

2021-2022 Central Texas College Pay Scales

Hourly Pay Scale

Salaried Pay Scale

Texas Campus Faculty Pay Scale

Texas Campuses and On-line Courses Adjunct Faculty Pay Scale

Continental & Navy Campuses Instructional Compensation Schedule

**CENTRAL TEXAS COLLEGE
HOURLY EMPLOYEES PAY SCALE
FISCAL YEAR 2021-2022**

<i>CATEGORIES/ STEP</i>	<i>2A</i>	<i>2B</i>	<i>2C</i>	<i>2D</i>	<i>2E</i>	<i>2F</i>	<i>2G</i>	<i>2H</i>
1	9.20	9.44	9.87	10.37	11.26	12.19	13.39	14.63
2	9.43	9.68	10.11	10.61	11.55	12.50	13.75	14.99
3	9.67	9.93	10.38	10.89	11.85	12.79	14.08	15.38
4	9.91	10.16	10.63	11.13	12.13	13.13	14.43	15.74
5	10.15	10.43	10.90	11.43	12.45	13.44	14.79	16.14
6	10.41	10.68	11.17	11.72	12.74	13.79	15.17	16.53
7	10.66	10.95	11.45	12.01	13.08	14.14	15.54	16.96
8	10.94	11.23	11.75	12.31	13.39	14.48	15.94	17.39
9	11.20	11.50	12.02	12.63	13.74	14.84	16.34	17.81
10	11.49	11.80	12.32	12.95	14.07	15.22	16.75	18.26
11	11.78	12.09	12.64	13.26	14.42	15.60	17.15	18.71
12	12.06	12.38	12.96	13.59	14.79	15.99	17.58	19.19
13	12.37	12.70	13.27	13.92	15.16	16.39	18.03	19.68
14	12.67	13.02	13.61	14.28	15.53	16.80	18.48	20.15
15	13.00	13.34	13.93	14.64	15.93	17.22	18.94	20.65
16	13.33	13.69	14.29	15.00	16.33	17.66	19.40	21.18
17	13.66	14.03	14.66	15.39	16.75	18.09	19.88	21.70
18	14.01	14.35	15.01	15.75	17.14	18.53	20.39	22.26
19	14.34	14.73	15.40	16.15	17.58	19.01	20.91	22.81
20	14.71	15.10	15.77	16.55	18.01	19.46	21.43	23.40
21	15.07	15.48	16.16	16.97	18.47	19.96	21.97	23.95
22	15.45	15.88	16.57	17.40	18.93	20.48	22.50	24.57
23	15.84	16.26	16.99	17.83	19.40	20.97	23.08	25.19
24	16.24	16.66	17.42	18.27	19.88	21.50	23.66	25.81
25	16.64	17.07	17.85	18.74	20.38	22.03	24.26	26.47
26	17.05	17.52	18.30	19.20	20.90	22.59	24.86	27.11
27	17.50	17.95	18.76	19.69	21.43	23.17	25.50	27.81
28	17.93	18.39	19.22	20.17	21.96	23.74	26.10	28.49
29	18.37	18.86	19.71	20.67	22.50	24.34	26.77	29.20
30	18.84	19.32	20.20	21.20	23.07	24.94	27.44	29.94

**CENTRAL TEXAS COLLEGE
SALARIED PAY SCALE
FISCAL YEAR 2021-2022**

<i>CATEGORIES/ STEP</i>	<i>1C</i>	<i>1D</i>	<i>1E</i>	<i>1F</i>	<i>1G</i>	<i>1H</i>	<i>1I</i>	<i>1J</i>	<i>1K</i>	<i>1L</i>	<i>1M Restricted*</i>
01	66,893	62,751	58,852	50,932	46,667	43,134	39,600	35,455	33,508	31,802	25,223
02	68,566	64,318	60,322	52,205	47,834	44,212	40,590	36,344	34,345	32,598	25,852
03	70,280	65,929	61,832	53,509	49,029	45,318	41,605	37,252	35,206	33,625	26,499
04	72,037	67,577	63,378	54,848	50,255	46,451	42,645	38,183	36,084	34,247	27,161
05	73,837	69,266	64,962	56,220	51,512	47,612	43,712	39,138	36,987	35,104	27,841
06	75,685	70,997	66,584	57,626	52,800	48,802	44,805	40,116	37,912	35,981	28,536
07	77,576	72,773	68,252	59,064	54,119	50,022	45,924	41,120	38,857	36,880	29,251
08	79,515	74,591	69,958	60,542	55,473	51,272	47,073	42,147	39,830	37,802	29,981
09	81,505	76,456	71,706	62,057	56,859	52,555	48,248	43,201	40,825	38,748	30,730
10	83,541	78,368	73,497	63,607	58,282	53,870	49,455	44,282	41,846	39,717	31,499
11	85,631	80,327	75,335	65,197	59,738	55,215	50,691	45,388	42,892	40,708	32,287
12	87,772	82,334	77,218	66,828	61,233	56,595	51,960	46,523	43,966	41,726	33,093
13	89,965	84,393	79,150	68,499	62,762	58,010	53,257	47,685	45,064	42,769	33,922
14	92,214	86,503	81,127	70,210	64,331	59,462	54,590	48,879	46,192	43,839	34,768
15	94,518	88,666	83,158	71,966	65,942	60,947	55,954	50,101	47,345	44,936	35,639
16	96,881	90,881	85,235	73,765	67,589	62,469	57,353	51,352	48,528	46,059	36,530
17	99,304	93,153	87,366	75,609	69,277	64,031	58,787	52,637	49,744	47,211	37,444
18	101,787	95,484	89,550	77,499	71,009	65,634	60,256	53,954	50,986	48,392	38,378
19	104,331	97,869	91,789	79,434	72,784	67,274	61,763	55,300	52,261	49,601	39,339
20	106,939	100,318	94,084	81,423	74,605	68,955	63,307	56,684	53,568	50,841	40,321
21	109,615	102,825	96,434	83,458	76,470	70,677	64,890	58,102	54,906	52,111	41,331
22	112,353	105,395	98,847	85,546	78,381	72,446	66,512	59,554	56,278	53,416	42,363
23	115,163	108,029	101,318	87,682	80,341	74,259	68,175	61,042	57,686	54,751	43,421
24	118,042	110,730	103,853	89,877	82,349	76,115	69,879	62,569	59,129	56,118	44,508
25	120,992	113,499	106,448	92,122	84,408	78,018	71,625	64,133	60,606	57,522	45,620
26	124,017	116,335	109,109	94,424	86,519	79,966	73,416	65,737	62,122	58,959	46,760
27	127,117	119,244	111,835	96,785	88,681	81,968	75,251	67,382	63,676	60,434	47,929
28	130,296	122,227	114,631	99,204	90,898	84,014	77,134	69,064	65,267	61,944	49,127
29	133,552	125,281	117,499	101,685	93,172	86,116	79,061	70,790	66,897	63,493	50,356
30	136,892	128,414	120,436	104,228	95,500	88,268	81,039	72,560	68,570	65,080	51,615

**CENTRAL TEXAS COLLEGE
TEXAS CAMPUS FACULTY PAY SCALE
FISCAL YEAR 2021-22**

<u>EXPERIENCE</u>	<u>BACHELORS EQUIVALENT</u>	<u>BACHELORS</u>	<u>MASTERS</u>	<u>MASTERS+30</u>	<u>MASTERS+60</u>	<u>DOCTORATE</u>
1	36,352	40,387	45,986	46,588	46,613	48,992
2	37,261	41,396	47,136	47,752	47,776	50,216
3	38,192	42,430	48,315	48,946	48,970	51,473
4	39,146	43,492	49,523	50,171	50,196	52,760
5	40,126	44,579	50,760	51,425	51,450	54,079
6	41,129	45,695	52,029	52,709	52,735	55,430
7	42,157	46,835	53,329	54,027	54,053	56,816
8	43,210	48,006	54,664	55,379	55,406	58,237
9	44,291	49,207	56,029	56,765	56,791	59,693
10	45,398	50,436	57,432	58,182	58,212	61,184
11	46,534	51,696	58,865	59,637	59,666	62,716
12	47,696	52,991	60,339	61,127	61,158	64,282
13	48,889	54,316	61,847	62,655	62,688	65,890
14	50,112	55,672	63,393	64,222	64,255	67,537
15	51,364	57,064	64,977	65,828	65,861	69,225
16	52,648	58,492	66,604	67,473	67,508	70,954
17	53,965	59,954	68,267	69,159	69,195	72,727
18	55,312	61,451	69,974	70,888	70,925	74,547
19	56,697	62,989	71,722	72,662	72,697	76,410
20	58,114	64,563	73,516	74,479	74,515	78,321
21	59,566	66,177	75,354	76,341	76,379	80,281
22	61,056	67,833	77,236	78,248	78,287	82,287
23	62,583	69,528	79,168	80,205	80,245	84,343
24	64,147	71,265	81,148	82,210	82,251	86,451
25	65,750	73,048	83,176	84,265	84,307	88,613
26	67,394	74,873	85,255	86,372	86,415	90,828
27	69,080	76,747	87,386	88,532	88,575	93,098
28	70,805	78,664	89,570	90,743	90,790	95,426
29	72,576	80,632	91,812	93,013	93,060	97,812
30	74,390	82,646	94,105	95,338	95,385	100,257

**CENTRAL TEXAS COLLEGE
TEXAS CAMPUSES and ON-LINE COURSES
ADJUNCT FACULTY COMPENSATION SCHEDULE
FISCAL YEAR 2021-2022**

Course	Bachelors 16 Hours	Bachelors 32 Hours	Bachelors 48 Hours	Bachelors 64 Hours	Bachelors 80 Hours	Bachelors 96 Hours	Bachelors 112 Hours	Masters 16 Hours	Masters 32 Hours	Masters 48 Hours	Masters 64 Hours	Masters 80 Hours	Masters 96 Hours	Masters 112 Hours
Under 8 enrollments*	\$155.00 per student	\$170.00 per student	\$220.00 per student	\$230.00 per student	\$245.00 per student	\$260.00 per student	\$275.00 per student	\$170.00 per student	\$190.00 per student	\$240.00 per student	\$260.00 per student	\$275.00 per student	\$295.00 per student	\$315.00 per student
Standard	\$1,275.00	\$1,430.00	\$1,820.00	\$1,900.00	\$2,025.00	\$2,135.00	\$2,240.00	\$1,425.00	\$1,570.00	\$2,000.00	\$2,130.00	\$2,270.00	\$2,415.00	\$2,565.00

Course	Doctorate 16 Hours	Doctorate 32 Hours	Doctorate 48 Hours	Doctorate 64 Hours	Doctorate 80 Hours	Doctorate 96 Hours	Doctorate 112 Hours
Under 8 enrollments*	\$180.00 per student	\$195.00 per student	\$265.00 per student	\$285.00 per student	\$300.00 per student	\$320.00 per student	\$335.00 per student
Standard	\$1,495.00	\$1,630.00	\$2,165.00	\$2,335.00	\$2,475.00	\$2,615.00	\$2,755.00

* Courses with under 8 students will not make unless extenuating circumstances exist and an exception is granted in advance of course start by the Campus Dean.
Dean must annotate exception on the PTEA.

This compensation schedule reflects maximum amounts to be paid.

Service Contract Act or other contract employee compensation may be different than the rates stated above.

**Central Texas College
Continental & Navy Campuses
Instructional Compensation Schedule
Fiscal Year 2021-2022**

for Non High-Cost Areas

Semester Credit Hours	Small Classes (7 or less students)	Regular Classes (8-20 students)	Large Classes (21 + students)
1	\$560 per course	\$625 per course	\$690 per course
2	\$795 per course	\$960 per course	\$1320 per course
3	\$190 per student	\$1520 per course	\$1780 per course
4	\$216.25 per student	\$1730 per course	\$2110 per course
Lab	\$31 per student	\$395 per course	\$525 per course

for High-Cost Areas

(Alaska, San Diego Naval Base, Camp Pendleton, MCAS Miramar, Bolling AFB, Hawaii, Bethesda & Fort Lewis)

Semester Credit Hours	Small Classes (7 or less students)	Regular Classes (8-20 students)	Large Classes (21 + students)
3	\$265 per student	\$2120 per course	\$2175 per course
4	\$286.25 per student	\$2290 per course	\$2465 per course
Lab	\$31 per student	\$395 per course	\$525 per course

CD Courses

CD Instructors	\$95-\$110 per student
Learning Coordinator	\$55 per student

- Service Contract Act or other contract employees are not included in the schedule and are based on cost & pricing data.
- All part-time faculty teaching online courses will be paid using the Texas and Online Adjunct Compensation Schedule.
- Total pay for all faculty involved in a hybrid course (Learning Coordinator and Master Instructor) is not to exceed the rates established in the Part-time Credit Courses table at the top of this page.