



**Wharton County
Junior College**

**Proposed Agenda Item
Board of Trustees Meeting**

Date of Board Meeting: 3/27/2018 Date of This Proposal: 2/15/2018

SUBJECT (item as it will appear on agenda):

Adult Education Literacy (AEL) Compensation for Instructors and Aides

RECOMMENDATION: Approve Salary Increase for AEL Instructors and Aides

BACKGROUND/RATIONALE: The request is to compensate AEL instructors \$25 per hour and compensate AEL aides \$13 per hour. WCJC serves six counties through its Adult Education & Literacy (AEL) program (approximately 1200 students). Grant monies fund all of these programs. AEL utilizes 37 part-time instructors and 5 part-time aides to teach GED and ESL classes. The current compensation for AEL instructors is \$23 per hour up to 19 hours per week; the last raise was awarded in 2014. AEL aides' compensation is \$11.91 per hour and no raise has been awarded in 10 years.

In addition to lack of a regular salary increase, the Texas Workforce Commission who oversees the AEL grant, revised procedures for GED/ESL instruction and testing. These revisions have increased the workload for AEL instructors and aides. For example, the GED test content was revised thus requiring a revision to instructional methods and course content to better prepare students for this exam. AEL curriculum must now align with the Texas Content Standards. Hence, AEL instructors and aides continue to research and revise AEL curriculum to better support students with their academic and career goals. The pay increase effective date is April 1, 2018.

Estimated Cost and Budgetary Support (how will this be paid for?): Approximately \$35,000 Grant Funds

RESOURCE PERSON(S) [name(s) and title(s)]: Tara Zekavat, Director of AEL


SIGNATURES:



Originator

3-6-2018

Date

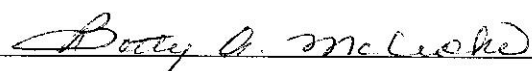


Cabinet-Level Supervisor

3-6-18

Date

PRESIDENT'S APPROVAL:



3-6-18
