

Date of Board Meeting: September 15, 2026

Recommendation: Approve continuation of the market stipend for full-time Associate Degree Nursing faculty for FY 2027.

Background and Rationale:

In October 2024, the Board approved a market stipend for full-time Associate Degree Nursing (ADN) faculty in response to significant recruitment and retention challenges within the program. The stipend was established at \$5,000 for 9-month, \$5,800 for 10.5-month, and \$6,700 for 12-month faculty contracts. At the time, the stipend was approved on a temporary basis pending completion of a comprehensive College-wide compensation study.

The College has since completed a comprehensive compensation study conducted by the Texas Association of School Boards (TASB), which evaluated positions and salary structures using relevant market data and peer institutions. As part of its initial recommendations, TASB specifically recommended that the College continue the existing ADN faculty market stipend, recognizing the unique market conditions and competitive pressures associated with recruiting and retaining qualified nursing faculty.

While the FY 2027 salary schedules and market adjustments resulting from the TASB study improve overall market competitiveness, the continued stipend provides an additional mechanism to ensure WCJC remains competitive in this high-demand instructional field. Administration therefore recommends continuing the previously approved ADN faculty market stipend for FY 2027, subject to periodic review as part of the College's overall compensation structure.

Budgetary Implications: N/A – Included as part of FY27 budget.

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

Approval:


President