

Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7
1	38,914	43,782	49,353	55,476	62,297	70,089	78,859
2	39,692	44,658	50,340	56,585	63,542	71,491	80,436
3	40,486	45,551	51,347	57,717	64,813	72,921	82,045
4	41,296	46,462	52,373	58,871	66,110	74,379	83,686
5	42,122	47,392	53,421	60,049	67,432	75,867	85,360
6	42,964	48,339	54,489	61,250	68,780	77,384	87,067
7	43,824	49,306	55,579	62,475	70,156	78,932	88,808
8	44,700	50,292	56,691	63,724	71,559	80,511	90,585
9	45,594	51,298	57,825	64,999	72,990	82,121	92,396
10	46,506	52,324	58,981	66,299	74,450	83,763	94,244
11	47,436	53,371	60,161	67,625	75,939	85,438	96,129
12	48,385	54,438	61,364	68,977	77,458	87,147	98,052
13	49,352	55,527	62,591	70,357	79,007	88,890	100,013
14	50,339	56,637	63,843	71,764	80,587	90,668	102,013
15	51,346	57,770	65,120	73,199	82,199	92,481	104,053
16	52,373	58,925	66,422	74,663	83,843	94,331	106,134
17	53,421	60,104	67,751	76,156	85,520	96,218	108,257
18	54,489	61,306	69,106	77,679	87,230	98,142	110,422
19	55,579	62,532	70,488	79,233	88,975	100,105	112,630
20	56,690	63,783	71,898	80,818	90,754	102,107	114,883
21	57,824	65,058	73,336	82,434	92,569	104,149	117,181
22	58,981	66,360	74,802	84,083	94,421	106,232	119,524
23	60,160	67,687	76,298	85,764	96,309	108,357	121,915
24	61,363	69,041	77,824	87,480	98,235	110,524	124,353
25	62,591	70,421	79,381	89,229	100,200	112,734	126,840
26	63,843	71,830	80,968	91,014	102,204	114,989	129,377
27	65,119	73,266	82,588	92,834	104,248	117,289	131,965
28	66,422	74,732	84,239	94,691	106,333	119,634	134,604
29	67,750	76,226	85,924	96,585	108,460	122,027	137,296
30	69,105	77,751	87,643	98,516	110,629	124,468	140,042
31	70,487	79,306	89,396	100,487	112,841	126,957	142,843

Salary increases are considered annually based on the needs of the institution, the availability of funds, and approval from the Board of Regents. If granted, increases affect everyone uniformly.

Hiring Policy – Placement on Salary Scale

Newly hired employees may be placed on the scale up to Step 5 of the appropriate grade. Placement is based upon education and prior relevant work experience.

Promotion Policy – Placement on Salary Scale

Employees moving to a job in a higher pay grade will receive a minimum 7% increase and will be placed on the step closest to, but not less than, a 7% increase (Board approved 2/18/1999).

Employees moving to a job in a lower grade will be placed at the appropriate level in that grade.

GRADE 7

Chief Academic Officer

GRADE 6

Dean, Administrative Services
Dean, Financial Services

Dean, Strategic & Economic Development
Dean, Student Services for Development & Success

GRADE 5

Associate Dean, LCHC
Executive Director, Institutional Advancement
Executive Director, Physical Plant

GRADE 4

Athletic Director
Director, Accounting
Director, Continuing Education
Director, Counseling Center

Director, Financial Aid
Director, Human Resources
Director, Information Technology
Director, Library

Director, Purchasing
Director, Student Services LCHC
Registrar
Title V Project Director

GRADE 3

Accountant, Cashiers
Accountant, Special Projects
Economic Development Officer
EOC Project Director
Grant Development Compliance Officer
Institutional Advancement Officer
Instructional Designer
Instructional Technology Support Specialist

Network Support Administrator
Network Support Specialist
PeopleSoft Database Administrator
Programmer/Analyst
SBDC Director
Senior Accountant, A/P
Special Populations/Perkins Director

GRADE 2

Academic Advisor, HSP/REL & RSS
Achieving the Dream Coordinator
Assistant PeopleSoft DBA
Buyer
Coordinator Diversity & Instruction
Data Analyst

Director, Auxiliary Services
Dual Credit Coordinator
Grounds/Custodial Supervisor
Food Service Manager
Public Information Manager
Publications Manager

Recruiter/Advisor, LCHC
Student Activities Coordinator
Student Success Advisor
Technical Center Coordinator
Wellness Coordinator

GRADE 1

Assistant Registrar
CE Senior Citizen Program Manager
CE Specialist
Education Specialist, EOC
Education Specialist, EOC/College Connection Coordinator
Financial Aid Assistant Director
Information Service Specialist

Mall Operations Specialist
Marketing Specialist
Media Specialist
Secretary, Board of Regents
Student Career & Employment Specialist
Testing Specialist
Web Specialist