



**Wharton County
Junior College**

**Proposed Agenda Item
Board of Trustees Meeting**

Complete this form and submit it to the Office of the President by noon on Monday of the week before the following Tuesday evening meeting of the Board of Trustees. If this form does not provide enough space, you may use an expanded version *as long as you follow the format specified below.*

Date of Board Meeting: October 20, 2020 Date of This Proposal: October 13, 2020

SUBJECT:

Creation of an additional salary schedule

RECOMMENDATION:

Approve the creation of Salary Schedule A

BACKGROUND/RATIONALE:

Recommend approval of a new Salary Schedule A to fill the large salary gap between the Salary Schedule P and the next schedule AA. Support Staff Salary Schedule P salary begins at \$26,125.00, and Administrative Salary Schedule AA begins at \$56,069.00 with no intermediate salary schedule. The proposed Administrative Salary Schedule A salary begins at \$34, 525.00.

The creation of Salary Schedule A offers an opportunity to hire contract positions at market rate for the skill level required to complete the task.

Estimated Cost and Budgetary Support (how will this be paid for: No immediate impact until a position is approved at the new salary schedule.

RESOURCE PERSON(S) [name(s) and title(s):

Betty A. McCrohan, President

SIGNATURES:

July J. Jones
Originator

10-13-2020
Date

Betty A. McCrohan
Cabinet-Level Supervisor

10-13-20
Date

PRESIDENT'S APPROVAL:

Betty A. McCrohan

10-13-20

FY - 2021

Year 2019-20 Pr Yr. Pr.Hr.

BASE SALARY= 26,125 12.56

GRADE INCR. = 600 .29

STEP INCR. = 325 .16

WCJC SALARY SCHEDULE Employee Salary Schedule - P

GRADE	PAR01	PAR02	PAR03	PAR04	PAR05	PAR06	PAR07	PAR08	PAR09	PAR10	PAR11	PAR12	PAR13	PAR14	PAR15
	200-240	241-280	281-320	321-360	361-400	401-440	441-480	481-520	521-560	561-600	601-640	641-680	681-720	721-760	761-800
STEP 0	26,125	26,725	27,325	27,925	28,525	29,125	29,725	30,325	30,925	31,525	32,125	32,725	33,325	33,925	34,525
1	26,450	27,050	27,650	28,250	28,850	29,450	30,050	30,650	31,250	31,850	32,450	33,050	33,650	34,250	34,850
2	26,775	27,375	27,975	28,575	29,175	29,775	30,375	30,975	31,575	32,175	32,775	33,375	33,975	34,575	35,175
3	27,100	27,700	28,300	28,900	29,500	30,100	30,700	31,300	31,900	32,500	33,100	33,700	34,300	34,900	35,500
4	27,425	28,025	28,625	29,225	29,825	30,425	31,025	31,625	32,225	32,825	33,425	34,025	34,625	35,225	35,825
5	27,750	28,350	28,950	29,550	30,150	30,750	31,350	31,950	32,550	33,150	33,750	34,350	34,950	35,550	36,150
6	28,075	28,675	29,275	29,875	30,475	31,075	31,675	32,275	32,875	33,475	34,075	34,675	35,275	35,875	36,475
7	28,400	29,000	29,600	30,200	30,800	31,400	32,000	32,600	33,200	33,800	34,400	35,000	35,600	36,200	36,800
8	28,725	29,325	29,925	30,525	31,125	31,725	32,325	32,925	33,525	34,125	34,725	35,325	35,925	36,525	37,125
9	29,050	29,650	30,250	30,850	31,450	32,050	32,650	33,250	33,850	34,450	35,050	35,650	36,250	36,850	37,450
10	29,375	29,975	30,575	31,175	31,775	32,375	32,975	33,575	34,175	34,775	35,375	35,975	36,575	37,175	37,775
11	29,700	30,300	30,900	31,500	32,100	32,700	33,300	33,900	34,500	35,100	35,700	36,300	36,900	37,500	38,100
12	30,025	30,625	31,225	31,825	32,425	33,025	33,625	34,225	34,825	35,425	36,025	36,625	37,225	37,825	38,425
13	30,350	30,950	31,550	32,150	32,750	33,350	33,950	34,550	35,150	35,750	36,350	36,950	37,550	38,150	38,750
14	30,675	31,275	31,875	32,475	33,075	33,675	34,275	34,875	35,475	36,075	36,675	37,275	37,875	38,475	39,075
15	31,000	31,600	32,200	32,800	33,400	34,000	34,600	35,200	35,800	36,400	37,000	37,600	38,200	38,800	39,400
16	31,325	31,925	32,525	33,125	33,725	34,325	34,925	35,525	36,125	36,725	37,325	37,925	38,525	39,125	39,725
17	31,650	32,250	32,850	33,450	34,050	34,650	35,250	35,850	36,450	37,050	37,650	38,250	38,850	39,450	40,050
18	31,975	32,575	33,175	33,775	34,375	34,975	35,575	36,175	36,775	37,375	37,975	38,575	39,175	39,775	40,375
19	32,300	32,900	33,500	34,100	34,700	35,300	35,900	36,500	37,100	37,700	38,300	38,900	39,500	40,100	40,700
20	32,625	33,225	33,825	34,425	35,025	35,625	36,225	36,825	37,425	38,025	38,625	39,225	39,825	40,425	41,025
21	32,950	33,550	34,150	34,750	35,350	35,950	36,550	37,150	37,750	38,350	38,950	39,550	40,150	40,750	41,350
22	33,275	33,875	34,475	35,075	35,675	36,275	36,875	37,475	38,075	38,675	39,275	39,875	40,475	41,075	41,675
23	33,600	34,200	34,800	35,400	36,000	36,600	37,200	37,800	38,400	39,000	39,600	40,200	40,800	41,400	42,000
24	33,925	34,525	35,125	35,725	36,325	36,925	37,525	38,125	38,725	39,325	39,925	40,525	41,125	41,725	42,325
25	34,250	34,850	35,450	36,050	36,650	37,250	37,850	38,450	39,050	39,650	40,250	40,850	41,450	42,050	42,650
26	34,575	35,175	35,775	36,375	36,975	37,575	38,175	38,775	39,375	39,975	40,575	41,175	41,775	42,375	42,975
27	34,900	35,500	36,100	36,700	37,300	37,900	38,500	39,100	39,700	40,300	40,900	41,500	42,100	42,700	43,300
28	35,225	35,825	36,425	37,025	37,625	38,225	38,825	39,425	40,025	40,625	41,225	41,825	42,425	43,025	43,625
29	35,550	36,150	36,750	37,350	37,950	38,550	39,150	39,750	40,350	40,950	41,550	42,150	42,750	43,350	43,950
30	35,875	36,475	37,075	37,675	38,275	38,875	39,475	40,075	40,675	41,275	41,875	42,475	43,075	43,675	44,275
31	36,200	36,800	37,400	38,000	38,600	39,200	39,800	40,400	41,000	41,600	42,200	42,800	43,400	44,000	44,600
32	36,525	37,125	37,725	38,325	38,925	39,525	40,125	40,725	41,325	41,925	42,525	43,125	43,725	44,325	44,925
33	36,850	37,450	38,050	38,650	39,250	39,850	40,450	41,050	41,650	42,250	42,850	43,450	44,050	44,650	45,250
34	37,175	37,775	38,375	38,975	39,575	40,175	40,775	41,375	41,975	42,575	43,175	43,775	44,375	44,975	45,575
35	37,500	38,100	38,700	39,300	39,900	40,500	41,100	41,700	42,300	42,900	43,500	44,100	44,700	45,300	45,900
36	37,825	38,425	39,025	39,625	40,225	40,825	41,425	42,025	42,625	43,225	43,825	44,425	45,025	45,625	46,225
37	38,150	38,750	39,350	39,950	40,550	41,150	41,750	42,350	42,950	43,550	44,150	44,750	45,350	45,950	46,550
38	38,475	39,075	39,675	40,275	40,875	41,475	42,075	42,675	43,275	43,875	44,475	45,075	45,675	46,275	46,875
39	38,800	39,400	40,000	40,600	41,200	41,800	42,400	43,000	43,600	44,200	44,800	45,400	46,000	46,600	47,200
40	39,125	39,725	40,325	40,925	41,525	42,125	42,725	43,325	43,925	44,525	45,125	45,725	46,325	46,925	47,525
41	39,450	40,050	40,650	41,250	41,850	42,450	43,050	43,650	44,250	44,850	45,450	46,050	46,650	47,250	47,850
42	39,775	40,375	40,975	41,575	42,175	42,775	43,375	43,975	44,575	45,175	45,775	46,375	46,975	47,575	48,175
43	40,100	40,700	41,300	41,900	42,500	43,100	43,700	44,300	44,900	45,500	46,100	46,700	47,300	47,900	48,500
44	40,425	41,025	41,625	42,225	42,825	43,425	44,025	44,625	45,225	45,825	46,425	47,025	47,625	48,225	48,825
45	40,750	41,350	41,950	42,550	43,150	43,750	44,350	44,950	45,550	46,150	46,750	47,350	47,950	48,550	49,150
46	41,075	41,675	42,275	42,875	43,475	44,075	44,675	45,275	45,875	46,475	47,075	47,675	48,275	48,875	49,475
47	41,400	42,000	42,600	43,200	43,800	44,400	45,000	45,600	46,200	46,800	47,400	48,000	48,600	49,200	49,800
48	41,725	42,325	42,925	43,525	44,125	44,725	45,325	45,925	46,525	47,125	47,725	48,325	48,925	49,525	50,125
49	42,050	42,650	43,250	43,850	44,450	45,050	45,650	46,250	46,850	47,450	48,050	48,650	49,250	49,850	50,450
50	42,375	42,975	43,575	44,175	44,775	45,375	45,975	46,575	47,175	47,775	48,375	48,975	49,575	50,175	50,775

