

# 2009-10 Texas Community College

(Actual Salary—Nine Month Contract—

COLLEGE DISTRICT	TOTAL SALARY RANGE					SALARY RANGE 1												SALARY							
	Total Number of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	AVERAGE ACTUAL SALARY	Rank	Additional Benefits Link AVERAGE YEARS OF SERVICE	Bachelor's Degree				Master's Degree				Doctoral Degree				Bachelor's Degree			Master's			
							LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	
Alamo Comm. College Dist.	967	34362	85644	53741	13	●	14	34362	37224	5	1	37376	43794	188	4	38151	52182	48	3	37224	39204	5	4	43794	49896
Alvin Community College	108	39637	66668	52606	18	●	13	39637	39637	1	2	41812	47059	21	3	44931	58624	5	6	—	—	—	—	47059	51423
Amarillo College	235	38296	65737	52016	22	●	10	38296	40491	5	2	39462	42650	13	3	46658	49846	2	1	40933	42083	5	2	42956	45225
Angelina College	116	37188	69876	47825	34	●	14	38412	38988	3	3	37188	44484	38	6	47976	51996	5	12	42120	42120	2	8	44856	52128
Austin Community College	511	41239	92057	63123	1	●	14	42808	52091	10	4	41239	52736	96	4	49123	59528	33	5	52736	61187	17	11	53067	63558
Blinn College	323	34557	70098	46516	38	●	8	34557	39775	16	2	39000	46765	136	5	44675	50690	39	5	40659	45663	9	4	46868	54540
Brazosport College	87	40341	72804	52816	17	●	14	40341	51432	3	5	40341	52618	11	7	40341	45380	5	2	42353	52103	2	11	42353	58624
Central Texas College	165	34492	88336	58023	5	●	13	34492	40000	7	3	41531	53163	38	6	46486	59506	11	6	41000	42298	7	5	53886	56585
Cisco Junior College	79	34010	51747	41019	45	●	13	34930	37773	11	3	34010	38292	18	5	40200	40200	1	1	38561	41618	9	13	38493	42740
Clarendon College	34	33285	47796	39337	47	●	7	33285	33285	1	1	32760	36905	11	4	37500	37500	1	1	—	—	—	—	38093	42887
Coastal Bend College	98	31084	72100	42018	42	●	10	34957	34957	1	1	37149	40194	18	3	46138	46138	1	6	36553	36553	4	3	40621	42667
Collin College	655	39303	85677	54149	10	●	8	39303	43587	9	2	40733	50005	107	3	47113	55690	76	3	45694	46501	2	3	50976	60994
Dallas County Comm. College Dist.	774	40000	96451	58855	3	●	18	—	—	—	—	40000	54030	356	8	47121	58009	67	6	—	—	—	—	54233	67503
Del Mar College	288	41463	71523	55608	8	●	12	41463	41463	19	3	43695	49935	47	4	49380	51582	16	2	42809	42809	5	3	49935	54890
El Paso Community College	345	33563	91916	53510	14	●	14	39437	43452	10	5	33563	46196	108	7	47176	53129	22	6	47130	49034	2	13	47120	56314
Frank Phillips College	24	25000	59225	36000	48	●	6	—	—	—	—	32000	32000	2	1	—	—	—	—	34505	34505	1	11	33860	36000
Galveston College	47	37516	78793	54061	11	●	10	37516	42768	3	2	40835	49466	13	3	46498	46498	1	1	45768	45768	1	5	51881	58151
Grayson County College	74	32096	68227	51603	24	●	16	32096	35232	2	8	37820	44202	7	8	48339	52740	2	7	37820	37895	2	10	44894	50765
Hill College	80	32355	64583	41930	43	●	9	32901	33888	5	2	35409	40454	12	2	41990	43250	3	11	34566	36316	3	0	40454	44168
Houston Comm. College System	814	35510	72743	54641	9	●	13	35510	41823	18	4	39451	47148	148	4	44339	50931	63	3	42261	49003	29	10	48010	55241
Howard College	100	32571	54072	43322	41	●	18	32571	36740	10	8	33155	38251	15	7	45788	47682	3	16	37177	40883	17	15	38714	44075
Kilgore College	155	38863	69440	49366	30	●	13	40450	43219	5	4	40180	44750	19	3	45000	48850	5	4	43873	45263	8	7	45177	49250
Laredo Community College	197	36975	81538	53851	12	●	13	40779	42085	3	10	36975	45123	32	3	42806	47834	6	2	43551	44503	3	6	45757	51451
Lee College	156	38326	79275	51252	27	●	11	38326	42314	12	6	39092	47681	51	4	46445	53709	17	6	44024	48606	10	9	48606	56983
Lone Star College System	715	40460	94765	56142	6	●	9	40460	43762	27	5	41013	47074	125	3	49383	54105	19	5	43763	46086	13	3	47074	50200
McLennan Community College	185	37461	86507	60993	2	●	16	40625	45089	5	2	37461	49085	21	4	51189	58183	6	3	47761	54215	7	10	49085	58024
Midland College	138	31673	76448	51614	23	●	9	31673	42179	17	3	37500	42561	7	1	—	—	—	—	43529	53819	22	7	44710	53762
Navarro College	120	40249	66122	51441	25	●	16	40249	44361	6	8	38289	45851	21	7	46197	52149	3	9	44549	45769	5	12	46813	52687
North Central Texas College	123	36530	58715	46070	39	●	8	38476	40784	5	2	40375	44660	19	3	48171	50807	3	5	40785	43093	3	3	44661	48946
Northeast Texas Comm. College	54	32973	71115	52044	21	●	12	41032	58048	3	7	39781	47292	16	5	32973	32973	1	24	—	—	—	—	48362	54351
Odessa College	113	41364	72262	52370	20	●	11	43476	48004	4	4	41364	45314	15	4	43466	46236	4	2	48542	51396	5	11	45682	48220
Panola College	65	34993	62204	46602	37	●	8	38147	42413	11	3	39396	43626	8	4	45746	47826	4	3	50096	50096	1	10	44506	47696
Paris Junior College	98	37773	59719	49246	31	●	11	37773	45157	6	3	41363	48461	18	4	—	—	—	—	46421	51153	6	7	49318	52010
San Jacinto College	453	42205	80992	55722	7	●	12	42205	47525	40	4	42483	51178	124	4	50105	56703	38	4	47925	53284	29	6	51290	59789
South Plains College	223	36668	78292	48287	32	●	12	36668	37689	13	3	39449	39835	43	5	—	—	—	—	42136	44987	8	8	39835	45304
South Texas College	380	35985	94483	53452	15	●	9	35985	41778	3	3	39723	53413	165	8	46803	54432	26	7	41779	47572	3	9	53414	67104
Southwest Texas Junior College	115	29367	92433	47617	35	●	12	35495	38733	6	4	29367	40740	16	5	44333	52500	5	6	42415	47849	4	8	41758	52337
Tarrant County College District	636	47800	90070	58486	4	●	11	48700	56856	15	9	47800	57290	332	5	47800	58126	42	3	57382	62427	10	11	57582	67285
Temple College	118	36378	73707	47403	36	●	8	36378	38342	5	3	39390	41613	20	1	46253	46954	6	2	38952	40305	4	3	41728	45825
Texarkana College	110	40258	68114	52830	16	●	15	40258	42759	9	2	43471	48488	13	4	59217	61369	6	17	43471	45975	8	3	49561	52781
Texas State Tech. College System	529	29753	66494	40182	46	●	10	30794	35210	36	7	29580	36936	28	4	36414	41269	4	6	35394	38668	36	8	37057	39433
Trinity Valley Comm. College	128	34849	75447	52592	19	●	23	37917	51741	5	16	34849	43200	23	7	47031	55831	4	2	52191	61299	5	15	43200	50598
Tyler Junior College	273	33662	82010	50158	28	●	13	33662	39828	8	4	33662	43254	48	7	42420	49659	11	7	40381	44883	16	6	44299	53424
Vernon College	67	31753	63381	41353	44	●	10	36395	36941	3	7	36922	39775	8	3	—	—	—	—	37494	38628	4	9	40372	42003
The Victoria College	107	39156	74568	51435	26	●	14	37917	40847	3	8	40895	44705	13	5	44984	46343	3	2	42289	42923	5	11	45376	49871
Weatherford College	112	34554	61839	47985	33	●	9	38045	38399	2	1	38900	44165	19	2	45978	47454	4	2	39540	41035	3	3	44165	48665
Western Texas College	46	35733	65832	45105	40	●	8	35733	39127	5	3	37233	40712	11	2	51766	65832	2	24	45590	44952	3	10	41435	45855
Wharton County Junior College	148	40550	67550	49602	29	●	10	41050	47050	8	5	40550	47050	39	4	—	—	—	—	47550	52050	4	13	47550	54050
Average Salary		36379	73737	50332				37729	42062			38450	45295			45581	50958			42983	46054			45635	51797
Total Full Time Faculty	11340																								

● Additional Benefit information available online at [www.tecta.org/facultysalaries](http://www.tecta.org/facultysalaries)

Teachers Association Survey of Faculty Salaries																													
Based on Institutional Responses to TCCTA Questionnaire)																													
RANGE 2		SALARY RANGE 3												SALARY RANGE 4															
Degree		Doctoral Degree				Bachelor's Degree			Master's Degree			Doctoral Degree			Bachelor's Degree			Master's Degree			Doctoral Degree								
No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY						
188	8	52182	60102	48	8	40536	42516	5	9	49914	59328	188	14	60102	68058	48	15	42516	49122	5	16	59400	76788	187	28	68058	85644	48	31
21	6	58624	62822	5	11	—	—	—	—	51423	56775	21	15	62822	66668	5	28	—	—	—	—	56775	63192	21	23	66668	66668	8	32
22	3	51440	55671	8	6	42526	42526	6	12	45347	47830	73	9	56409	58613	4	9	42819	44366	6	8	48020	59726	74	14	60148	65737	17	15
41	15	54732	57804	3	20	42780	43452	2	10	52800	58788	9	25	—	—	—	—	45516	46188	2	14	59820	67296	10	34	69876	69876	1	37
122	12	60668	69276	51	13	62289	71158	15	15	64551	75844	51	20	70601	80619	32	19	73186	81454	5	27	77209	87716	44	30	82161	92057	35	29
63	13	51334	56546	16	14	47449	49442	3	11	54557	61801	22	20	57590	61801	6	22	57789	57789	1	19	62486	70098	9	32	63922	69191	3	28
20	9	42353	52103	7	5	—	—	—	—	50091	63459	7	14	44943	59825	6	12	70682	70682	2	30	66611	72804	12	33	72804	72804	2	36
16	9	62518	65682	5	14	43075	46688	6	10	57251	64773	28	14	67325	72503	6	17	47548	62792	7	18	65623	81994	26	24	74315	88336	8	29
19	10	—	—	—	—	43187	43187	1	21	43594	46737	7	19	45352	45352	1	12	48787	48787	1	36	48271	51748	10	34	47540	47540	1	15
12	5	—	—	—	—	38025	38025	1	9	44665	46978	6	17	47795	47795	1	10	45025	45025	1	1	—	—	—	—	—	—	—	—
17	7	46833	46833	1	10	38794	41169	3	12	43118	46662	18	10	49707	49707	1	12	41790	49959	2	20	47856	72100	17	30	51973	51973	1	18
40	11	57843	64581	20	12	—	—	—	—	50976	60994	40	11	67352	75167	12	18	53458	57134	5	10	71256	81416	20	22	76807	85677	11	22
103	21	58066	68927	42	17	—	—	—	—	68397	82038	78	35	69139	79880	39	31	—	—	—	—	82411	96451	33	38	80320	90805	56	37
48	8	52255	57210	15	4	43133	46357	8	7	55205	65838	55	18	59902	70850	16	15	47275	56696	9	10	65838	70176	36	26	71523	71523	14	27
42	18	54191	62248	7	15	54137	59772	6	24	57440	68646	18	24	66058	78945	11	25	70032	70032	1	31	70019	82037	17	33	83776	90682	8	34
6	3	—	—	—	—	—	—	—	—	36565	45524	7	10	—	—	—	—	—	—	—	—	51159	51159	1	20	59225	59225	1	11
7	8	52747	54535	3	5	50270	50270	1	7	60380	68112	9	16	59006	59006	1	16	61526	62543	2	22	72119	78793	3	33	64370	64370	1	21
23	11	54645	55848	4	12	45586	45586	1	9	52144	58764	15	22	60838	60838	1	16	49868	54853	3	25	59138	65914	11	27	63800	68227	3	28
11	6	—	—	—	—	37406	40212	3	4	44264	46747	13	15	47740	47740	1	1	41898	42674	4	10	46831	64583	9	22	50444	51945	2	6
142	10	51950	58505	57	10	49516	56288	22	15	56251	63455	132	18	59430	65886	67	17	57415	63126	12	27	64615	71340	81	27	67203	72743	43	26
32	13	—	—	—	—	41346	44836	6	23	44174	46379	8	21	—	—	—	—	47003	49397	3	20	52414	55103	4	32	52314	54072	2	28
19	8	51650	52250	3	13	46414	46414	1	5	49975	53972	20	16	54050	64467	4	18	48225	50100	4	18	55100	59500	8	25	60050	60460	2	26
33	8	51409	53143	7	8	45125	50602	3	10	51539	60870	32	14	54944	66072	6	13	54093	71939	4	17	61566	81538	33	28	69272	79968	6	34
24	14	56744	61081	8	15	50570	54738	3	16	58088	66725	16	22	65778	70857	2	25	58089	59250	4	19	68686	76646	8	34	79275	79275	1	44
122	5	54105	58475	16	7	46086	51054	9	7	50200	57929	116	8	58475	70976	92	8	50569	79436	16	17	57929	92239	122	20	70976	94765	38	24
35	10	60117	66565	8	13	55214	61250	9	11	58539	70045	36	18	66714	73568	6	15	65285	67765	2	16	70618	86507	28	32	74503	82193	14	29
37	6	44626	53982	13	3	54918	58099	3	15	54542	64766	19	14	56112	62061	7	15	—	—	—	—	65707	76448	7	29	70122	73949	6	29
21	14	53834	56934	4	16	45769	47178	5	8	53263	56143	21	21	57641	60468	4	20	48234	55980	5	13	56143	61328	21	23	63295	66122	4	27
44	7	50808	53444	5	10	43094	45402	8	5	48947	53232	12	12	53445	56081	3	17	45403	47708	4	11	53233	57514	3	43	56082	58715	2	34
7	13	47292	56510	4	12	50800	53449	2	2	58825	62384	4	13	54070	60956	9	13	54584	58048	2	1.5	70042	70042	1	24	64085	71115	5	19
15	6	49862	55462	4	12	52728	65688	5	7	48452	52884	15	12	59462	61062	4	18	66423	70080	5	17	53116	74687	16	22	65062	72262	3	37
10	4	—	—	—	—	50621	50621	1	3	48306	54206	13	14	—	—	—	—	62204	62204	1	13	54456	56767	6	19	55836	58746	3	19
18	9	—	—	—	—	52010	54335	6	10	52499	59719	18	12	—	—	—	—	56619	59719	7	21	59719	59719	17	26	48420	58129	2	7
63	13	57882	64370	24	13	54221	58620	8	13	60333	68818	37	20	66064	72560	18	20	59664	68502	16	24	69059	77707	37	31	74300	80992	19	31
40	8	45099	45392	8	3	46127	51003	5	16	45486	51581	39	16	45444	51640	12	8	56123	60718	4	23	52132	76616	34	25	52592	78292	17	18
101	15	54433	62062	34	13	47573	53366	14	14	67105	80795	10	17	62063	69692	17	19	53367	59158	3	18	80796	94483	3	20	69693	77318	1	12
51	10	57247	59847	4	29	49025	54078	4	7	52462	63049	17	26	—	—	—	—	55095	60954	2	16	71217	75507	3	10	92433	92433	1	3
86	14	58460	68884	47	13	67176	72732	2	15	67623	76375	47	26	70922	74787	8	23	78208	83257	2	34	77372	86870	35	36	80381	90070	10	37
19	3	47275	51027	6	5	40341	40550	4	6	45940	50268	19	8	51421	60926	6	13	41555	46383	5	10	50328	64994	19	20	63855	73707	5	27
17	10	63512	65659	4	36	46340	50633	10	15	53495	59933	23	18	—	—	—	—	51552	63437	5	16	61013	65860	13	30	68114	68114	2	39
29	7	41616	43115	5	7	38678	43880	37	11	39464	45451	29	11	47042	56722	5	20	44329	65700	37	20	45890	64020	29	19	57222	66494	5	24
23	19	56817	61938	4	29	61740	65094	6	28	50976	56457	23	29	62505	62505	4	39	65097	70407	5	32	56844	75447	21	30	62505	62981	2	20
58	10	50520	57064	11	13	47641	52108	17	6	53964	63246	42	25	57644	62810	4	17	52867	58355	20	12	65257	73809	8	40	64965	72199	4	37
9	7	45543	45543	1	6	40392	42314	3	14	42216	44338	10	10	46226	46226	1	7	44167	52025	2	25	44580	63381	10	19	51303	51303	1	14
18	12	50662	55385	5	10	43568	44885	4	13	50870	57574	32	19	56215	60547	2	17	47166	47166	1	18	58391	66749	7	24	63299	74568	6	26+
19	5	48575	52115	4	6	43265	47176	3	7	49165	42400	20	13	53012	56245	5	6	49632	50615	2	22	44275	61839	19	20	56835	59785	4	10
10	5	—	—	—	—	45649	48647	4	9	46452	50042	3	5	—	—	—	—	50055	56576	3	24	51042	60947	5	16	—	—	—	—
42	11	48050	54050	12	6	55550	55550	1	30	54550	60050	7	26																