

# **2016-2017 Central Texas College Pay Scales**

**Hourly Pay Scale**

**Salaried Pay Scale**

**Faculty Pay Scale**

**Adjunct Faculty Pay Scale**

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**CENTRAL TEXAS COLLEGE  
HOURLY EMPLOYEES PAY SCALE  
FISCAL YEAR 2016-2017**

<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	8.52	8.74	9.14	9.60	10.43	11.29	12.40	13.55
2	8.73	8.96	9.36	9.82	10.69	11.57	12.73	13.88
3	8.95	9.19	9.61	10.08	10.97	11.84	13.04	14.24
4	9.18	9.41	9.84	10.31	11.23	12.16	13.36	14.57
5	9.40	9.66	10.09	10.58	11.53	12.44	13.69	14.94
6	9.64	9.89	10.34	10.85	11.80	12.77	14.05	15.31
7	9.87	10.14	10.60	11.12	12.11	13.09	14.39	15.70
8	10.13	10.40	10.88	11.40	12.40	13.41	14.76	16.10
9	10.37	10.65	11.13	11.69	12.72	13.74	15.13	16.49
10	10.64	10.93	11.41	11.99	13.03	14.09	15.51	16.91
11	10.91	11.19	11.70	12.28	13.35	14.44	15.88	17.32
12	11.17	11.46	12.00	12.58	13.69	14.81	16.28	17.77
13	11.45	11.76	12.29	12.89	14.04	15.18	16.69	18.22
14	11.74	12.06	12.60	13.22	14.38	15.56	17.11	18.66
15	12.04	12.35	12.90	13.56	14.75	15.94	17.54	19.12
16	12.34	12.68	13.23	13.89	15.12	16.35	17.96	19.61
17	12.65	12.99	13.57	14.25	15.51	16.75	18.41	20.09
18	12.97	13.29	13.90	14.58	15.87	17.16	18.88	20.61
19	13.28	13.64	14.26	14.95	16.28	17.60	19.36	21.12
20	13.62	13.98	14.60	15.32	16.68	18.02	19.84	21.67
21	13.95	14.33	14.96	15.71	17.10	18.48	20.34	22.18
22	14.31	14.70	15.34	16.11	17.53	18.96	20.83	22.75
23	14.67	15.06	15.73	16.51	17.96	19.42	21.37	23.32
24	15.04	15.43	16.13	16.92	18.41	19.91	21.91	23.90
25	15.41	15.81	16.53	17.35	18.87	20.40	22.46	24.51
26	15.79	16.22	16.94	17.78	19.35	20.92	23.02	25.10
27	16.20	16.62	17.37	18.23	19.84	21.45	23.61	25.75
28	16.60	17.03	17.80	18.68	20.33	21.98	24.17	26.38
29	17.01	17.46	18.25	19.14	20.83	22.54	24.79	27.04
30	17.44	17.89	18.70	19.63	21.36	23.09	25.41	27.72

**BACK**

**CENTRAL TEXAS COLLEGE  
SALARIED PAY SCALE  
FISCAL YEAR 2016-2017**

CATEGORIES/ STEP	1C	1D	1E	1F	1G	1H	1I	1J	1K	1L	1M Restricted*
01	61,938	58,103	54,493	47,476	43,210	39,939	36,667	32,829	31,026	29,446	23,355
02	63,487	59,554	55,854	48,338	44,291	40,937	37,583	33,652	31,801	30,183	23,937
03	65,074	61,045	57,252	49,545	45,397	41,961	38,523	34,493	32,598	31,134	24,536
04	66,701	62,571	58,683	50,785	46,532	43,010	39,486	35,355	33,411	31,710	25,149
05	68,368	64,135	60,150	52,056	47,696	44,085	40,474	36,239	34,247	32,504	25,779
06	70,079	65,738	61,652	53,357	48,889	45,187	41,486	37,144	35,104	33,316	26,422
07	71,830	67,382	63,196	54,689	50,110	46,317	42,522	38,074	35,979	34,148	27,084
08	73,625	69,066	64,776	56,057	51,364	47,474	43,586	39,025	36,880	35,002	27,760
09	75,486	70,793	66,394	57,460	52,647	48,662	44,674	40,001	37,801	35,878	28,454
10	77,353	72,563	68,053	58,895	53,965	49,880	45,792	41,002	38,746	36,775	29,166
11	79,288	74,377	69,755	60,368	55,313	51,125	46,936	42,026	39,715	37,693	29,895
12	81,270	76,235	71,498	61,878	56,697	52,403	48,111	43,077	40,709	38,635	30,642
13	83,301	78,142	73,287	63,425	58,113	53,713	49,312	44,153	41,726	39,601	31,409
14	85,383	80,095	75,118	65,009	59,566	55,057	50,546	45,258	42,770	40,592	32,193
15	87,517	82,098	76,998	66,635	61,057	56,432	51,809	46,390	43,838	41,607	32,999
16	89,705	84,149	78,921	68,301	62,582	57,842	53,105	47,548	44,933	42,647	33,824
17	91,948	86,253	80,894	70,008	64,145	59,288	54,432	48,738	46,059	43,714	34,670
18	94,247	88,411	82,917	71,758	65,749	60,772	55,793	49,957	47,209	44,807	35,535
19	96,603	90,619	84,990	73,550	67,393	62,291	57,188	51,204	48,390	45,927	36,425
20	99,018	92,887	87,115	75,392	69,079	63,847	58,618	52,485	49,600	47,075	37,334
21	101,495	95,208	89,291	77,276	70,806	65,442	60,083	53,798	50,839	48,251	38,269
22	104,031	97,588	91,525	79,209	72,575	67,080	61,585	55,143	52,109	49,459	39,225
23	106,632	100,027	93,813	81,187	74,390	68,758	63,125	56,520	53,413	50,695	40,205
24	109,298	102,528	96,160	83,219	76,249	70,477	64,703	57,934	54,749	51,961	41,211
25	112,030	105,092	98,563	85,298	78,156	72,239	66,319	59,382	56,117	53,261	42,241
26	114,831	107,718	101,027	87,430	80,110	74,043	67,978	60,868	57,520	54,592	43,296
27	117,701	110,411	103,551	89,616	82,112	75,896	69,677	62,391	58,959	55,957	44,379
28	120,644	113,173	106,140	91,856	84,165	77,791	71,420	63,948	60,432	57,356	45,488
29	123,659	116,001	108,795	94,153	86,270	79,737	73,205	65,546	61,942	58,790	46,626
30	126,752	118,902	111,515	96,507	88,426	81,730	75,036	67,185	63,491	60,259	47,792

\*Restricted to FLSA exemptions

**New Hires are eligible for up to step 10 dependent on related experience.**

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**CENTRAL TEXAS COLLEGE  
TEXAS CAMPUS FACULTY PAY SCALE  
FISCAL YEAR 2016-2017**

<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	33,659	37,395	42,580	43,137	43,160	45,363
2	34,501	38,330	43,644	44,215	44,237	46,496
3	35,363	39,287	44,736	45,320	45,343	47,660
4	36,246	40,270	45,855	46,455	46,478	48,852
5	37,154	41,277	47,000	47,616	47,639	50,073
6	38,082	42,310	48,175	48,805	48,829	51,324
7	39,034	43,366	49,379	50,025	50,049	52,607
8	40,009	44,450	50,615	51,277	51,302	53,923
9	41,010	45,562	51,879	52,560	52,584	55,271
10	42,035	46,700	53,178	53,872	53,900	56,652
11	43,087	47,867	54,505	55,219	55,246	58,070
12	44,163	49,066	55,869	56,599	56,628	59,520
13	45,268	50,293	57,266	58,014	58,044	61,009
14	46,400	51,548	58,697	59,465	59,495	62,534
15	47,559	52,837	60,164	60,952	60,982	64,097
16	48,748	54,159	61,670	62,475	62,507	65,698
17	49,968	55,513	63,210	64,036	64,069	67,340
18	51,215	56,899	64,791	65,637	65,671	69,025
19	52,497	58,323	66,409	67,280	67,312	70,750
20	53,809	59,781	68,070	68,962	68,995	72,519
21	55,154	61,275	69,772	70,686	70,721	74,334
22	56,533	62,808	71,515	72,452	72,488	76,192
23	57,947	64,378	73,304	74,264	74,301	78,095
24	59,395	65,986	75,137	76,120	76,158	80,047
25	60,880	67,637	77,015	78,023	78,062	82,049
26	62,402	69,327	78,940	79,974	80,014	84,100
27	63,963	71,062	80,913	81,974	82,014	86,202
28	65,560	72,837	82,935	84,021	84,065	88,357
29	67,200	74,659	85,011	86,123	86,167	90,567
30	68,880	76,524	87,134	88,276	88,319	92,831

**New hires are eligible for up to step 7 dependent on related outside experience and an additional 3 steps for related CTC experience.**

**CENTRAL TEXAS COLLEGE**  
**Texas Campuses and On-line Courses**  
**ADJUNCT FACULTY COMPENSATION SCHEDULE**  
**FISCAL YEAR 2016-2017**

Number of Students	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	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale
8 to 15	\$1,130.00	\$1,275.00	\$1,635.00	\$1,710.00	\$1,825.00	\$1,925.00	\$2,025.00	\$1,270.00	\$1,400.00	\$1,790.00	\$1,920.00	\$2,050.00	\$2,175.00	\$2,320.00
16 to 34	\$1,180.00	\$1,325.00	\$1,685.00	\$1,760.00	\$1,875.00	\$1,975.00	\$2,075.00	\$1,320.00	\$1,455.00	\$1,845.00	\$1,970.00	\$2,100.00	\$2,235.00	\$2,375.00
35 to 39	\$1,270.00	\$1,440.00	\$1,860.00	\$1,960.00	\$2,085.00	\$2,200.00	\$2,365.00	\$1,420.00	\$1,590.00	\$2,050.00	\$2,195.00	\$2,350.00	\$2,500.00	\$2,660.00
40 to 44	\$1,320.00	\$1,525.00	\$2,010.00	\$2,130.00	\$2,275.00	\$2,405.00	\$2,085.00	\$1,500.00	\$1,700.00	\$2,230.00	\$2,400.00	\$2,575.00	\$2,745.00	\$2,930.00
45 to 49	\$1,450.00	\$1,695.00	\$2,235.00	\$2,380.00	\$2,535.00	\$2,685.00	\$2,975.00	\$1,660.00	\$1,895.00	\$2,490.00	\$2,680.00	\$2,875.00	\$3,070.00	\$3,270.00
50 to 54	\$1,585.00	\$1,865.00	\$2,460.00	\$2,625.00	\$2,800.00	\$2,965.00	\$3,320.00	\$1,820.00	\$2,080.00	\$2,745.00	\$2,960.00	\$3,170.00	\$3,390.00	\$3,610.00
55 to 59	\$1,685.00	\$2,010.00	\$2,665.00	\$2,850.00	\$3,040.00	\$3,215.00	\$3,635.00	\$1,955.00	\$2,245.00	\$2,980.00	\$3,205.00	\$3,450.00	\$3,685.00	\$3,925.00
60 to 64	\$1,820.00	\$2,175.00	\$2,890.00	\$3,095.00	\$3,305.00	\$3,495.00	\$3,980.00	\$2,110.00	\$2,435.00	\$3,235.00	\$3,490.00	\$3,745.00	\$4,010.00	\$4,265.00
65 to 69	\$1,955.00	\$2,350.00	\$3,115.00	\$3,345.00	\$3,560.00	\$3,770.00	\$4,320.00	\$2,265.00	\$2,625.00	\$3,495.00	\$3,765.00	\$4,050.00	\$4,330.00	\$4,615.00
70 to 74	\$2,055.00	\$2,490.00	\$3,320.00	\$3,565.00	\$3,805.00	\$4,030.00	\$4,635.00	\$2,400.00	\$2,790.00	\$3,725.00	\$4,025.00	\$4,330.00	\$4,625.00	\$4,930.00
75 & over	\$2,185.00	\$2,660.00	\$3,540.00	\$3,815.00	\$4,065.00	\$4,410.00	\$4,980.00	\$2,555.00	\$2,980.00	\$3,990.00	\$4,305.00	\$4,625.00	\$4,945.00	\$5,270.00

Number of Students	Doctorate 16 Hours	Doctorate 32 Hours	Doctorate 48 Hours	Doctorate 64 Hours	Doctorate 80 Hours	Doctorate 96 Hours	Doctorate 112 Hours
Under 8	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale	Prorated from the 8-15 scale
8 to 15	\$1,335.00	\$1,460.00	\$1,950.00	\$2,110.00	\$2,240.00	\$2,365.00	\$2,500.00
16 to 34	\$1,385.00	\$1,510.00	\$2,005.00	\$2,160.00	\$2,295.00	\$2,420.00	\$2,550.00
35 to 39	\$1,500.00	\$1,660.00	\$2,235.00	\$2,425.00	\$2,570.00	\$2,710.00	\$2,870.00
40 to 44	\$1,595.00	\$1,785.00	\$2,440.00	\$2,655.00	\$2,815.00	\$2,985.00	\$3,160.00
45 to 49	\$1,760.00	\$1,985.00	\$2,725.00	\$2,970.00	\$3,140.00	\$3,335.00	\$3,530.00
50 to 54	\$1,935.00	\$2,180.00	\$3,010.00	\$3,285.00	\$3,470.00	\$3,680.00	\$3,900.00
55 to 59	\$2,070.00	\$2,360.00	\$3,270.00	\$3,560.00	\$3,765.00	\$4,005.00	\$4,240.00
60 to 64	\$2,240.00	\$2,555.00	\$3,550.00	\$3,875.00	\$4,095.00	\$4,355.00	\$4,615.00
65 to 69	\$2,410.00	\$2,755.00	\$3,840.00	\$4,185.00	\$4,425.00	\$4,695.00	\$4,985.00
70 to 74	\$2,550.00	\$2,935.00	\$4,095.00	\$4,470.00	\$4,725.00	\$5,120.00	\$5,330.00
75 & over	\$2,720.00	\$3,130.00	\$4,385.00	\$4,420.00	\$5,050.00	\$5,370.00	\$5,695.00

This compensation schedule reflects maximum amounts to be paid. The Campus Dean may set reduced compensation rates as necessary. Service Contract Act or other contract employee compensation may be different than the rates stated above.