

Date of Board Meeting: March 24, 2026

Subject: Approval of Fiscal Year 2027 Employee Contracts

Recommendation: Presented for recommended approval to the Board of Trustees.

Background and Rationale:

In accordance with College policies and administrative procedures, the Board of Trustees shall consider the recommended employee contracts for Fiscal Year 2027 at the March Board of Trustees meeting.

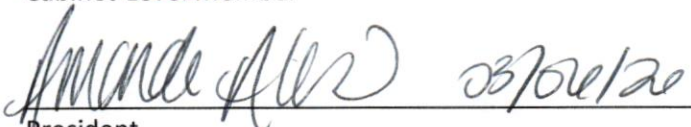
Budgetary Implications: Fiscal Year 2027 Budget

Strategic Priority Alignment: Student Success Community Impact
 Resource Optimization Institutional Excellence

Resource Personnel: Rachel Bahnsen, Dean of Human Resources

Approval:


Cabinet-Level Member

 03/24/20
President

President

Category I: Renewal of persons on one-year contracts

Contracts expire: 08/31/26

Recommended action: Renew contracts for one year (08/31/27)

Employee's Name		Employee's Title	2025-2026 Salary Schedule	
Sean C.	Amestoy	Head Rodeo Coach / Instructor of Agriculture	FAC / 1	26
Rachel Y.	Bahnsen	Dean of Human Resources	D / 15	43
Lesley	Blanks	WCJC Foundation Development Coordinator	AA / 1	7
David A.	Byrd	Vice President of Access, Completion, and Transfer	VP / 13	112
Jerrick	Cabrales	Head Volleyball Coach	FAC / 1	12
Oscar	Cano	Research Analyst	A / 15	3
Scott M.	Cunningham	Vice President of Finance and Administration	VP / 13	120
Lacy	Guill	Manager of Institutional Effectiveness	A / 5	6
Jonathan	Jeter	Director of the WCJC Foundation and	CA / 15	14
Lea Anna	Kostelnik	Senior Research Analyst	AA / 1	14
Cindy	Mahalitc	Coordinator of Grants Management and	AA / 1	14
Kerri L.	Novak	Director of Human Resources	CA / 15	10
Andrew	Porras	Head Baseball Coach/Instructor of	FAC / 1	12
Sheryl	Rhodes	Executive Assistant to the President	A / 10	13
Benjamin	Sharp	Director of Marketing, & Communications	CA / 15	19
Michael R.	Wilkinson	Chief of Staff	VP / 5	6

Category II: Extensions for persons on two-year contracts

Contracts expire: 08/31/27

Recommended action: Renew contracts for one year (08/31/28)

Employee's Name		Employee's Title	2025-2026 Salary Schedule	
Tessa L.	Mathews	Director of Institutional Research and Enterprise	CA / 15	36

Category III: No action for renewal of persons on one-year contracts

Contracts expire: 08/31/26

Recommended action: None-Contracts will expire

Employee's Name		Employee's Title	2025-2026 Salary Schedule	

Category IV: No action for extension of persons on two-year contracts

Contracts expire: 08/31/27

Recommended action: None-Contracts will continue as they are currently written

Employee's Name		Employee's Title	2025-2026 Salary Schedule	
Xiaodong	Li	Webmaster	CA / 10	31

Vice President of Instruction

Category I: Renewal of persons on one-year contracts

Contracts expire: 08/31/26

Recommended action: Renew contracts for one year (08/31/27)

Employee's Name		Employee's Title	2025-2026 Salary Schedule	
Dawn M.	Aldana	Online Instructor of Psychology	FAC / 1	20
Ranya	Ali	Instructor of Mathematics	FAC / 5	10
Josh Ann	Alvarado	Instructor of Cosmetology / Cosmetology Program	FAC / 1	16
Peter	Anderson	Instructor of Geology	FAC / 4A	8
Jeffrey	Anderson	Instructor of Music/Band Director	FAC / 7	10
Kimberly	Ashburn	Accessibility & Instructional Media Technologist	AA / 1	6
Batoul M.	Ayache	Instructor of Biology	FAC / 1	2
Amber L.	Barbee	Director of Counseling and Disability Services	CA / 15	13
Francine E.	Bay	Instructor of Dental Hygiene	FAC / 1	25
Jason M.	Bennett	Instructor of History	FAC / 3A	8
Michele	Betancourt	Director of Distance Education	CA / 15	21
Archna	Bhasin	Instructor of Biology	FAC / 7	16
Toni G.	Biezugbe	Instructor of Associate Degree Nursing	FAC / 1	32
Ophelia A.	Binkley- Webb	Instructor of Psychology	FAC / 4A	21
Jennifer B.	Boyd	Instructor of Associate Degree Nursing	FAC / 1	30
Russell	Braeuer	Instructor of Biology	FAC / 7	9

Alexis	Brooks	Title IX and Compliance Coordinator	AA / 1	15
Donna	Brown	Counselor	FAC / 1	11
Jodie L.	Burton	Instructor of Psychology	FAC / 1	19
Don	Cavin	Instructor of English	FAC / 1	10
Johnson	Cherukara	Instructor of Biology	FAC / 1	23
Ruediger T.	Cirsovius	Instructor of History	FAC / 4	12
Aaron C.	Cooley	Instructor of Government	FAC / 7	11
Jacquelyn	Cooper-Edwards	Instructor of English	FAC / 7	16
Kirk	Cowell	Instructor of Speech	FAC / 1	12
Dianne C.	Curtis	Instructor of Art	FAC / 2	20
Jubie	Daniel	Instructor of Associate Degree Nursing	FAC / 1	30
NaQui	Davidson	Director of Student Life	CA / 10	8
Sandra W.	Davis	Instructor of Associate Degree Nursing	FAC / 1	50
Derek	DeLaPena	Instructor of Psychology	FAC / 7	18
Aaron A.	Dittmar	Instructor of Welding	FAC / 1	20
Camilla R.	Dixon Sutton	Learning Center Facilitator	A / 5	12
Pamela R.	Dobbs	Instructor of Dental Hygiene	FAC / 1	14
Rocio	Doherty	Instructor of Chemistry	FAC / 7	14
Kayla	Drabek	Instructor of Vocational Nursing	FAC / 1	6
Gabriel	Escobedo	Instructor of Electronics Engineering Technology	FAC / 1	6
Marci	Espinosa	Instructor of Physical Therapy Assistant	FAC / 1	7
Donna	Falloon	Instructor of Business Office Technology	FAC / 7	11
Sean	Franco	Instructor of Welding	FAC / 1	6

Lacey	Gann	Instructor of Physical Therapy Assistant	FAC / 7	7
Patricia	Garcia-Estrada	Dental Hygiene Instructor, Supervising Dentist	FAC / 7	49
Darlene C.	Giesalhart	Instructor of Emergency Medical Services	FAC / 1	12
Lynn S.	Goodrich	Learning Center Facilitator	A / 5	12
Mousumi	Goswami	Instructor of Biology	FAC/1	13
Lauren	Green	Instructor of Mathematics	FAC / 1	5
Gina	Grosser	Instructor of Vocational Nursing	FAC / 1	12
Kenneth W.	Grubb	Instructor of History	FAC / 2	19
Kimberly	Gubbels	Residence Life Supervisor	A / 1	17
Justin M.	Guidry	Instructor of History	FAC / 1	11
Patricia A.	Guillory	Instructor of Developmental Math	FAC / 1	15
Varun	Gupta	Instructor of Economics	FAC / 1	16
Philip	Hamlin	Instructor of Electrical Technology	FAC / 1	23
Bradley	Hepburn	Developmental Math Instructor	FAC / 1	6
Ann M.	Hernandez	Instructor of Vocational Nursing	FAC / 1	12
Jenna	Hession	Instructor of Vocational Nursing	FAC / 1	4
Shannon	Hofer	Counselor	FAC / 1	10
Candi S.	Hollier	Instructional Technologist	AA / 1	12
Jami	Hughes	Instructor of Drama / Visual & Performing Arts	FAC / 2	20
Jomar D.	Isip	Instructor of English	FAC / 7	11
Karl	Johnson	Instructor of Emergency Medical Services	FAC / 1	15
Benjamin G.	Johnson	Instructor of Biology	FAC / 7	11
Tiffany L.	Jones	Instructor of Speech	FAC / 1	11

Heather	Keahey	Instructor of Mathematics	FAC / 7	14
Kristine	Kern	Instructor of Emergency Medical Services	FAC / 1	11
William S.	Kilgore	Instructor of Sociology	FAC / 7	13
Gerald W.	Kinder	Instructor of Manufacturing Technology	FAC / 1	14
Nathan	King	Instructor of English	FAC / 7	10
Kimberly	Kirby	Developmental Math Instructor	FAC / 1	11
Travis L.	Knodel	Instructor of Mathematics	FAC / 1	14
Patricia A.	Korenek	Instructor of Associate Degree Nursing	FAC / 1	54
Tom-Kody W.	Krpec	Instructor of Developmental English	FAC / 5	6
Patrick J.	Laskey	Instructor of English	FAC / 7	12
Debra	Lemson	Instructor of Music	FAC / 5A	24
Cheryl L.	Lewis	Counselor	FAC / 1	10
Nicole K.	Lippolis	Instructor of Chemistry	FAC / 1	16
Santiago	Lopez	Instructor of English	FAC / 4	9
Joy	Magowan	Instructor of English	FAC / 7	18
Telma H.	Mathews	Instructor of Mathematics	FAC / 1	14
Jennifer A.	Mauch	Instructor of Mathematics	FAC / 1	21
Brittany N.	May	Instructor of Music	FAC / 7	13
Sandra	McCarstle	Instructor of Education/Early Childhood Development	FAC / 5	4
David K.	McDaniel	Instructor of IT & Networking	FAC / 1	12
Gregory B.	McLarty	Instructor of Drama	FAC / 1	20
Lindsey	McPherson	Associate Vice President of Academic Affairs	VP / 5	67
Holly E.	Merta	Instructor of Biology	FAC / 7	4

Melissa	Moore	Instructor of Mathematics	FAC / 1	9
Justin D.	Moran	Instructor of Law Enforcement	FAC / 1	11
Jonah	Mutua	Instructor of Math	FAC / 7	13
Yennie	Nguyen	Instructor of Chemistry	FAC / 7	0
Judy R.	Ogle	Instructor of Psychology	FAC / 1	24
Jill	Oglesbee	Instructor of Government	FAC / 1	7
Sheena	Olatunde	Instructor of Associate Degree Nursing	FAC / 1	31
Kornelia	Oostingh	Instructor of Geology	FAC / 7	6
Karl	Paoletti	Instructor of Music/Director of Choirs	FAC / 7	15
Jeffrey A.	Parish	Instructor of English	FAC / 1	8
Ronald	Potila	Instructor of Automotive Technology	FAC / 1	12
Paris	Potter	Instructor of Associate Degree Nursing	FAC / 1	27
Carl	Price	Instructor of Mathematics	FAC / 1	16
Patrick W.	Ralls	Instructor of Speech	FAC / 1	22
Jesi	Ramirez	Instructor of Developmental Math	FAC / 1	8
Ernest	Ramirez	Instructor of Government	FAC / 2	16
Joseph L.	Reeve	Instructor of Biology	FAC / 7	11
Stacie	Ringleb-Krutilek	Instructor of Kinesiology	FAC / 1	14
Julieta M.	Rodriguez	Instructor of English	FAC / 1A	6
Baylee S.	Ross	Instructor of Associate Degree Nursing	FAC / 1	27
Sonja	Ross	Instructor of Health Information Technology	FAC / 1	10
Naomi C.	Ruby	Director of Library Information and Technical	FAC / 7	22
Angelique	Sakry	Instructor of English	FAC / 1	7

Muna	Saqer	Instructor of Computer Science	FAC / 7	14
Anna	Sawyer	Instructor of Associate Degree Nursing	FAC / 1	33
James	Schoshinski	Instructor of Government	FAC / 1	16
Mahmoud	Shagrani	Instructor of Mathematics	FAC / 7	15
Geoffrey R.	Shine	Instructor of Government	FAC / 1	17
Catherine C.	Shoppa	Instructor of English	FAC / 1	13
Celine M.	Siewert	Instructor of Accounting	FAC / 1	23
Bracha	Silverstone	Instructor of Mathematics	FAC / 1	15
Amanda	Smith	Instructor of Biology	FAC / 1	16
Yvonne	Smith	Instructor of Mathematics	FAC / 1	24
Grady A.	Smith	Instructor of Law Enforcement	FAC / 1	18
Jessi	Snider	Instructor of English	FAC / 7	10
Dolly	Staude	Instructor of Cosmetology	FAC / 1	8
Shuching	Su	Instructor of Mathematics	FAC / 1	10
Lauren E.	Sullivan	Instructor of English	FAC / 1	10
Patricia	Swanigan	Learning Center Facilitator	A / 5	12
Tanya	Taylor	Simulation Laboratory Technician	AA / 1	8
Wanda	Taylor	Simulation Laboratory Coordinator	FAC / 1	24
Eugene H.	Theobald	Instructor of Process Technology / Process	FAC / 1	11
Ernest H.	Tix	Instructor of English	FAC / 1	20
Brian	Troquille	Instructor of Process Technology / Process	FAC / 1	9
Sean A.	Valdez	Instructor of Biology	FAC / 1	13
Arthur	Vallejo	Instructor of Psychology	FAC / 1	6

Colin D.	VerNooy	Instructor of Mathematics	FAC / 7	4
Paul E.	Villa	Instructor of History	FAC / 1	9
Ashley	Villarreal	Instructor of Emergency Medical Services	FAC / 1	4
David	Voulgaris	Instructor of Automotive Technology	FAC / 1	14
Hector	Weir	Instructor of Spanish	FAC / 7	10
Gina	Wilson	Instructor of Dental Hygiene	FAC / 1	13
Wendy S.	Wood	Instructor of English	FAC / 7	11
David J.	Woods	Instructor of Computer Science	FAC / 4	21
Xuan	Wu	Instructor of Physics	FAC / 7	9
Haobo	Yang	Instructor of Computer Science	FAC / 1	14
Hui	Zhao	Instructor of Chemistry	FAC / 7	16

Category II: Extensions for persons on two-year contracts

Contracts expire: 08/31/27

Recommended action: Renew contracts for one year (08/31/28)

Employee's Name		Employee's Title	2025-2026 Salary Schedule	
John H.	Bankston	Instructor of Chemistry	FAC / 1	26
Linda F.	Clark	Instructor of Criminal Justice	FAC / 7	35
Kevin W.	Dees	Instructor of Biology	FAC / 1	38
Carol J.	Derkowski	Instructor of Dental Hygiene	FAC / 1	46
John L.	Dettling	Instructor of Biology	FAC / 1	27
Kelly R.	Eldridge	Instructor of Psychology	FAC / 1	22

Linda F.	Griffith	Instructor of History	FAC / 1	21
J. B.	Groves	Instructor of Computer Science	FAC / 1A	33
Erma Y.	Hart	Instructor of Paralegal Studies	FAC / 1	26
Sandra	Kolafa	Instructor of Cosmetology	FAC / 1	31
David P.	Kucera	Instructor of Electronics	FAC / 1	29
Jonathan	Loessin	Instructor of Sociology	FAC / 7	37
Debora L.	Lutringer	Instructor of Health Information Technology	FAC / 1	27
Jennifer L.	Mahlmann	Instructor of Biology	FAC / 1	25
Shelley H.	Mayfield	Instructor of Dental Hygiene	FAC / 1	30
Karen A.	Prisner	Instructor of Speech	FAC / 1	20
Allyson D.	Randel	Instructor of Radiologic Tech	FAC / 1	19
Haydee J.	Ruiz	Instructor of Engineering Design	FAC / 1	19
Robert	Sanchez	Instructor of HVAC	FAC / 1	26
Amanda B.	Shelton	Instructor of History	FAC / 1	23
Sharla S.	Walker	Instructor of Radiologic Technology	FAC / 1	30
Wendy W.	Waters	Instructor of Biology	FAC / 7	26

Category III: No action for renewal of persons on one-year contracts

Contracts expire: 08/31/26

Recommended action: None-Contracts will expire

Employee's Name		Employee's Title	2025-2026 Salary Schedule	
Bruce	Holley	Continuing Education Instructor-Carpentry	FAC / 1	12

Antoinette Y.	Smith	Continuing Education Corporate Coordinator	AA / 1	13
John F.	Woolsey	Continuing Education Corporate Coordinator	AA / 1	10

Category IV: No action for extension of persons on two-year contracts

Contracts expire: 08/31/27

Recommended action: None-Contracts will continue as they are currently written

Employee's Name	Employee's Title	2025-2026 Salary Schedule

Vice President of Access, Completion, and Transfer

Category I: Renewal of persons on one-year contracts

Contracts expire: 08/31/26

Recommended action: Renew contracts for one year (08/31/27)

Employee's Name		Employee's Title	2025-2026 Salary Schedule	
Basira	Anwarzad	Financial Aid Advisor	A / 15	7
Jenna	Bothell	College Recruiter	A / 5	7
Georgeann	Calzada	Director of Fort Bend County Campuses	CA / 15	12
Jazmin	Cordova	Academic Advisor	A / 5	9
Sara	Fira	Academic and Career Advising Coordinator	AA / 6	13
Anika	Gupta	Financial Aid Advisor	A / 15	2
Armad T.	Johnlouis	Assistant Director of Financial Aid	AA / 1	8
Stephanie D.	Kolacny	Director of Academic and Career Advising	CA / 10	13
Tina B.	Kollmann	Coordinator of Testing Services	AA / 1	14
Rasolyn	McKenzie	Academic Advisor	A / 5	11
Kortni	Montgomery	Academic Advisor	A / 5	4
Nicholas	Niemeier	College Recruiter	A / 5	4
Armando	Palomino McClure	Coordinator of Recruitment	AA / 6	7
Bailey R.	Phillips	College Recruiter	A / 5	1
Selena	Schmidt	Financial Aid Advisor	A / 15	5
Wendy D.	Tamayo	Assistant Director of Admissions and	AA / 1	12

Kelci	Venison	Academic Advisor	A / 5	2
Emily	Voulgaris	Director of Admissions and Registration	CA / 15	10
Jennifer	Zuniga	College Recruiter	A / 5	11

Category II: Extensions for persons on two-year contracts

Contracts expire: 08/31/27

Recommended action: Renew contracts for one year (08/31/28)

Employee's Name		Employee's Title	2025-2026 Salary Schedule	
Lori A.	Blust	Financial Aid Coordinator/Counselor	AA / 1	28
Priscilla	Salas	Director of Financial Aid	CA / 15	19
Natalie M.	Stavinoha	Director of Dual Credit and University Transfer	CA / 10	25

Category III: No action for renewal of persons on one-year contracts

Contracts expire: 08/31/26

Recommended action: None-Contracts will expire

Employee's Name		Employee's Title	2025-2026 Salary Schedule	

Category IV: No action for extension of persons on two-year contracts

Contracts expire: 08/31/27

Recommended action: None-Contracts will continue as they are currently written

Vice President of Finance and Administration

Category I: Renewal of persons on one-year contracts

Contracts expire: 08/31/26

Recommended action: Renew contracts for one year (08/31/27)

Employee's Name		Employee's Title	2025-2026 Salary Schedule	
Clarissa R.	Bueno	Director of Purchasing	CA / 15	6
Rachel	Cavazos	Financial Accountant	AA / 1	13
Jeremy	Eder	Director of Security & Public Safety	CA / 15	13
Jessica E.	Garcia	Assistant Controller	AA / 1	12
Jason P.	Novak	Executive Director of Facilities Management	CA / 15	45
Cynthia	Ward	Associate Vice President of Financial Operations /	VP / 5	67

Category II: Extensions for persons on two-year contracts

Contracts expire: 08/31/27

Recommended action: Renew contracts for one year (08/31/28)

Employee's Name		Employee's Title	2025-2026 Salary Schedule	
Estefanita G.	Vela	Grant Manager	AA / 15	42

Category III: No action for renewal of persons on one-year contracts

Contracts expire: 08/31/26

Recommended action: None-Contracts will expire

Employee's Name		Employee's Title	2025-2026 Salary Schedule	
Douglas	Baumgarten	Assistant Director of Facilities Management	AA / 1	17

Category IV: No action for extension of persons on two-year contracts

Contracts expire: 08/31/27

Recommended action: None-Contracts will continue as they are currently written

Employee's Name		Employee's Title	2025-2026 Salary Schedule	

Vice President of Information Technology

Category I: Renewal of persons on one-year contracts

Contracts expire: 08/31/26

Recommended action: Renew contracts for one year (08/31/27)

Employee's Name		Employee's Title	2025-2026 Salary Schedule	
Seth	Bailey	Systems Analyst	AA / 1	7
Shane	Benich	Assistant Director of Technical Services	AA / 1	6
Robert	Falco	Help Desk Manager	A / 8	13
Robby E.	Mathews	Director of Networking and Server Services	CA / 15	32
Lori	Rosales	IT Project Manager	A / 8	7
Tyler	Wittig	Systems Analyst	AA / 1	2

Category III: No action for renewal of persons on one-year contracts

Contracts expire: 08/31/26

Recommended action: None-Contracts will expire

Employee's Name		Employee's Title	2025-2026 Salary Schedule	