



October 9, 2024

To: Board of Trustees
Southwest Texas College

From: Dr. Hector Gonzales
President

Re: One-Time Bonus Payment

I am recommending the authorization to pay our employees a one-time bonus with the November 2024 payroll. As stated in our budget workshop, this payment was contingent on meeting our enrollment target for the Fall semester (We exceeded our enrollment target).

We are proposing the same methodology as last year:

- Full-Time employees net \$1,000 after tax (364 employees)
- Adjunct Faculty net \$500 after taxes (10 employees)
- Part-Time net \$500 after taxes (111 employees)
- For a total of \$494,478.08 including taxes that is budgeted within our Contingency Budget.