

Adjunct Loads and Pay Ranges

Effective 1-1-2020*

Workload Units	BA	MA	MA12	MA24	MA36	MA48	PhD
1.00	\$796.05	\$855.40	\$881.95	\$907.76	\$935.42	\$961.96	\$987.40
1.75	\$1,393.09	\$1,496.95	\$1,543.41	\$1,588.58	\$1,636.99	\$1,683.43	\$1,727.95
2.00	\$1,592.10	\$1,710.80	\$1,763.90	\$1,815.52	\$1,870.84	\$1,923.92	\$1,974.80
2.50	\$1,990.13	\$2,138.50	\$2,204.88	\$2,269.40	\$2,338.55	\$2,404.90	\$2,468.50
2.75	\$2,189.14	\$2,352.35	\$2,425.36	\$2,496.34	\$2,572.41	\$2,645.39	\$2,715.35
3.00	\$2,388.15	\$2,566.20	\$2,645.85	\$2,723.28	\$2,806.26	\$2,885.88	\$2,962.20
3.50	\$2,786.18	\$2,993.90	\$3,086.83	\$3,177.16	\$3,273.97	\$3,366.86	\$3,455.90
3.75	\$2,985.19	\$3,207.75	\$3,307.31	\$3,404.10	\$3,507.83	\$3,607.35	\$3,702.75
4.00	\$3,184.20	\$3,421.60	\$3,527.80	\$3,631.04	\$3,741.68	\$3,847.84	\$3,949.60
4.50	\$3,582.23	\$3,849.30	\$3,968.78	\$4,084.92	\$4,209.39	\$4,328.82	\$4,443.30
4.75	\$3,781.24	\$4,063.15	\$4,189.26	\$4,311.86	\$4,443.25	\$4,569.31	\$4,690.15
5.00	\$3,980.25	\$4,277.00	\$4,409.75	\$4,538.80	\$4,677.10	\$4,809.80	\$4,937.00
5.50	\$4,378.28	\$4,704.70	\$4,850.73	\$4,992.68	\$5,144.81	\$5,290.78	\$5,430.70
5.75	\$4,577.29	\$4,918.55	\$5,071.21	\$5,219.62	\$5,378.67	\$5,531.27	\$5,677.55
6.00	\$4,776.30	\$5,132.40	\$5,291.70	\$5,446.56	\$5,612.52	\$5,771.76	\$5,924.40
6.50	\$5,174.33	\$5,560.10	\$5,732.68	\$5,900.44	\$6,080.23	\$6,252.74	\$6,418.10
6.75	\$5,373.34	\$5,773.95	\$5,953.16	\$6,127.38	\$6,314.09	\$6,493.23	\$6,664.95
7.00	\$5,572.35	\$5,987.80	\$6,173.65	\$6,354.32	\$6,547.94	\$6,733.72	\$6,911.80
7.50	\$5,970.38	\$6,415.50	\$6,614.63	\$6,808.20	\$7,015.65	\$7,214.70	\$7,405.50
7.75	\$6,169.39	\$6,629.35	\$6,835.11	\$7,035.14	\$7,249.51	\$7,455.19	\$7,652.35
8.00	\$6,368.40	\$6,843.20	\$7,055.60	\$7,262.08	\$7,483.36	\$7,695.68	\$7,899.20

**Actual pay may differ from posted rates due to rounding. Adjustments will not be made for these differences.*

**Rates may change during the year based on any Board approved increases.*

ADJUNCT LOADS AND PAY RANGES
High-Wage High-Demand
IT, Manufacturing, Healthcare (non-Nursing) Programs

Effective 1-1-2020*

Workload Units	BA	MA	MA12	MA24	MA36	MA48	PhD
1.00	\$963.05	\$1,022.40	\$1,048.95	\$1,074.76	\$1,102.42	\$1,128.96	\$1,154.40
1.75	\$1,685.34	\$1,789.20	\$1,835.66	\$1,880.83	\$1,929.24	\$1,975.68	\$2,020.20
2.00	\$1,926.10	\$2,044.80	\$2,097.90	\$2,149.52	\$2,204.84	\$2,257.92	\$2,308.80
2.50	\$2,407.63	\$2,556.00	\$2,622.38	\$2,686.90	\$2,756.05	\$2,822.40	\$2,886.00
2.75	\$2,648.39	\$2,811.60	\$2,884.61	\$2,955.59	\$3,031.66	\$3,104.64	\$3,174.60
3.00	\$2,889.15	\$3,067.20	\$3,146.85	\$3,224.28	\$3,307.26	\$3,386.88	\$3,463.20
3.50	\$3,370.68	\$3,578.40	\$3,671.33	\$3,761.66	\$3,858.47	\$3,951.36	\$4,040.40
3.75	\$3,611.44	\$3,834.00	\$3,933.56	\$4,030.35	\$4,134.08	\$4,233.60	\$4,329.00
4.00	\$3,852.20	\$4,089.60	\$4,195.80	\$4,299.04	\$4,409.68	\$4,515.84	\$4,617.60
4.50	\$4,333.73	\$4,600.80	\$4,720.28	\$4,836.42	\$4,960.89	\$5,080.32	\$5,194.80
4.75	\$4,574.49	\$4,856.40	\$4,982.51	\$5,105.11	\$5,236.50	\$5,362.56	\$5,483.40
5.00	\$4,815.25	\$5,112.00	\$5,244.75	\$5,373.80	\$5,512.10	\$5,644.80	\$5,772.00
5.50	\$5,296.78	\$5,623.20	\$5,769.23	\$5,911.18	\$6,063.31	\$6,209.28	\$6,349.20
5.75	\$5,537.54	\$5,878.80	\$6,031.46	\$6,179.87	\$6,338.92	\$6,491.52	\$6,637.80
6.00	\$5,778.30	\$6,134.40	\$6,293.70	\$6,448.56	\$6,614.52	\$6,773.76	\$6,926.40
6.50	\$6,259.83	\$6,645.60	\$6,818.18	\$6,985.94	\$7,165.73	\$7,338.24	\$7,503.60
6.75	\$6,500.59	\$6,901.20	\$7,080.41	\$7,254.63	\$7,441.34	\$7,620.48	\$7,792.20
7.00	\$6,741.35	\$7,156.80	\$7,342.65	\$7,523.32	\$7,716.94	\$7,902.72	\$8,080.80
7.50	\$7,222.88	\$7,668.00	\$7,867.13	\$8,060.70	\$8,268.15	\$8,467.20	\$8,658.00
7.75	\$7,463.64	\$7,923.60	\$8,129.36	\$8,329.39	\$8,543.76	\$8,749.44	\$8,946.60
8.00	\$7,704.40	\$8,179.20	\$8,391.60	\$8,598.08	\$8,819.36	\$9,031.68	\$9,235.20

**Adjunct rates shown above include a \$167 stipend per workload unit beyond the base adjunct rate.*

**Actual pay may differ from posted rates due to rounding. Adjustments will not be made for these differences.*

**Rates may change during the year based on any Board approved increases.*

ADJUNCT LOADS AND PAY RANGES
High-Wage High-Demand
Bachelor of Science in Nursing (BSN) Program

Effective 1-1-2020*

Workload Units	BA	MA	MA12	MA24	MA36	MA48	PhD
1.00		\$1,055.40	\$1,081.95	\$1,107.76	\$1,135.42	\$1,161.96	\$1,187.40
1.75	\$1,743.09	\$1,846.95	\$1,893.41	\$1,938.58	\$1,986.99	\$2,033.43	\$2,077.95
2.00		\$2,110.80	\$2,163.90	\$2,215.52	\$2,270.84	\$2,323.92	\$2,374.80
2.50	\$2,490.13	\$2,638.50	\$2,704.88	\$2,769.40	\$2,838.55	\$2,904.90	\$2,968.50
2.75		\$2,902.35	\$2,975.36	\$3,046.34	\$3,122.41	\$3,195.39	\$3,265.35
3.00	\$2,988.15	\$3,166.20	\$3,245.85	\$3,323.28	\$3,406.26	\$3,485.88	\$3,562.20
3.50		\$3,693.90	\$3,786.83	\$3,877.16	\$3,973.97	\$4,066.86	\$4,155.90
3.75	\$3,957.75	\$3,957.75	\$4,057.31	\$4,154.10	\$4,257.83	\$4,357.35	\$4,452.75
4.00		\$4,221.60	\$4,327.80	\$4,431.04	\$4,541.68	\$4,647.84	\$4,749.60
4.50	\$4,749.30	\$4,749.30	\$4,868.78	\$4,984.92	\$5,109.39	\$5,228.82	\$5,343.30
4.75		\$5,013.15	\$5,139.26	\$5,261.86	\$5,393.25	\$5,519.31	\$5,640.15
5.00	\$4,980.25	\$5,277.00	\$5,409.75	\$5,538.80	\$5,677.10	\$5,809.80	\$5,937.00
5.50		\$5,804.70	\$5,950.73	\$6,092.68	\$6,244.81	\$6,390.78	\$6,530.70
5.75	\$5,727.29	\$6,068.55	\$6,221.21	\$6,369.62	\$6,528.67	\$6,681.27	\$6,827.55
6.00		\$6,332.40	\$6,491.70	\$6,646.56	\$6,812.52	\$6,971.76	\$7,124.40
6.50	\$6,474.33	\$6,860.10	\$7,032.68	\$7,200.44	\$7,380.23	\$7,552.74	\$7,718.10
6.75		\$7,123.95	\$7,303.16	\$7,477.38	\$7,664.09	\$7,843.23	\$8,014.95
7.00	\$6,972.35	\$7,387.80	\$7,573.65	\$7,754.32	\$7,947.94	\$8,133.72	\$8,311.80
7.50		\$7,915.50	\$8,114.63	\$8,308.20	\$8,515.65	\$8,714.70	\$8,905.50
7.75	\$7,719.39	\$8,179.35	\$8,385.11	\$8,585.14	\$8,799.51	\$9,005.19	\$9,202.35
8.00		\$8,443.20	\$8,655.60	\$8,862.08	\$9,083.36	\$9,295.68	\$9,499.20

Not Applicable

**Adjunct rates shown above include a \$200 stipend per workload unit beyond the base adjunct rate.*

** BA not applicable for BSN stipend due to requirements at the time of initial placement; faculty hired under the Texas Higher Education Coordinating Board qualifications for technical/vocational personnel receive a class advancement for the required 3 years' of direct or related work experience per Southern Association of Colleges and Schools: Commission on Colleges (SACS-COC) requirements.*

**Actual pay may differ from posted rates due to rounding. Adjustments will not be made for these differences.*

**Rates may change during the year based on any Board approved increases.*

ADJUNCT LOADS AND PAY RANGES
High-Wage High-Demand
Master's of Science in Nursing (MSN) Program

Effective 1-1-2020*

Workload Units	BA	MA	MA12	MA24	MA36	MA48	PhD
1.00			\$1,181.95	\$1,207.76	\$1,235.42	\$1,261.96	\$1,287.40
1.75	\$1,918.09	\$2,021.95	\$2,068.41	\$2,113.58	\$2,161.99	\$2,208.43	\$2,252.95
2.00			\$2,363.90	\$2,415.52	\$2,470.84	\$2,523.92	\$2,574.80
2.50	\$2,740.13	\$2,888.50	\$2,954.88	\$3,019.40	\$3,088.55	\$3,154.90	\$3,218.50
2.75			\$3,250.36	\$3,321.34	\$3,397.41	\$3,470.39	\$3,540.35
3.00	\$3,288.15	\$3,352.20	\$3,545.85	\$3,623.28	\$3,706.26	\$3,785.88	\$3,862.20
3.50			\$4,136.83	\$4,227.16	\$4,323.97	\$4,416.86	\$4,505.90
3.75	\$4,110.15	\$4,199.30	\$4,432.31	\$4,529.10	\$4,632.83	\$4,732.35	\$4,827.75
4.00			\$4,727.80	\$4,831.04	\$4,941.68	\$5,047.84	\$5,149.60
4.50		\$4,199.30	\$5,318.78	\$5,434.92	\$5,559.39	\$5,678.82	\$5,793.30
4.75			\$5,614.26	\$5,736.86	\$5,868.25	\$5,994.31	\$6,115.15
5.00		\$5,777.00	\$5,909.75	\$6,038.80	\$6,177.10	\$6,309.80	\$6,437.00
5.50			\$6,500.73	\$6,642.68	\$6,794.81	\$6,940.78	\$7,080.70
5.75	\$6,302.29	\$6,643.55	\$6,796.21	\$6,944.62	\$7,103.67	\$7,256.27	\$7,402.55
6.00			\$7,091.70	\$7,246.56	\$7,412.52	\$7,571.76	\$7,724.40
6.50	\$7,124.33	\$7,510.10	\$7,682.68	\$7,850.44	\$8,030.23	\$8,202.74	\$8,368.10
6.75			\$7,978.16	\$8,152.38	\$8,339.09	\$8,518.23	\$8,689.95
7.00	\$7,672.35	\$8,087.80	\$8,273.65	\$8,454.32	\$8,647.94	\$8,833.72	\$9,011.80
7.50			\$8,864.63	\$9,058.20	\$9,265.65	\$9,464.70	\$9,655.50
7.75	\$8,494.39	\$8,954.35	\$9,160.11	\$9,360.14	\$9,574.51	\$9,780.19	\$9,977.35
8.00			\$9,455.60	\$9,662.08	\$9,883.36	\$10,095.68	\$10,299.20

Not Applicable

**Adjunct rates shown above include a \$300 stipend per workload unit beyond the base adjunct rate.*

** BA-MA not applicable for MSN stipend due to requirements at the time of initial placement; faculty hired under the Texas Higher Education Coordinating Board qualifications for technical/vocational personnel receive a class advancement for the required 3 years' of direct or related work experience per Southern Association of Colleges and Schools: Commission on Colleges (SACS-COC) requirements.*

**Actual pay may differ from posted rates due to rounding. Adjustments will not be made for these differences.*

**Rates may change during the year based on any Board approved increases.*