

**SALARY SUPPLEMENT INFORMATION**

In conformance with Texas Government Code, Section 659.020(i)

**1 Salary Supplement by employee that receives a supplement**

	<u>Amount</u>	<u>Source</u>
Nursing faculty	4,000	Nursing Shortage Reduction Grant
Nursing faculty	750	Nursing Shortage Reduction Grant
Nursing faculty	1,200	Nursing Shortage Reduction Grant
Nursing faculty	4,000	Nursing Shortage Reduction Grant
Nursing faculty	1,200	Nursing Shortage Reduction Grant
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Nursing faculty	4,000	Nursing Shortage Reduction Grant
	<b>22,350</b>	

**2 Number of Full-Time Employees:** 266

**3 Amount of state appropriations for each of the fiscal years of the biennium**

	2015-16	7,378,388
	2014-15	7,951,692

**4 Methodology for determining executive compensation**

Grayson College attempts to have the salary of each executive position at the average salary for similar positions among Texas community colleges.

**5 Eligibility of executive staff to receive salary supplements**

Members of the Grayson College executive staff are not eligible to receive salary supplements.

**6 Market average for similar executive staff in public and private sectors**

	Grayson	Public	Private
President	196,869	244,957	n/a
Chief Financial Officer	120,137	132,957	n/a
Chief Academic Officer	120,137	136,350	n/a
VP - Student Services	90,640	107,876	n/a
VP - Information Technology	110,652	104,979	n/a
Chief Fund Raiser	104,545	91,688	n/a

Note: There are no public community colleges in Texas

7 Average compensation for employees who are not executive staff:		43,942
8 Percentage increase in compensation of executive staff for each for each of the five preceding fiscal years		
	2016	4.04%
	2015	0.70%
	2014	2.81%
	2013	-0.91%
	2012	0.72%
9 Percentage increase in state appropriations for each of the five preceding fiscal years		
		%
		<u>Change</u>
		<u>Amount</u>
	2015-16	7,378,388 -1.64%
	2014-15	7,501,692 0.00%
	2013-14	7,501,692 0.72%
	2012-13	7,447,777 -1.76%
	2011-12	7,581,418 9.68%