

Davis Technical College

**Faculty Pay Schedule
For Full-Time 12 Month Salaried Employees
Fiscal Year 2019 - 2020**

Pay Grade	Minimum	Midpoint	Maximum
2 Certification	45,355	54,426	73,475
3 Associate	48,112	57,734	77,941
4 Bachelor	50,471	60,565	81,763
5 Master	54,322	65,186	88,001
6 Designated Programs	59,437	71,324	96,287
7 Market Driven Programs	61,813	74,176	123,874

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
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
4. **Faculty Pay Grade 4 = Bachelor Degree** or the following educational disciplines:
Architectural and Engineering Design instructor with industry certifications, Heavy Equipment Operator, Dental Assistant, 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, Injection Molding, 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 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 =

2.50%

27-Jun-20

rev 7-8-19

Davis Technical College

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

Pay Grade	Minimum	Midpoint	Maximum
35AP	80,448	96,537	120,671
34AP	77,353	92,824	116,030
33AP	74,378	89,254	111,568
32AP	71,518	85,821	107,276
31AP	68,768	82,521	103,151
30AP	66,123	79,347	99,184
29AP	63,580	76,296	95,370
28AP	61,134	73,361	91,701
27AP	58,783	70,539	88,174
26AP	56,522	67,826	84,783
25AP	54,348	65,218	81,523
24AP	52,258	62,710	78,388
23AP	50,248	60,298	75,373
22AP	48,315	57,978	72,473
21AP	46,457	55,748	69,685
20AP	44,669	53,603	67,004
19AP	42,952	51,542	64,428
18AP	41,300	49,560	61,950

Notes:

1. Annual Rate Schedule for FY 2020.

COLA Adjustment = 2.50% 27-Jun-20

Davis Technical College

Classified Employee Hourly Rate Schedule

For Hourly Employees

Fiscal Year 2019 - 2020

Pay Grade	Minimum	Midpoint	Maximum
25CL	21.05	25.25	30.56
24CL	20.44	24.52	29.67
23CL	19.84	23.80	28.80
22CL	19.26	23.11	27.97
21CL	18.70	22.44	27.16
20CL	18.15	21.78	26.36
19CL	17.63	21.15	25.60
18CL	17.11	20.53	24.85
17CL	16.61	19.93	24.12
16CL	16.13	19.35	23.42
15CL	15.66	18.79	22.74
14CL	15.20	18.24	22.08
13CL	14.76	17.71	21.43
12CL	14.34	17.20	20.82
11CL	13.92	16.70	20.21
10CL	13.51	16.21	19.62
9CL	13.12	15.74	19.05
8CL	12.74	15.28	18.49
7CL	12.35	14.82	17.94
6CL	11.99	14.38	17.40
5CL	11.62	13.94	16.87
4CL	11.28	13.53	16.38
3CL	10.94	13.12	15.88
2CL	10.61	12.73	15.41
1CL	10.30	12.35	14.95
A	7.25	11.98	14.50

Notes:

1. Hourly Rate Schedule for 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 =

2.50%

27-Jun-20

Davis Technical College

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

Pay Grade	Minimum	Midpoint	Maximum
25CL	43,761	52,513	63,541
24CL	42,487	50,984	61,691
23CL	41,248	49,498	59,893
22CL	40,047	48,056	58,148
21CL	38,880	46,656	56,454
20CL	37,748	45,297	54,809
19CL	36,648	43,978	53,213
18CL	35,580	42,696	51,662
17CL	34,544	41,453	50,158
16CL	33,538	40,246	48,698
15CL	32,561	39,073	47,278
14CL	31,613	37,935	45,901
13CL	30,692	36,830	44,564
12CL	29,798	35,757	43,266
11CL	28,930	34,716	42,006
10CL	28,088	33,705	40,783
9CL	27,269	32,723	39,595
8CL	26,475	31,770	38,442
7CL	25,681	30,817	37,289
6CL	24,910	29,892	36,169
5CL	24,163	28,995	35,084
4CL	23,438	28,125	34,031
3CL	22,734	27,281	33,010
2CL	22,053	26,463	32,020
1CL	21,391	25,669	31,059
A	15,080	24,899	30,128

Notes:

1. Annual Rate Schedule for 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 = **2.50%** **27-Jun-20**

Davis Technical College
Hourly Faculty Pay Schedule
For Classroom Coverage Policy Positions
Fiscal Year 2019 - 2020

Pay Grade	Minimum 70%	Midpoint 100%	Maximum 110%
Classroom Assistant	10.94	13.12	15.88
2 Certification	15.27	26.17	38.87
3 Associate	16.20	27.76	41.23
4 Bachelor	16.99	29.12	43.25
5 Master	18.29	31.34	46.54
6 Designated Programs	20.01	34.30	50.94
7 Market Driven Programs	20.81	35.67	65.53

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
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
4. **Faculty Pay Grade 4 = Bachelor Degree** or the following educational disciplines:
 Architectural and Engineering Design instructor with industry certifications, Heavy Equipment Operator, Dental Assistant, 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, Injection Molding, 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 FY 2020.
2. Use of this Pay Schedule is subject to the Classroom Coverage Policy.

COLA Adjustment = 2.50%

27-Jun-20

rev 7-8-19

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			
	Employer	HSA	Employee	Total
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			
	Employer	HSA	Employee	Total
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			
	Employer	HSA	Employee	Total
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			
	Employer	HSA	Employee	Total
\$ 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			
	Employer	HSA	Employee	Total
\$ 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			
	Employer	HSA	Employee	Total
\$ -	\$ -	\$ 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