:

“Mr. Chairman, I make a motion that the Board of Trustees of Collin County Community College District approves the pay increases and one-time stipends as recommended.”