



**Wharton County
Junior College**

**Proposed Agenda Item
Board of Trustees Meeting**

Date of Board Meeting: 5-17-16

Date of This Proposal: 5-6-16

SUBJECT (item as it will appear on agenda): Increase Faculty Overload Compensation

RECOMMENDATION: Approve increasing faculty overload compensation from \$600 per Equated Pay Hour (EPH) to \$700 per EPH, effective August 2016

BACKGROUND/RATIONALE:

Human Resources Department recently surveyed nine community colleges (most within the Gulf Coast Consortium) regarding faculty salaries. WCJC ranked 8th on overload salaries. (Overload includes part-time faculty and full-time faculty teaching overload courses.) In order to attract and retain high quality part-time faculty, and to better support full-time faculty willing to teach additional course loads, the compensation must be increased by \$300 per 3-hour lecture course. Currently, an instructor teaching a 3-hour lecture course is compensated at \$600 per lecture hour or \$1800 for the course. The increase to \$700 per equated hour equates to \$2100 compensation for a 3-lecture hour course. The increase moves WCJC above the median in the Gulf Coast Consortium for overload compensation.

Estimated Cost and Budgetary Support (how will this be paid for?): \$408,000 estimated cost to be included in the FY17 budget operating expenditures

RESOURCE PERSON(S) [name(s) and title(s)]: Leigh Ann Collins, VPI

SIGNATURES:

Originator

LAC

Cabinet-Level Supervisor

Date

5-6-16

Date

PRESIDENT'S APPROVAL:

Betty A. McLeod

5-9-16