Wharton County Junior College

Board of Trustees
Agenda Item

Date of Board Meeting: August 18, 2026

Subject: Modified Salary Schedules, Effective Fiscal Year 2027

Recommendation: Approve the modified salary schedules for faculty and staff, effective Fiscal Year 2027.

Background and Rationale:

Administration recommends approval of the modified faculty and staff salary schedules (attached) to implement as part of the Fiscal Year (FY) 2027 budget. The revised salary schedules are based on a comprehensive compensation study conducted by the Texas Association of School Boards (TASB) between November 2025 and March 2026, which evaluated the College's compensation structure against comparable community college market data.

The modified salary schedules incorporate recommendations to better align with market values at peer institutions. In addition, the modified plan transitions the College to a schedule that is based on a salary range, rather than the previous "step" model. Additional changes resulting from this transition include:

- Future salary increases will be based on a standard percentage across all positions.
- New classified staff salary calculations will be eligible to include up to five years of experience upon entry (current practice is no years of experience considered in entry salary calculation).
- Internal hires will have their salary calculated based on the hiring range for the position and their relevant work experience up to the maximum allowed (10 years for faculty and administrative staff; 5 years for classified staff).
- Faculty pay categories differentiated into three categories: 1) No Credential, Associate, or Bachelor's degree; 2) Master's degree; and 3) Doctoral degree or equivalent (e.g. J.D.).
- Deletion of "Longevity Stipend" for milestone years, originally approved by the Board of Trustees in October 2019.

Approval of this item adopts the modified faculty and staff salary schedules, effective September 1, 2026, for use in employee hiring, placement, promotions, and other personnel actions during Fiscal Year 2027. Modifications have been incorporated into the FY 2027 operating budget for all positions and current vacancies.

Budgetary Implications: $650,000 (Salary and benefits, included as part of the FY 2027 unrestricted operating budget)

Strategic Priority Alignment:

☐ Student Success
☐ Community Impact
☑ Resource Optimization
☑ Institutional Excellence

Resource Personnel: Amanda A. Allen, Ed.D.; President

Approval:

Amanda Allen 08/10/26

President

Wharton County Junior College

Board of Trustees
Agenda Item

Faculty Salary Schedules:

Faculty Pay Schedule (9 Month Contract)[1]

	AAB	MAS	DOC
Min	$47,000	$50,000	$56,500
Mid	$57,349	$61,010	$68,941
Max	$69,284	$73,706	$83,288

Faculty Pay Schedule (10.5 Month Contract)

	AAB	MAS	DOC
Min	$54,833	$58,333	$65,917
Mid	$66,907	$71,178	$80,431
Max	$80,831	$85,990	$97,169

Faculty Pay Schedule (12 Month Contract)

	AAB	MAS	DOC
Min	$62,667	$66,667	$75,333
Mid	$76,465	$81,346	$91,921
Max	$92,378	$98,275	$111,051

Staff Salary Schedules:

Classified (Non-Exempt) Staff Pay Schedule (12 Month)

	CL1	CL2	CL3	CL4	CL5	CL6
Min	$29,120	$31,200	$33,280	$36,920	39,420	$42,640
Mid	$35,532	$38,070	$40,608	$45,049	$48,100	$52,029
Max	$42,926	$45,993	$49,059	$54,425	$58,110	$62,857

Administrative (Exempt) Staff Pay Schedule (12 Month)[2]

	AD1	AD2	AD3	AD4	AD5	AD6	DEA	AVP	VP
Min	$43,000	$50,000	$55,000	$62,000	$68,000	$75,000	$92,000	$105,000	$140,000
Mid	$52,468	$61,010	$67,110	$75,652	$82,973	$91,514	$112,257	$128,120	$170,827
Max	$63,387	$73,706	$81,077	$91,396	$100,240	$110,559	$135,619	$154,783	$206,377

[1] AAB: No Credential, Associate, or Bachelor's Degree. MAS: Master's Degree. DOC: Doctoral Degree.

[2] DEA: Dean. AVP: Associate Vice President (or equivalent). VP: Vice President.