

Davis Technical College

Faculty Pay Schedule

For Full-Time 12 Month Salaried Employees

Mid-Year Fiscal Year 2019 - 2020

Pay Grade	Minimum	Midpoint	Maximum
2 Certification	47,623	57,147	77,148
3 Associate	50,518	60,621	81,838
4 Bachelor	52,994	63,593	85,851
5 Master	57,038	68,445	92,401
6 Designated Programs	62,408	74,890	101,102
7 Market Driven Programs	64,904	77,885	130,068

Faculty Pay Grade Descriptions:

1. **Faculty Pay Grade 1 = Not Used**
2. **Faculty Pay Grade 2 = Acceptable Industry Qualifications** or the following educational disciplines:
Medical Assistant, Phlebotomy, Culinary Arts, Cosmetology, Hair Designer, Nail Technician, Esthetician, Master Esthetician, Dental Assistant
3. **Faculty Pay Grade 3 = Associate Degree** or the following educational disciplines:
Emergency Medical Technician, Advanced Emergency Medical Technician, Firefighter, Nurse Assistant, Home Health Aide, Pharmacy Technician, CNC Machining, Composite Materials Technology, Manufacturing Technology, Injection Molding
4. **Faculty Pay Grade 4 = Bachelor Degree** or the following educational disciplines:
Architectural and Engineering Design instructor with industry certifications, Heavy Equipment Operator, Medical Office Administration, Welding Technology, Executive Chef/Culinary Arts Program Coordinator, Automotive Technology, Diesel/Heavy Duty Technology, Academic Development
5. **Faculty Pay Grade 5 = Master Degree** or the following educational disciplines:
Architectural and Engineering Design instructor with an associate degree, Business Administrative Services, Cybersecurity instructor with industry certifications, Digital Media Design, Information Technology instructor with industry certifications, Building Construction Technology, Electrician Apprentice, Heating and Air Conditioning, Plumbing Apprentice, Nurse Assistant Coordinator with a bachelor degree, Practical Nurse instructor with a bachelor degree, Surgical Technology, Automation and Robotics, Cosmetology Instructional and Salon Manager
6. **Faculty Pay Grade 6 = Faculty** in the following **designated educational disciplines**:
Cybersecurity instructor with a bachelor degree, Information Technology instructor with a bachelor degree, Practical Nurse instructor with a master degree
7. **Faculty Pay Grade 7 = Faculty** in the following **market driven designated educational disciplines**:
Cybersecurity instructor with a master degree, Information Technology instructor with a master degree, Software Development

Notes:

1. Annual Rate Schedule for Mid-Year FY 2020.
2. 9 month salary range amounts are calculated by multiplying the 12 month salary amount by the factor 212/260.
3. 10 month salary range amounts are calculated by multiplying the 12 month salary amount by the factor 235/260.
4. Faculty are eligible for the Tuition Assistance Program to help with the costs of obtaining additional educational degrees.

COLA Adjustment =

5.00%

**Revised/Approved
29-Jan-20**

Davis Technical College

**Professional/Administrative Employee Pay Schedule
For Full-Time 12 Month Salaried Employees
Mid-Year Fiscal Year 2019 - 2020**

Pay Grade	Minimum	Midpoint	Maximum
35AP	84,470	101,364	126,705
34AP	81,221	97,465	121,831
33AP	78,098	93,717	117,146
32AP	75,093	90,112	112,640
31AP	72,206	86,647	108,309
30AP	69,428	83,314	104,143
29AP	66,759	80,111	100,139
28AP	64,191	77,029	96,286
27AP	61,722	74,066	92,583
26AP	59,348	71,217	89,021
25AP	57,066	68,479	85,599
24AP	54,872	65,846	82,308
23AP	52,761	63,313	79,141
22AP	50,731	60,877	76,096
21AP	48,779	58,535	73,169
20AP	46,903	56,283	70,354
19AP	45,099	54,119	67,649
18AP	43,365	52,038	65,048

Notes:

1. Annual Rate Schedule for Mid-Year FY 2020.

COLA Adjustment = 5.00%

**Revised/Approved
29-Jan-20**

Davis Technical College

**Classified Employee Hourly Rate Schedule
For Hourly Employees
Mid- Year Fiscal Year 2019 - 2020**

Pay Grade	Minimum	Midpoint	Maximum
25CL	22.10	26.51	32.08
24CL	21.45	25.74	31.15
23CL	20.83	24.99	30.24
22CL	20.22	24.26	29.36
21CL	19.64	23.56	28.51
20CL	19.06	22.87	27.68
19CL	18.51	22.21	26.88
18CL	17.97	21.56	26.09
17CL	17.45	20.93	25.33
16CL	16.94	20.32	24.59
15CL	16.45	19.73	23.88
14CL	15.96	19.15	23.18
13CL	15.50	18.60	22.51
12CL	15.05	18.06	21.86
11CL	14.61	17.53	21.22
10CL	14.19	17.02	20.60
9CL	13.77	16.52	19.99
8CL	13.37	16.04	19.41
7CL	12.97	15.56	18.83
6CL	12.58	15.09	18.26
5CL	12.20	14.64	17.72
4CL	11.84	14.20	17.19
3CL	11.49	13.78	16.68
2CL	11.14	13.36	16.17
1CL	10.80	12.96	15.69
A	7.25	12.57	15.21

Notes:

1. Hourly Rate Schedule for Mid-Year FY 2020.
2. Minimum wage is \$7.25 per hour effective July 24, 2009.
3. Minimum Wage for federal contract workers, effective for contracts beginning January 1, 2015 is \$10.10 per hour.

COLA Adjustment = **5.00%**

**Revised/Approved
29-Jan-20**

Davis Technical College

**Classified Employee Pay Schedule
For Full-Time 12 Month Employees
For Comparison Purposes Only
Mid-Year Fiscal Year 2019 - 2020**

Pay Grade	Minimum	Midpoint	Maximum
25CL	45,949	55,139	66,718
24CL	44,611	53,533	64,775
23CL	43,311	51,973	62,887
22CL	42,049	50,459	61,055
21CL	40,824	48,989	59,277
20CL	39,635	47,562	57,550
19CL	38,481	46,177	55,874
18CL	37,359	44,831	54,246
17CL	36,272	43,526	52,666
16CL	35,215	42,258	51,132
15CL	34,189	41,027	49,643
14CL	33,193	39,832	48,197
13CL	32,227	38,672	46,793
12CL	31,288	37,545	45,429
11CL	30,377	36,452	44,107
10CL	29,492	35,390	42,822
9CL	28,633	34,359	41,574
8CL	27,799	33,359	40,364
7CL	26,965	32,358	39,153
6CL	26,156	31,387	37,978
5CL	25,371	30,445	36,838
4CL	24,609	29,531	35,733
3CL	23,871	28,645	34,660
2CL	23,155	27,786	33,621
1CL	22,460	26,952	32,612
A	15,080	26,144	31,634

Notes:

1. Annual Rate Schedule for Mid-Year FY 2020.
For Comparison Purposes Only.
2. Minimum wage is \$15,080 effective July 24, 2009.
3. Minimum Wage for federal contract workers, effective for contracts beginning January 1, 2015 is \$21,008.

COLA Adjustment =

5.00%

**Revised/Approved
29-Jan-20**

Davis Technical College

Hourly Faculty Pay Schedule

For Classroom Coverage Policy Positions

Mid-Year Fiscal Year 2019 - 2020

Pay Grade	Minimum 70%	Midpoint 100%	Maximum 110%
Classroom Assistant	11.49	13.78	16.68
2 Certification	16.03	27.48	40.81
3 Associate	17.01	29.15	43.29
4 Bachelor	17.84	30.58	45.42
5 Master	19.20	32.91	48.88
6 Designated Programs	21.01	36.01	53.48
7 Market Driven Programs	21.85	37.45	68.80

Hourly Faculty Pay Grade Descriptions:

0. **Classroom Assistant Pay Grade** is equivalent to the Classified Pay Grade 3.
1. **Faculty Pay Grade 1 = Not Used**
2. **Faculty Pay Grade 2 = Acceptable Industry Qualifications** or the following educational disciplines:
Medical Assistant, Phlebotomy, Culinary Arts, Cosmetology, Hair Designer, Nail Technician, Esthetician, Master Esthetician, Dental Assistant
3. **Faculty Pay Grade 3 = Associate Degree** or the following educational disciplines:
Emergency Medical Technician, Advanced Emergency Medical Technician, Firefighter, Nurse Assistant, Home Health Aide, Pharmacy Technician, CNC Machining, Composite Materials Technology, Manufacturing Technology, Injection Molding
4. **Faculty Pay Grade 4 = Bachelor Degree** or the following educational disciplines:
Architectural and Engineering Design instructor with industry certifications, Heavy Equipment Operator, Medical Office Administration, Welding Technology, Executive Chef/Culinary Arts Program Coordinator, Automotive Technology, Diesel/Heavy Duty Technology, Academic Development
5. **Faculty Pay Grade 5 = Master Degree** or the following educational disciplines:
Architectural and Engineering Design instructor with an associate degree, Business Administrative Services, Cybersecurity instructor with industry certifications, Digital Media Design, Information Technology instructor with industry certifications, Building Construction Technology, Electrician Apprentice, Heating and Air Conditioning, Plumbing Apprentice, Nurse Assistant Coordinator with a bachelor degree, Practical Nurse instructor with a bachelor degree, Surgical Technology, Automation and Robotics, Cosmetology Instructional and Salon Manager
6. **Faculty Pay Grade 6 = Faculty** in the following **designated educational disciplines**:
Cybersecurity instructor with a bachelor degree, Information Technology instructor with a bachelor degree, Practical Nurse instructor with a master degree
7. **Faculty Pay Grade 7 = Faculty** in the following **market driven designated educational disciplines**:
Cybersecurity instructor with a master degree, Information Technology instructor with a master degree, Software Development

Notes:

1. Hourly Rate Schedule for Mid-Year FY 2020.
2. Use of this Pay Schedule is subject to the Classroom Coverage Policy.

COLA Adjustment = 5.00%

**Revised/Approved
29-Jan-20**

Davis Technical College
Hourly Faculty Pay Schedule
For Employer and Continuing Occupational Education (ECOE)
and Business Resource Center (BRC)
Fiscal Year 2019 - 2020

Pay Grade	Minimum	Midpoint	Maximum
ECOE/BRC Instructor 1	15.27	26.17	38.87
ECOE/BRC Instructor 2	16.99	29.12	43.25
ECOE/BRC Instructor 3	18.29	31.34	46.54
ECOE/BRC Instructor 4	23.82	40.83	75.00
ECOE/BRC Instructor 5	76.00	276.48	500.00

ECOE/BRC Hourly Instructor Pay Grade Descriptions:

1. **ECOE Instructor Pay Grade 1** = Minimum acceptable industry qualifications.
 Pay Grade is equivalent to the Hourly Faculty Certification Pay Grade.
2. **ECOE Instructor Pay Grade 2** = Mid-level industry qualifications/ Journeyman/ certification.
 Pay Grade is equivalent to the Hourly Faculty Bachelor Degree Pay Grade.
3. **ECOE Instructor Pay Grade 3** = Master level industry qualifications/ Master Journeyman/
 specialized industry certifications/ multiple certifications.
 Pay Grade is equivalent to the Hourly Faculty Master Degree Pay Grade.
4. **ECOE Instructor Pay Grade 4** = Highest level of qualification/ certification and specialization.
 Documentation of specialization and certifications, and prior approval of the college President.
5. **ECOE Instructor Pay Grade 5** = Placements are subject to specialization of field and topic, and the limitation
 of available qualified instructors. Requires prior approval of the college President.

Notes:

1. Hourly Rate Schedule for FY 2020.
2. Use of this Pay Schedule is subject to the Classroom Coverage Policy.

COLA Adjustment = **2.50%**

27-Jun-20

Davis Technical College

Performance Based Pay Progression Table

For Salaried and Full-time Employees
 For Employee Performance During Fiscal Year 2018 - 2019
 for FY2020 Calculations

	Below Midpoint				Above Midpoint			
Employee Performance	Compa Ratio							
Evaluation Rating of Meets	85 or Below	> 85 to 90	>90 to 95	>95 to 100	>100 to 105	>105 to 110	>110 to 115	> 115 to Max
or Exceeds Expectations	4.35%	3.85%	3.35%	2.85%	2.35%	1.85%	1.35%	1.00%

**DAVIS TECHNICAL COLLEGE
PUBLIC EMPLOYEES HEALTH PROGRAM
HEALTH PREMIUM RATES
EFFECTIVE: July 2019 - June 2020**

BI-WEEKLY MEDICAL CONTRIBUTIONS

	Employer			
	<u>Employer</u>	<u>HSA</u>	<u>Employee</u>	<u>Total</u>
STAR HSA				
SUMMIT/ADVANTAGE STAR				
SINGLE	\$ 214.38	\$ 30.46	\$ -	\$ 244.84
DOUBLE	\$ 443.89	\$ 60.92	\$ -	\$ 504.81
FAMILY	\$ 613.00	\$ 60.92	\$ -	\$ 673.92
PREFERRED CARE STAR				
SINGLE	\$ 214.38	\$ 30.46	\$ 66.93	\$ 311.77
DOUBLE	\$ 443.89	\$ 60.92	\$ 138.65	\$ 643.46
FAMILY	\$ 613.00	\$ 60.92	\$ 192.09	\$ 866.01

TRADITIONAL				
SUMMIT/ADVANTAGE CARE				
SINGLE	\$ 249.61	\$ -	\$ 22.43	\$ 272.04
DOUBLE	\$ 514.65	\$ -	\$ 46.25	\$ 560.90
FAMILY	\$ 687.05	\$ -	\$ 61.75	\$ 748.80
PREFERRED CARE				
SINGLE	\$ 244.84	\$ -	\$ 113.18	\$ 358.02
DOUBLE	\$ 504.81	\$ -	\$ 233.41	\$ 738.22
FAMILY	\$ 673.92	\$ -	\$ 311.57	\$ 985.49

BI-WEEKLY DENTAL CONTRIBUTIONS

	Employer			
	<u>Employer</u>	<u>HSA</u>	<u>Employee</u>	<u>Total</u>
TRADITIONAL DENTAL				
SINGLE	\$ 11.85	\$ -	\$ 2.39	\$ 14.24
DOUBLE	\$ 22.01	\$ -	\$ 4.42	\$ 26.43
FAMILY	\$ 40.08	\$ -	\$ 8.06	\$ 48.14

PREFERRED CHOICE				
SINGLE	\$ 11.85	\$ -	\$ 1.32	\$ 13.17
DOUBLE	\$ 22.01	\$ -	\$ 2.45	\$ 24.46
FAMILY	\$ 40.07	\$ -	\$ 4.45	\$ 44.52

REGENCE EXPRESSIONS				
SINGLE	\$ 12.22	\$ -	\$ 9.86	\$ 22.08
DOUBLE	\$ 22.69	\$ -	\$ 17.39	\$ 40.08
FAMILY	\$ 41.31	\$ -	\$ 30.85	\$ 72.16

BI-WEEKLY VISION CONTRIBUTIONS

	Employer			
	<u>Employer</u>	<u>HSA</u>	<u>Employee</u>	<u>Total</u>
EyeMed Full				
SINGLE	\$ -	\$ -	\$ 3.40	\$ 3.40
DOUBLE	\$ -	\$ -	\$ 5.56	\$ 5.56
FAMILY	\$ -	\$ -	\$ 7.71	\$ 7.71

EyeMed Eyewear Only				
SINGLE	\$ -	\$ -	\$ 2.94	\$ 2.94
DOUBLE	\$ -	\$ -	\$ 4.67	\$ 4.67
FAMILY	\$ -	\$ -	\$ 6.40	\$ 6.40

OptiCare Full				
SINGLE	\$ -	\$ -	\$ 3.83	\$ 3.83
DOUBLE	\$ -	\$ -	\$ 6.10	\$ 6.10
FAMILY	\$ -	\$ -	\$ 9.04	\$ 9.04

OptiCare Eyewear Only				
SINGLE	\$ -	\$ -	\$ 2.94	\$ 2.94
DOUBLE	\$ -	\$ -	\$ 4.46	\$ 4.46
FAMILY	\$ -	\$ -	\$ 6.29	\$ 6.29

ANNUAL MEDICAL (26 pay periods)

	Employer			
	<u>Employer</u>	<u>HSA</u>	<u>Employee</u>	<u>Total</u>
\$ 5,573.88	\$ 791.96	\$ -	\$ 6,365.84	
\$ 11,541.14	\$ 1,583.92	\$ -	\$ 13,125.06	
\$ 15,938.00	\$ 1,583.92	\$ -	\$ 17,521.92	
\$ 5,573.88	\$ 791.96	\$ 1,740.18	\$ 8,106.02	
\$ 11,541.14	\$ 1,583.92	\$ 3,604.90	\$ 16,729.96	
\$ 15,938.00	\$ 1,583.92	\$ 4,994.34	\$ 22,516.26	

\$ 6,489.86	\$ -	\$ 583.18	\$ 7,073.04
\$ 13,380.90	\$ -	\$ 1,202.50	\$ 14,583.40
\$ 17,863.30	\$ -	\$ 1,605.50	\$ 19,468.80
\$ 6,365.84	\$ -	\$ 2,942.68	\$ 9,308.52
\$ 13,125.06	\$ -	\$ 6,068.66	\$ 19,193.72
\$ 17,521.92	\$ -	\$ 8,100.82	\$ 25,622.74

ANNUAL DENTAL (26 pay periods)

	Employer			
	<u>Employer</u>	<u>HSA</u>	<u>Employee</u>	<u>Total</u>
\$ 308.10	\$ -	\$ 62.14	\$ 370.24	
\$ 572.26	\$ -	\$ 114.92	\$ 687.18	
\$ 1,042.08	\$ -	\$ 209.56	\$ 1,251.64	

\$ 308.10	\$ -	\$ 34.32	\$ 342.42
\$ 572.26	\$ -	\$ 63.70	\$ 635.96
\$ 1,041.82	\$ -	\$ 115.70	\$ 1,157.52

\$ 317.72	\$ -	\$ 256.36	\$ 574.08
\$ 589.94	\$ -	\$ 452.14	\$ 1,042.08
\$ 1,074.06	\$ -	\$ 802.10	\$ 1,876.16

ANNUAL VISION (26 pay periods)

	Employer			
	<u>Employer</u>	<u>HSA</u>	<u>Employee</u>	<u>Total</u>
\$ -	\$ -	\$ 88.40	\$ 88.40	
\$ -	\$ -	\$ 144.56	\$ 144.56	
\$ -	\$ -	\$ 200.46	\$ 200.46	

\$ -	\$ -	\$ 76.44	\$ 76.44
\$ -	\$ -	\$ 121.42	\$ 121.42
\$ -	\$ -	\$ 166.40	\$ 166.40

\$ -	\$ -	\$ 99.58	\$ 99.58
\$ -	\$ -	\$ 158.60	\$ 158.60
\$ -	\$ -	\$ 235.04	\$ 235.04

\$ -	\$ -	\$ 76.44	\$ 76.44
\$ -	\$ -	\$ 115.96	\$ 115.96
\$ -	\$ -	\$ 163.54	\$ 163.54