



Colleges Grapple with Budget Cuts

The 78th Legislature will likely be regarded by community and technical college educators as the most financially devastating in recent memory.

As the session began, colleges and universities were ordered to impose a seven percent budget cut, just to get through the *current* fiscal year. Then, following grim projections from Comptroller of Public Accounts Carole Keeton Strayhorn, college executives and agency heads were instructed by the legislative leadership to prioritize zero-based “building blocks,” to slash 12.5 percent of their budgets for the next biennium.

Colleges have responded in a variety of ways, reflecting the diversity of two-year schools in Texas. Some have cancelled May term or summer classes. Entire instructional programs have been eliminated on some campuses, resulting in layoffs for faculty and staff. Class sizes have been maximized, with smaller sections cancelled. Tuition and fees will soon be drastically higher for students. Local property tax hikes have become routine. Several schools have frozen travel expenditures.

Meanwhile, enrollments have grown at almost every two-year college in Texas.

Health insurance benefits have already been af-

ected, as ERS announced the first mid-year adjustment of plan offerings and price hikes in the history of the program. Alarming, Gov. Rick Perry proposed that the Legislature “proportionately” fund the Uniform Group Insurance Program for community college faculty and administration at 35 percent for the next biennium. (The state has funded insurance in full since the 1970s.) Prospective retirees were shocked to learn that the eligibility age for retirement health insurance could be raised.

Supplemental revenues for ORP have been tentatively reduced and TRS participants have been told repeatedly not to expect any benefits beyond the current level.

The outlook changes unpredictably. TCCTA has sent frequent *Legislative Updates* to Campus Representatives, including appeals for faculty to contact elected officials. Members are urged to visit the TCCTA Web site (www.tccta.org) for the latest information.

TCCTA Community College Day Draws Crowd

On February 20, in conjunction with the TCCTA annual convention in Austin, educators gathered in the Capitol to show support for community colleges and to express concern about potential budget cuts.

Following a brief orientation in the Capitol rotunda by TCCTA lobbyist Beaman Floyd, faculty and a number of students fanned out to the offices of their local representatives and senators to express their views and to distribute information provided by TCCTA. Many participants reported having meaningful and serious discussions with elected lawmakers and their staffs.

Later that afternoon, the TCCTA Legislative Committee and other convention attendees heard from Rep. Jose Menendez (D-San Antonio), an influential member of the House Appropriations Committee. Rep. Menendez urged the teachers to get involved immediately, and to express their unique perspectives to members of the Legislature.

TASP in Jeopardy...Again

As with previous sessions, several bills have been introduced to alter or eliminate the TASP requirements for developmental education. Many

“It’s clearly raining.”

—Rep. Garnet Coleman,

on whether the

Legislature should utilize

its “rainy day” fund.

New Salary Study Released

The TCCTA annual survey of faculty salaries has undergone a transformation.

After extensive consultation with members and other authorities from around the state, TCCTA leaders have decided to change the way comparative salary information is gathered and presented by the association. The new study uses a different statistical format, and is Web-based as well as published in this issue of the *Messenger*.

TCCTA has collected salary figures from Texas community colleges using four distinct “ranges,” from “lowest quarter” to “highest quarter” paid. The mean salary for master’s and doctorate degrees are presented for each “range,” with colleges ranked, as well. The lowest and highest salaries paid at each school are also shown.

Significantly, the new Web-based format will allow members to make comparisons and calculations online.

(See “Salary Study” continued on page 3)

(See “TASP” continued on page 3)

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PRESIDENT'S MESSAGE

You might think 2003 would be a terrible time to begin serving as TCCTA president.



However, as I contemplate the coming year, I realize that there has never been a more important time to participate in TCCTA.

We need each other more than ever. The Legislature faces an historic shortfall, college budgets have been slashed, and morale is low on many of our campuses. Benefits we have taken for granted such as health insurance have been scrutinized by policy makers. Tuition for our students and property taxes for our communities are rising dramatically. Some schools have eliminated course offerings, affecting both students and faculty.

All of this is happening while enrollments and associated costs at almost all Texas colleges have shot upward.

I detect, however, a new commitment to our profession that the current crisis has made more apparent.

Against all odds, and in the face of severe college budget cuts, our annual convention in Austin was a big success. For the first time, TCCTA sponsored "Community College Day" at the Capitol. After some excellent "coaching" from our new lobbyist, Beaman Floyd, members visited the offices of their representatives and senators, telling them the story—and in no uncertain terms the *plight*—of Texas community colleges.

Sometimes, unfortunately, it takes a crisis to help us realize how much we can accomplish together. Now, more than ever, let's all get involved. An excellent place to start is by contacting your representative and senator. On the TCCTA Web site you will find an abundance of information to help you begin. There you will also find the list of "tracked" bills that potentially affect Texas two-year colleges. TCCTA shares this information enthusiastically, and it has become a valuable tool for educators all over the state.

TCCTA has been writing letters, meeting with lawmakers, and lobbying relentlessly in the halls of the Capitol. In this effort, Mr. Floyd has been a tremendous help, but just because we have a professional lobbyist for the first time in TCCTA history, it is no reason to relax. Your lawmakers need to hear from you. There has never been a better time.

You should know as well that TCCTA will

not allow the current budget crisis to stifle our fundamental activities. For instance, we already have made plans to host the 24th annual Conference for Faculty Leaders in October.

And get ready! Our convention next year will be in Fort Worth for the first time in over three decades.

Fort Worth is a great location. The Convention Center is conveniently located to cultural and entertainment attractions, and the rates for hotels have not been as attractive in years. Make plans now and clear your calendar for the 2004 convention and I'll see you in Fort Worth!

As you can see, I'm optimistic. Not only will we endure, we will prevail. The mission of our colleges is far too vital to the future of our society to be diminished.

We will emerge from these days stronger than ever.

Plan to Attend

**24th Annual
 TCCTA Conference
 for Faculty Leaders**

Austin October 10-11, 2003

EDITORIAL POLICY

1. The *TCCTA Messenger* provides a forum for TCCTA members to address professional issues and subjects of interest to educators in the two-year college. Prospective authors are invited to submit articles dealing with the theory, practice, history, and politics of two-year colleges in Texas. Topics should be of general interest to members and not limited to a single teaching discipline. Articles normally should be six to ten typed, double-spaced pages.
2. Longer articles may be published when their substance and likely reader-interest justify greater length. Shorter pieces of one to two pages intended as guest editorials, letters to the editor, or personal perspectives on problems, issues, or concepts related to the two-year college are also accepted. No excerpts from grant proposals, dissertations, theses, or research papers written for course work should be submitted.
3. Submissions should be original (not previously published or being considered for publication). Authors should limit the use of specialized terminology. Authors' names and titles of key sources should be included within the text, with page numbers in parentheses. The editor reserves the right to edit submissions so that their usage conforms with the editorial practices of the *Messenger*. Publicity accorded to a particular point of view does not imply endorsement by TCCTA, except in announcement of policy, when such endorsement is specified clearly.
4. Submissions are reviewed by an editorial review board, though the editor maintains responsibility for final selection. An author should send a high-contrast original of the manuscript with the author's name only on a separate cover sheet.
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6. Manuscripts should be sent to: Chair, TCCTA Publications Committee, 5113 Southwest Parkway, Suite 185, Austin, Texas 78735. Authors should retain copies of their manuscripts for their files.



Salary Study Released

(continued from page 1)

Over the years, the association has been increasingly challenged to report valid salary data, since colleges have adopted widely divergent methods of calculating and awarding faculty salaries. Meaningful studies and realistic comparisons among the colleges have become difficult as well, since many schools have abandoned traditional schedules showing experience “steps” and educational levels. An unfortunate result of these local policy changes is that it is impossible to determine accurately the salaries paid to faculty at precise levels of chronological experience holding specific professional degrees or credentials.

TASP Jeopardized

(continued from page 1)

lawmakers believe that TASP (particularly the test) is no longer needed since the TAKS examination is now being implemented for the public schools. The new exam will have threshold scores for “college readiness” as well as for high school graduation.

In response to HB 796 by Rep. Dianne White Delisi (R-Temple), which would effectively abolish TASP, TCCTA President Susan Edwards, Cy-Fair College, provided written testimony on March 24 to the House Committee on Higher Education. The testimony says, in part:

“There is little doubt that, given successful implementation of the TAKS examination with its prospective minimum scores for “college readiness,” the new regimen in the public schools may eventually obviate the need for TASP regarding high school graduates. We urge the committee to keep in mind, however, that the average age of community college students in Texas is 25. Many come to us without Texas high school diplomas. Uniform and mandatory diagnostic evaluation, placement, and remediation should be maintained to help these students succeed. Notwithstanding the ample controversy surrounding TASP, the program is accomplishing its objectives.

Whatever changes occur in current law, we urge that college developmental education policies contain the key requirements of (1) statewide uniformity with (2) mandatory placement and (3) continuous remediation for students until they are truly and verifiably prepared for successful transfer. We see no contradiction between these standards and the “Closing the Gaps” strategy of the Legislature and Texas Higher Education Coordinating Board. Indeed, we have wholeheartedly endorsed and supported the “Closing the Gaps” plan.”

TCCTA has worked closely with developmental educators to protect the essential elements of placement and remediation for those students who need help.

As with so many issues this session, surprises have been abundant regarding developmental education policy in Texas. Members are urged to be especially vigilant as the Legislature approaches its official adjournment date of June 2. ☆

In the most recent TCCTA survey, 12 of the 50 schools surveyed reported no “fixed” schedule of automatic increases based on years of service. Consequently, those wishing to make comparisons were compelled to do so with almost a quarter of the colleges “missing” from the study. In contrast, the new format is based on actual salaries regardless of how these salaries are calculated.

In recent years, another problem has developed as colleges that do officially employ faculty salary schedules, or tables, showing years of service and educational achievements, have failed to provide for advancement on the schedules. Traditionally, for example, a faculty member on “Step 5” of the salary table would be in the fifth consecutive year of service. In practices now followed at several colleges, however, a faculty member’s step placement is no longer equivalent to consecutive years of service.

Most faculty salary studies report mean or “average” salaries. Such analyses tend inadvertently to give an advantage to “older” colleges over schools formed more recently, since large numbers of veteran faculty members are found at the higher end of salary schedules. Although the new TCCTA study employs the mean as a measurement tool, when segregated into four internal “ranges” with accompanying designations for academic degrees, the information enables a more valid interpretation than what is currently available.

“No study will be perfect for everyone,” said TCCTA Executive Director Richard Moore. “But we think the new method of calculating and reporting faculty salaries allows comparisons to be made with more authority. The previous method worked well for many years, but we became convinced that a new approach was necessary.”

TCCTA leaders stress that salary comparisons are not made without risks. Costs of living vary—sometimes significantly—from city to city. And, depending on one’s personal preferences, the quality of life and the working environment of one location might well justify a substantial salary differential.

Additionally, about one-half of Texas colleges cover employees with Social Security or qualified private pension plans in lieu of Social Security. A similar number of schools supplement the state’s contribution to the Optional Retirement Program for eligible employees by 2.5 percent; others pass on a 1.31 percent ORP supplement for qualified employees. A number of college districts augment employees’ insurance plans.

These “fringe benefits”—and others—are not calculated in the salaries reported, but should not be overlooked in considering total compensation.

In an effort to publish the survey in as timely a manner as possible, the information from some schools is not available in this issue of the *Messenger*. Members are urged to consult the Web site for the most complete statistics at www.tccta.org.

The tabular analysis is found on pages 8-9. A survey of part-time faculty compensation appears on page 10. ☆

Fringe benefits should not be overlooked in considering total compensation. The salary study is found on pages 8-9.

Capitol and Campus

by Beaman Floyd
TCCTA Lobbyist



Money.

This is the watchword of the 78th Legislative Session. The combination of the budget shortfall and the pledge by the state's political leadership to avoid raising taxes has created a battleground in which all publicly-funded interests are fighting the legislature

and each other. The luckiest few—*very few*—are struggling to maintain something close to *status quo* funding. Most are trying to avoid major cuts to programs and services.

The members of TCCTA are being squeezed from two directions in the budget process. Like all other state-funded entities, community colleges have been ordered to reduce their operating budgets both in the current year and in the biennium. Early in the session, Governor Perry called for immediate across-the-board cuts of seven percent from all agencies, and directed further cuts of 12.5 percent through the following two-year budget cycle. These reductions were required despite the already “lean” quality of community colleges. Nor was an exemption granted for the crucial role of our institutions in ongoing policy objectives of the state.

While community colleges have been facing budget cuts, TCCTA members have also been under pressure from changes to the Employee Retirement System (ERS) health benefits plan. Both the House Appropriations Committee and the Senate Finance Committee have been considering major cuts to benefits and funding.

One proposal aimed specifically at TCCTA members advocated a “proportional” funding of ERS benefits for community college employees that would have resulted in more than a 60 percent decrease in state funding. While that recommendation is, for the moment, set aside, other general benefit cuts and eligibility changes will affect all ERS members. Some have already begun as of May 1, of course.

Most disturbingly, changes are in store for eligibility for retirement health insurance under ERS. While we will not know the full details until adjournment, this issue understandably has caused great distress to experienced and dedicated teachers across the state. Executive Director Richard Moore conveyed that distress directly to the House Appropriations Committee in public hearing. We have told lawmakers and their staffs repeatedly of the disruption these changes cause in the lives of faculty and their families. The TCCTA staff has communicated with its mem-

bers frequently, truthfully, and urgently, instructing them to contact their lawmakers.

The association has engaged legislative members and staff to mitigate some of the harshest proposals, and to put an all-important human face on the real people facing the consequences. That's our strategy—and it's a good one.

TCCTA has also provided a voice on many other legislative issues important to its members. I have been vastly impressed with how deeply college teachers feel about the *quality* of their instructional programs. TASP, for example, is under siege again. Developmental educators have worked closely with the state office at TCCTA this session, and have been valuable as “eyes and ears” for our efforts in Austin.

In their work at the Capitol, TCCTA representatives have maintained a disciplined, credible approach in an atmosphere of virtual panic. This “high road” method has served TCCTA well in this very difficult session, and will serve to maintain and increase the association's effectiveness in future legislative efforts. ☆

To find out “Who represents me?”

Go to the TCCTA Web site

at www.tccta

under “State Agencies”

2003 TCCTA LEGISLATIVE PROGRAM

Approved by Executive Committee
December 7, 2002

1. Support increasing the community and technical college formula funding as recommended by the Texas Higher Education Coordinating Board for the cost of instruction and administration.
2. Support ERS funding to ensure and improve quality health insurance benefits for all covered community and technical college employees.
3. Support the current state requirement and state funding of skills assessment and funding remediation in a uniform fashion.
4. Support measures to ensure that the quality of all courses and assessments offered through two-year institutions meet a standard of academic excellence and enhance goals to *close the gaps*. Academic standards for courses and assessments should not be compromised to achieve measurable student success.
5. Support measures necessary to ensure that state approved community college transfer courses apply fully toward baccalaureate degree requirements.
6. Support continued efforts to restore and enhance funding and benefits for the Teachers Retirement System and the Optional Retirement Program.
7. Support legislation to permit the actuarially neutral transfer between TRS and ORP.
8. Support for continuation of the Telecommunications Infrastructure Fund (TIF) and the TexShare library program.

Facing a Big Retirement Shortfall? Do You Have a Plan?

by Cass Grange
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What have you done about retirement? Have you started planning and saving? As community college faculty, you are covered by TRS or ORP, but will this be enough? Though both are solid retirement vehicles, over time they may not keep pace with inflation.

Because of this, many educators participate in supplemental plans to cushion their retirement. A 403(b) plan is one of the best ways to do this. It is estimated that over \$560 billion is invested in 403(b) plans (according to the Spectrum Group in Chicago) with the largest portion held by professors. As educators, you are the last major employment sector slowly moving towards self-sufficient financial and retirement planning.

The 403(b) plan will allow you to take more responsibility over your investment decisions and help you meet your retirement needs. This article will answer some common questions about 403(b) plans and encourage you to educate yourself on all your retirement options.

What is a 403(b) plan?

A 403(b) plan is a savings plan for employees of not-for-profit organizations or tax-exempt entities, such as colleges, hospitals, foundations and cultural institutions. Contributions to a 403(b) plan are tax deferred, meaning you contribute pre-tax income and pay no income tax on your contribution, or earnings, until you begin taking distributions. Then you pay taxes at your regular income tax rate.

How much can I contribute?

In 2003, the contribution limit for 403(b) plans is 100 percent of your salary up to \$12,000. But, if you are over 50 (and need to be saving more to catch up), you can contribute \$14,000. Contributions are deducted directly from your paycheck, before taxes are taken out, and are invested with the vehicle you choose (among choices offered by your employer). You can change your contribution at any time, so refer to the guidelines set forth by your employer.

To determine how much you should contribute, examine the amount to save as a percentage of pay and match this with your retirement goals. There are many tables and charts available to calculate pre-tax and after-tax savings growth over time. Clearly the longer you delay saving for retirement, the more you will need to set aside each month.

What investment choices are available?

When you contribute to a 403(b), you may

choose between fixed annuities, variable annuities or mutual funds. Your employer maintains a list of approved carriers and investment vehicles for you to choose from. It is important to consider each option and determine what is right for you. Be sure to look at the fee schedules and risks associated with each product, and pick an investment vehicle that you are comfortable with. This way, there will be no surprises down the road and you will have better control of your investments.

When can I start withdrawing money?

You can begin withdrawing money from a 403(b) when you reach age 59½. Withdrawing money early will result in a 10 percent penalty tax, in addition to the income tax you will be charged. Distributions must begin by age 70½ to avoid tax penalties.

What options do I have if I change jobs (or move to another college, district, or state)?

If you remain in Texas, you can keep your plan as it is. If you move out of state, you will need to make changes to your existing plan. Your options include rolling over to another 403(b), a qualified plan, a 457 plan, or an IRA. It is very important that this rollover be done directly, from plan to plan. If you elect to receive the distribution check (even if you intend to roll it into another plan), 20 percent will be withheld for taxes.

As an educator in a community college, you are eligible for a 403(b) plan. With so much going on in the world right now that you cannot control, seize the opportunity to take charge of what you can—your individual retirement. Do your retirement homework. Take the time to explore all your retirement options and learn how to make your investments work for you.

Because each situation is unique and complex, you should discuss your financial plan and individual goals with your financial advisor in order to develop a comprehensive retirement plan.

Cass Grange is a Senior Advisor Associate with Lucien, Stirling & Gray Advisory Group, Inc. She can be reached by phone at (512) 458-2517 or by e-mail at cgrange@lsggroup.com. Please visit www.lsggroup.com for more information.



Cass Grange

Ms. Grange was the featured speaker at the Financial Planning Seminar at the 2003 TCCTA convention in Austin.



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Newly installed TCCTA President Lola King, Trinity Valley Community College–Terrell Campus and TCCTA lobbyist Beaman Floyd discuss the budget with Sen. Royce West.



TCCTA President Susan Edwards, Cy-Fair College, on March 6 confers with Executive Director Richard Moore, following testimony before the Senate Finance Committee.

TCCTA Officers Meet with Chairman West

On April 9, in a special meeting at the Capitol arranged by TCCTA lobbyist Beaman Floyd, the Executive Committee met with Sen. Royce West (D-Dallas), chair of the Subcommittee on Higher Education of the Senate Education Committee. Sen. West also serves on the Finance Committee.

The officers expressed their concern about the current funding cuts for community colleges.

“It will all depend upon the conference,” Sen. West noted. The House version of the appropriations bill must be reconciled with the Senate version in a conference committee report before adjournment on June 2.

Retirement Health Insurance Becomes Potential Target

In addition to the other funding-related issues plaguing community and technical college educators this session, eligibility for health insurance after retirement became a prominent focus of attention for TCCTA.

The association learned from Capitol sources that, in an effort to save revenue, the Legislature might consider raising the eligibility age to 65, with ten years of service (under current law it is 55 with ten years of service).

Complying with a request from state leadership, Sheila W. Beckett, Executive Director of the Employees Retirement Service, listed such an option, in a report to the House Select Committee on State Health Care Expenditures in February. Later, companion “shell” bills emerged containing language that some anticipated were designed to implement such a prospective action.

On April 30, TCCTA Executive Director Richard Moore testified on the prominent “shell” bill, HB 3441, before the House Appropriations Committee.

Mr. Moore expressed concern that a “Committee Substitute” for the bill may contain provisions that are harmful to community college participants in ERS health insurance, particularly prospective retirees.

“Such a change,” Mr. Moore told the committee, “would force people to make drastic life choices very suddenly, causing real human costs.”

“We do understand your concerns,” Chairman Talmadge Heflin (R-Houston) responded.

At the time of this printing, it appears that, among other changes to the ERS program—including a change in the definition of full-time employment from 20 hours to 40 hours per week—the age for retirement eligibility will be raised from 55 to 65,

with ten years of service, or fulfillment of the “Rule of 80.” Under the Rule of 80, ERS participants may qualify for retirement eligibility if age and years of service total at least 80. TCCTA is working to ensure that these changes will apply both to employees retiring under TRS and ORP. The legislation is expected to go into effect on Sept. 1.

TCCTA Testifies on Funding Issues

On Thursday, March 6, TCCTA president Susan Edwards testified before the Senate Finance Committee, chaired by Sen. Teel Bivins (R-Amarillo). Also offering testimony were Rey Garcia, executive director of the Texas Association of Community Colleges, Bill Crowe, president of Tyler Junior College, and Bud Joyner, president of Amarillo College. Many other presidents and chancellors plus an impressive delegation of students from Brazosport College also attended, in a show of solidarity for community colleges in these difficult times. The large hearing room was filled to capacity when this item in the budget was considered.

While “we don’t envy your job,” Ms. Edwards told the senators, the proposed budget cuts potentially damage Texas community colleges not just in one way—but *four*.

First are the cuts in formula-driven funding. The governor and legislative leadership ordered an immediate reduction of seven percent from all schools for the rest of this fiscal year, followed by a 12.5 percent reduction for the next biennium.

Second is the recommendation of Gov. Perry that community colleges pay 65 percent of the cost of health insurance under the Uniform Group Insurance Program. By virtually all accounts, the governor’s proposal would be devastating, whether the cost is absorbed in local college budgets or “passed through” to employees. The state has paid for this insurance since the 1970s.

The third item is the freezing of distributions from the Telecommunications Infrastructure Fund (TIF), which provides technical support for infrastructure and vital shared resources for libraries.

Fourth is the lack of funding provided in the budget for the extraordinary enrollment growth of community colleges since the last biennium—growth encouraged through the *Closing the Gaps* strategy of the Legislature and Coordinating Board. “If *Closing the Gaps* is to occur,” Ms. Edwards noted, “in a very real sense it will occur in my classroom and countless others across the state.”

Any one of these cuts would be a cause for concern. When put together, the very mission of these schools is in peril, according to college officials.

Important!
Issues can change rapidly prior to adjournment on June 2. Consult the TCCTA Legislative Updates, which are also posted on the Web site (www.tccta.org).

TEXAS COMMUNITY COLLEGE SURVEY OF FACULTY SALARIES — TEXAS PUBLIC

(SOURCE: Institutional responses)

ACTUAL SALARY —

COLLEGE DISTRICT	TOTAL SALARY RANGE					SALARY RANGE 1									SALARY RANGE 2			
						Bachelor's Degree			Master's Degree			Doctoral Degree			Bachelor's Degree			Master's Degree
	Total Number of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	AVERAGE ACTUAL SALARY	Rank (1 to 44)	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY
Alamo Community College Dist.	828	32,256	70,344	47,934	4	32,256	33,426	3	34,596	44,622	322	41,166	47,268	34	34,011	36,351	12	44,712
Alvin Community College	91	33,997	51,641	43,950	16	—	—	—	33,997	37,535	15	41,533	43,211	3	—	—	—	38,286
Amarillo College	241	30,089	56,325	41,764	29	30,089	33,584	8	34,236	39,265	44	34,425	45,129	8	34,283	35,292	7	39,290
Angelina College	108	33,204	57,576	45,675	10	33,792	34,968	3	33,204	38,892	22	42,304	45,384	3	34,968	36,144	3	39,084
Austin Community College	424	34,926	65,665	50,271	3	34,926	40,710	16	34,926	43,606	67	37,177	47,806	32	41,067	45,931	15	44,064
Blinn College	255	30,000	60,074	42,005	28	30,000	33,922	6	34,100	41,917	116	39,500	43,835	31	35,360	38,000	7	42,212
Brazosport College	61	35,583	55,394	45,074	14	36,659	40,044	5	35,583	40,044	12	—	—	—	39,639	39,639	1	38,484
Central Texas College	144	29,622	66,704	45,332	12	29,622	33,209	7	34,881	40,418	29	44,290	47,347	4	33,721	36,381	13	41,114
Clarendon College	29	27,650	58,534	37,862	41	29,724	31,402	2	27,650	34,056	6	—	—	—	—	—	—	34,070
Coastal Bend	87	30,271	58,320	40,418	33	30,271	31,986	4	31,758	36,134	16	37,574	38,256	2	32,472	33,239	4	36,333
Collin Co. Comm. College Dist.	198	32,448	66,170	45,497	11	33,963	38,125	3	33,250	40,300	39	39,655	45,181	25	39,958	42,415	5	40,737
Dallas Co. Comm. College Dist.	647	34,160	75,211	55,425	1	—	—	—	34,160	43,022	129	45,052	51,843	29	—	—	—	43,122
Del Mar College	304	30,816	59,818	46,992	6	30,816	34,240	11	36,211	38,014	53	41,245	51,843	14	34,810	36,043	10	38,016
El Paso Community College	317	30,673	75,144	43,110	21	32,678	38,287	—	34,672	40,624	—	39,874	44,905	—	39,834	45,757	—	41,436
Frank Phillips College	30	15,000	55,294	35,649	43	15,000	15,000	1	28,374	30,000	4	44,641	44,641	1	26,945	27,000	2	30,566
Galveston College	56	30,102	60,550	45,326	13	38,752	41,561	2	35,093	40,756	10	37,373	43,167	3	41,561	44,370	0	40,756
Grayson County College	89	25,060	55,976	42,506	25	33,906	36,374	4	30,237	34,847	4	40,283	43,179	3	37,892	38,460	4	36,755
Hill College	63	32,562	52,370	42,466	26	—	—	—	32,562	35,908	10	39,580	41,483	2	—	—	—	32,644
Houston Comm. Coll. System	703	31,410	62,501	43,524	18	31,410	32,863	10	35,640	38,617	60	40,140	45,423	72	35,640	37,589	2	39,702
Kilgore College	140	29,700	53,585	39,367	37	29,700	34,940	12	32,620	35,380	15	—	—	—	35,395	38,370	5	35,750
Lee College	147	32,739	64,622	46,135	8	32,739	39,053	12	35,061	39,562	20	—	—	—	40,464	42,702	2	39,639
McLennan Community College	157	32,259	60,732	47,181	5	33,088	34,912	4	32,294	41,996	25	39,005	48,069	6	35,116	38,128	4	42,294
Midland College	115	31,500	60,525	43,650	17	31,500	34,500	7	34,182	39,121	16	40,820	47,996	5	35,138	36,904	7	39,200
Navarro College	97	29,101	50,252	39,774	35	30,767	31,341	3	31,341	35,766	19	37,949	44,915	2	31,341	34,784	3	35,766
North Central Texas College	93	31,660	49,572	38,412	39	32,136	35,600	8	34,100	36,100	14	—	—	—	36,276	36,276	1	36,185
N. Harris Mont. Comm. Coll. Dist.	465	29,994	73,474	44,363	15	29,994	39,960	19	35,471	44,415	145	41,187	48,964	35	40,375	48,738	17	44,482
Northeast Texas Community Coll.	55	33,100	54,127	41,309	30	33,509	46,372	5	33,015	50,212	31	38,468	54,127	15	33,509	46,372	5	33,015
Odessa College	110	32,205	57,880	40,631	31	32,572	44,430	24	32,205	57,120	64	38,880	57,880	22	32,572	44,430	24	32,205
Panola College	61	30,309	51,944	40,261	34	31,862	31,862	1	33,796	37,835	11	42,496	44,759	4	34,605	36,061	3	38,279
Paris Junior College	82	30,513	47,172	42,261	27	30,513	38,021	6	32,898	38,256	9	—	—	—	39,696	41,823	7	38,923
Ranger College	21	23,550	41,681	29,828	44	25,317	25,317	2	23,500	26,375	3	30,608	30,608	1	25,317	25,317	2	27,788
San Jacinto College	441	33,598	77,019	46,573	7	33,598	36,633	25	33,036	36,261	36	40,896	44,321	20	36,633	41,527	25	36,261
South Plains College	220	27,040	61,375	38,754	38	27,398	32,692	14	27,040	32,619	41	—	—	—	33,542	35,596	5	32,731
South Texas Community College	301	28,715	47,656	38,376	40	28,715	35,714	26	30,758	35,147	49	—	—	—	36,287	37,599	8	35,724
Southwest Texas Junior College	91	26,517	52,969	39,743	36	30,604	30,762	6	33,146	36,998	24	36,599	40,925	2	30,920	31,078	2	37,586
Tarrant County College District	468	41,700	71,881	51,910	2	—	—	—	41,700	44,991	110	43,700	44,900	7	—	—	—	44,991
Temple College	68	34,320	60,826	43,361	19	—	—	—	34,320	40,886	30	40,946	40,946	2	—	—	—	42,840
Trinity Valley Comm. College	123	32,607	50,893	42,792	22	31,325	35,181	6	32,607	38,872	20	43,181	48,965	4	35,663	38,555	6	39,827
Tyler Junior College	245	31,235	65,675	42,588	24	31,235	37,044	18	31,235	39,818	65	36,407	42,014	6	37,740	43,192	13	39,966
Vernon College	52	26,747	54,203	40,475	32	28,050	30,961	7	28,050	31,639	8	—	—	—	32,072	36,670	2	31,639
Victoria College	114	29,847	61,529	42,590	23	30,676	32,558	2	34,595	38,971	18	37,492	41,602	5	33,046	34,556	6	39,719
Weatherford College	80	31,500	60,000	45,750	9	36,500	39,750	4	31,500	38,500	29	37,500	41,000	2	43,333	43,888	2	39,000
Western Texas College	33	30,121	53,567	37,529	42	37,437	38,842	3	30,121	35,887	14	47,126	47,126	1	40,667	40,667	1	36,950
Wharton County Junior College	122	31,550	70,067	43,137	20	33,050	57,400	20	31,550	56,067	55	36,550	54,550	19	33,050	57,400	20	36,550
<i>Average Salary</i>		<i>30,459</i>	<i>59,474</i>	<i>42,798</i>		<i>31,440</i>	<i>35,696</i>		<i>32,855</i>	<i>39,168</i>		<i>38,891</i>	<i>44,241</i>		<i>35,637</i>	<i>39,044</i>		<i>38,077</i>

TEACHERS ASSOCIATION PUBLIC COMMUNITY COLLEGES — 2002-2003

(Responses to TCCTA questionnaire)

— NINE - MONTH CONTRACT

SALARY RANGE 2				SALARY RANGE 3									SALARY RANGE 4									
Bachelor's Degree		Doctoral Degree		Bachelor's Degree			Master's Degree			Doctoral Degree			Bachelor's Degree			Master's Degree			Doctoral Degree			
HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty
51,255	144	47,250	56,520	45	—	—	51,345	57,330	115	56,502	63,432	23	39,276	41,616	5	58,050	64,494	101	64,584	70,344	24	
41,441	18	44,075	44,957	2	—	—	42,271	43,978	19	47,708	48,663	2	—	—	—	46,397	48,949	15	49,635	51,641	17	
41,164	45	45,828	47,925	7	35,720	36,591	11	41,239	44,030	47	48,573	52,119	8	36,913	38,040	5	44,102	51,698	43	53,517	56,325	6
41,724	22	45,384	47,292	3	36,732	37,320	2	41,724	48,804	22	49,692	57,576	2	37,320	42,132	2	49,164	56,892	22	57,576	57,576	2
47,607	55	48,769	54,665	30	45,941	47,957	15	47,806	55,460	61	55,663	61,656	32	49,263	58,319	16	55,641	65,665	60	62,655	65,665	26
49,129	44	44,275	49,234	7	38,975	40,535	2	50,184	57,680	21	49,754	55,884	8	44,762	47,240	2	58,921	66,074	4	56,673	60,624	7
43,320	11	37,361	43,320	7	—	—	45,504	48,282	3	—	—	—	50,699	55,394	3	47,782	62,352	17	55,394	55,394	2	
46,614	31	50,403	54,480	7	37,820	39,356	4	47,195	52,369	23	57,535	58,554	2	42,130	45,964	3	53,970	59,898	14	62,629	66,704	7
36,866	7	—	—	—	—	—	36,946	39,872	7	—	—	—	42,506	45,000	2	40,428	58,534	4	45,000	45,000	1	
38,645	16	—	—	—	33,428	37,179	4	39,048	43,398	17	51,756	52,164	2	39,308	40,254	4	44,052	53,375	17	57,108	58,320	2
47,623	41	45,714	51,742	13	45,193	46,899	2	47,911	54,568	34	52,397	58,557	14	—	—	—	55,851	58,086	7	58,800	66,170	2
52,065	125	52,540	59,675	33	—	—	52,652	61,571	101	60,914	67,657	29	—	—	—	61,889	70,520	119	68,216	75,211	7	
46,809	54	52,444	58,015	15	36,266	41,014	9	47,206	54,784	62	58,616	59,217	3	44,237	49,869	9	54,926	57,634	38	59,818	59,818	82
48,549	—	47,653	55,833	—	46,672	54,684	—	—	—	—	—	—	—	—	—	49,520	58,021	—	57,631	66,726	26	
34,817	4	45,701	45,701	1	35,000	35,000	1	34,850	36,599	4	51,354	51,354	1	38,000	38,000	1	38,500	55,294	4	—	—	—
46,420	10	43,167	48,962	0	44,370	47,179	1	46,420	52,083	8	48,962	54,756	0	47,179	49,989	4	52,083	63,410	8	54,756	60,550	0
42,127	15	44,739	45,723	3	40,037	43,101	0	42,679	48,373	27	50,934	50,934	1	44,448	46,166	2	49,058	54,573	11	52,223	55,976	1
37,027	6	42,295	42,295	1	—	—	35,476	43,046	6	45,655	45,655	1	—	—	—	38,856	52,370	11	48,992	48,992	5	
43,925	56	46,046	49,939	58	42,337	44,711	2	45,247	47,943	19	50,237	55,122	32	—	—	—	49,168	54,143	18	56,354	62,501	1
38,360	24	35,755	38,030	5	40,600	41,965	3	38,465	42,555	23	39,395	42,370	8	—	—	—	42,565	53,575	31	42,830	53,585	26
44,193	32	40,525	43,184	6	44,936	47,338	6	44,527	49,000	20	44,527	48,324	9	52,491	52,491	1	49,001	62,995	26	52,298	64,622	4
49,223	25	48,270	55,707	7	38,397	40,093	4	49,635	53,184	25	55,903	57,717	10	40,795	50,729	5	54,068	60,098	25	57,952	60,732	13
41,800	17	48,378	49,514	5	37,093	40,419	7	41,964	46,112	17	53,658	58,234	6	40,642	52,338	7	46,235	56,633	16	58,988	60,525	4
40,888	19	45,607	47,929	2	34,784	35,237	4	41,860	43,280	18	47,929	48,510	2	37,355	37,663	3	43,753	48,958	18	49,671	50,252	5
40,241	34	37,800	40,430	7	—	—	41,183	44,356	3	40,947	44,877	6	—	—	—	47,211	47,351	4	46,205	49,572	2	
53,300	91	49,259	57,242	35	50,755	59,345	7	53,493	61,874	43	57,331	63,855	20	61,135	71,516	3	62,504	71,516	37	65,403	73,474	6
50,212	31	38,468	54,127	15	33,509	46,372	5	33,015	50,212	31	38,468	54,127	15	33,509	46,372	5	33,015	50,212	31	38,468	54,127	18
57,120	64	38,880	57,880	22	32,572	44,430	24	32,205	57,120	64	38,880	57,880	22	32,572	44,430	24	32,205	57,120	64	38,880	57,880	15
42,379	15	—	—	—	37,094	37,927	3	42,433	46,286	11	—	—	—	38,393	40,451	3	47,311	51,040	5	51,944	51,944	22
41,823	16	40,663	40,663	1	42,918	44,981	5	42,918	45,915	11	44,723	45,915	2	47,172	47,172	7	47,172	47,172	18	—	—	1
29,671	2	34,826	34,826	1	—	—	30,142	32,025	2	35,881	35,881	1	25,317	25,317	2	34,380	34,851	3	41,681	41,681	0	
41,278	36	45,261	50,327	20	41,623	47,451	25	41,278	46,296	36	50,327	57,021	20	47,451	53,119	25	46,856	55,812	36	57,021	77,019	1
37,333	43	33,900	35,776	6	38,028	41,845	8	37,825	42,373	37	38,146	42,566	12	42,934	58,371	9	42,666	61,375	36	43,581	58,375	9
38,036	63	37,014	37,732	4	38,235	40,663	5	38,036	40,883	65	39,619	40,290	5	41,229	42,157	3	40,883	44,690	32	40,962	47,656	20
415,273	17	41,602	45,758	1	31,236	32,023	2	41,696	44,723	10	46,265	49,741	2	32,335	32,335	2	45,146	47,268	20	50,248	52,594	41
49,127	92	45,207	49,410	25	—	—	49,602	57,413	82	49,430	57,426	35	—	—	—	57,426	70,419	96	57,536	71,881	3	
47,477	14	41,976	44,906	4	—	—	47,659	53,506	9	48,866	54,133	5	—	—	—	54,431	54,431	1	54,280	60,826	21	
42,719	20	50,411	50,893	4	39,519	41,446	6	43,211	46,093	22	50,893	50,893	4	41,447	42,893	6	46,411	49,293	21	50,893	50,893	3
48,275	68	42,790	46,432	8	45,636	49,439	14	48,500	56,742	23	49,005	54,033	8	50,037	56,213	6	57,475	65,675	12	57,768	61,599	4
36,719	8	36,725	36,725	1	37,961	40,289	4	37,270	40,652	3	38,978	41,991	2	44,717	51,625	3	42,185	54,203	11	47,540	51,991	4
43,456	21	42,226	48,270	8	35,074	37,410	4	43,679	48,705	20	49,718	54,352	1	37,971	39,901	5	51,694	56,758	8	55,167	61,529	3
45,250	19	44,000	44,000	1	44,444	47,500	3	47,222	51,944	15	52,500	52,500	1	49,444	51,666	2	51,946	60,000	1	53,000	53,000	7
41,396	8	—	—	—	41,509	41,509	1	44,997	44,997	1	—	—	—	44,316	44,316	1	50,282	53,567	3	—	—	0
65,400	6	36,550	54,550	19	33,050	57,400	20	33,550	70,067	8	36,550	54,550	19	33,050	57,400	20	38,550	54,500	14	36,550	54,550	19
44,121	—	43,208	47,945	—	39,447	43,334	—	42,782	48,904	—	48,242	52,743	—	42,060	46,912	—	48,019	56,211	—	52,903	58,562	—

COMPENSATION AND UTILIZATION OF PART-TIME INSTRUCTORS TEXAS PUBLIC COMMUNITY JUNIOR COLLEGES 2000-2001 and 2001-2002

(Source: Institutional responses to TCCTA questionnaire)

Compensation for part-time instructor teaching one 3-semester hour course in U. S. History (assuming instructor holds Master's Degree with no hours toward doctorate and is in the first year as a part-time faculty member)

College District	Compensation for One Three-Hour Course 2000-2001	2001-2002	2001-2002 Rank (1-49)	Percent Increase 2001-2002 Over 2000-2001	Additional Pay for Advanced Hours or Degrees	Additional Pay for Teaching Experience	Number of Full-Time Faculty	Number of Part-Time Faculty	Percent of Sections Taught By Part-Time Faculty
Alamo Community College District	\$1,992	2,032	2	2.00%	Yes	No	899	1,317	47%
Alvin Community College	1,350	1,350	29	—	No	No	91	155	25%
Amarillo College	1,275	1,275	35	—	Yes	Yes	243	200	28%
Angelina College	1,500	1,500	18	—	No	No	114	197	33%
Austin Community College	2,025	2,025	3	—	Yes	Yes	420	1,188	57%
Blinn College	2,150	2,150	1	—	Yes	No	255	378	37%
Brazosport College	1,416	1,500	18	5.93%	No	No	70	115	35%
Central Texas College	1,350	1,425	25	5.56%	Yes	No	139	238	36%
Cisco Junior College	1,095	1,110	44	1.37%	No	No	72	75	25%
Clarendon College	900	1,050	46	16.67%	No	No	29	42	28%
Coastal Bend College	1,350	1,350	29	—	No	No	91	74	23%
College of the Mainland	1,500	1,530	15	2.00%	Yes	Yes	95	256	32%
Collin County Community College	1,512	1,575	13	4.17%	No	No	199	600	53%
Dallas County Comm. College District	1,613	1,650	7	2.29%	No	No	657	2,453	57%
Del Mar College	1,894	1,894	5	—	Yes	No	300	329	28%
El Paso Community College	1,978	2,017	4	1.97%	No	No	364	1,003	56%
Frank Phillips College	1,125	1,125	43	—	No	No	32	65	38%
Galveston College	1,411	1,505	17	6.66%	No	No	51	92	45%
Grayson County College	1,290	1,320	33	2.33%	No	No	93	69	18%
Hill College	1,050	1,050	46	—	No	No	63	81	30%
Houston Community College	1,473	1,518	16	3.05%	No	No	701	1,307	49%
Howard College	1,008	1,152	41	14.29%	Yes	No	122	155	29%
Kilgore College	1,300	1,325	32	1.92%	Yes	No	140	123	25%
Laredo Community College	1,536	1,536	14	—	No	No	198	121	17%
Lee College	1,650	1,650	7	—	No	No	166	225	25%
McLennan Community College	1,668	1,668	6	—	No	No	176	146	24%
Midland College	1,350	1,500	18	11.10%	No	No	110	92	28%
Navarro College	1,260	1,260	37	—	No	No	96	347	55%
North Central Texas College	1,305	1,395	27	6.90%	No	No	92	162	42%
North Harris Montgomery Comm. College	1,488	1,632	10	9.68%	No	No	486	1,035	50%
Northeast Texas Community College	1,100	1,100	45	—	No	Yes	53	85	30%
Odessa College	1,350	1,400	26	3.70%	No	No	123	165	16%
Panola Junior College	1,500	1,500	18	—	No	No	65	33	14%
Paris Junior College	1,100	1,200	38	9.09%	No	No	84	104	31%
Ranger College	1,005	1,035	48	2.99%	Yes	No	28	34	20%
San Jacinto College	—	1,440	24	—	No	No	513	610	35%
South Plains College	1,272	1,272	36	—	No	Yes	265	121	12%
South Texas Community College	1,620	1,620	11	—	Yes	No	351	192	26%
Southwest Texas Junior College	1,363	1,390	28	1.98%	Yes	Yes	85	120	32%
Tarrant County Junior College District	1,540	1,582	12	2.73%	Yes	Yes	480	1,178	35%
Temple Junior College	1,641	1,641	9	—	Yes	No	82	140	30%
Texarkana College	1,350	1,350	29	—	No	No	110	88	20%
Trinity Valley Community College	1,100	1,150	42	4.55%	No	No	123	140	30%
Tyler Junior College	1,200	1,200	38	—	No	Yes	239	217	25%
Vernon Regional Junior College	1,200	1,200	38	—	No	No	70	62	30%
The Victoria College	1,500	1,500	18	—	Yes	No	117	76	14%
Weatherford College	1,260	1,320	33	4.76%	No	No	135	95	25%
Western Texas College	950	950	49	—	Yes	No	42	37	30%
Wharton County Junior College	1,500	1,500	18	—	No	No	131	142	31%
Mean Salary	\$1,403	\$1,437			Yes=16	Yes=8	9,660	16,279	32%
Median Salary	\$1,336	\$1,425			No=33	No=40			

26 COLLEGES PROVIDE ADDITIONAL BENEFITS

An important—and often overlooked—benefit provided employees at 19 Texas community colleges is Social Security coverage under the Federal Insurance Contributions Act (FICA). Employees at the remaining public community college districts “elected” years ago not to participate in the Social Security program, when participation was optional for governmental entities covered by other pension plans, e.g., the Teacher Retirement System of Texas.

Old-age, survivors, and disability insurance is financed by a Social Security tax of 12.4 percent of compensation up to a wage base of \$84,900 in 2002. One-half of the tax (6.2 percent) is withheld from each employee’s pay, with the college contributing the remaining 6.2 percent. The employer’s Social Security tax for an employee earning \$50,000 is \$3,100, for example. Hence the benefit becomes a substantial budget item, both for colleges and for employees experiencing the reduction in take-home pay.

Based on reports from the schools, the following colleges provide Social Security coverage for their employees:

Alamo Community College
 Blinn College
 Del Mar College
 Galveston College
 Grayson County College
 Houston Community College
 Howard College
 Laredo Community College
 Lee College
 Odessa College
 Panola College
 Paris Junior College
 South Plains College
 South Texas Community College
 Tarrant County College
 Temple College
 Texas Southmost College
 Trinity Valley Community College
 The Victoria College
 Wharton County Junior College

At six colleges, employees participate in private pension plans in lieu of Social Security. Those schools and the contribution rates are listed below:

Amarillo College (9.15%)
 Central Texas College (7%)
 Frank Phillips College (1-4% matching)
 Midland College (7%)
 Navarro College (8%)
 Western Texas College (3%)

College contributions to Social Security and to other retirement plans besides the state’s Teacher Retirement System and the Optional Retirement Program, while representing a significant financial commitment on the part of the employing institutions, are not factored in the salaries and rankings reported in this issue of the *Messenger*. ☆

48 COLLEGES SUPPLEMENT ORP CONTRIBUTIONS

Forty-eight community college districts are supplementing state contributions to employees’ Optional Retirement Programs this year.

In 1991, the Legislature reduced the state’s ORP contribution from 8.5 percent to 7.31 percent, but authorized colleges to use “local and other funds” to make up the 1.19 percent to bring the total state-employer contribution rate to 8.5 percent. In the 1995 legislative session, the state ORP contribution rate was lowered to 6 percent, but an additional 1.31 percent was appropriated for employees hired prior to Sept. 1, 1995, in effect continuing the state contribution rate at 7.31 percent. The Legislature also continued authorization for local institutions to supplement the state’s rate by 1.19 percent—but *only* for employees hired prior to Sept. 1, 1995.

Since 1997 the Legislature has continued the state contribution rate at 6 percent and appropriated additional funds to the colleges and universities to offset a 1.31 percent local supplement to the ORP contribution for employees hired prior to Sept. 1, 1995. However, although money for the ORP supplement is included in the institutions’ state appropriations, there is no mandate that the funds be used for that purpose.

In addition to the 1.31 percent ORP supplement financed by state appropriations, the law continues to allow institutions to use “local or other funds” to add 1.19 percent to bring the total state-employer contribution rate for participants hired prior to Sept. 1, 1995, to 8.5 percent.

Employees hired beginning Sept. 1, 1995 electing to participate in ORP instead of the state’s Teacher Retirement System receive employer contributions of 6 percent, and the law requires that new ORP enrollees be informed that future contributions “may fluctuate over time.”

These reported figures do not reflect any action by the current session of the Texas Legislature.

All of the state’s four-year and upper-level colleges and universities (including the health science centers and medical schools) provide the combined 2.5 percent ORP supplement for eligible employees. All components of the Texas State Technical College also provide the 2.5 percent supplement. More than two-thirds of eligible community college participants in ORP receive a 2.5 percent supplement from their colleges.

All told, 94 percent of eligible ORP participants receive a 2.5 percent supplement. All but about 120 of the eligible 35,000 ORP participants receive the 1.31 percent supplement.

The following community college districts pay a total of 2.5 percent ORP supplements for eligible employees:

Alamo Community College
 Alvin Community College
 †Angelina College
 Austin Community College
 Blinn College
 Central Texas College
 Coastal Bend College
 *College of the Mainland
 Collin County Community College
 *Dallas County Community College
 Del Mar College
 El Paso Community College
 *Galveston College
 †Hill College
 Houston Community College
 *Laredo Community College
 Lee College
 McLennan Community College
 Navarro College
 North Harris Montgomery Community College
 Northeast Texas Community College
 Panola College
 San Jacinto College
 South Texas Community College
 Tarrant County College
 Texarkana College
 Texas Southmost College
 *Trinity Valley Community College
 Tyler Junior College
 *The Victoria College
 Wharton County Junior College

(*College of the Mainland, Dallas County Community College, Galveston College, Laredo Community College, Trinity Valley Community College, and The Victoria College pay the 2.5 percent differential only for employees hired prior to Sept. 1, 1991.

†Angelina College and Hill College pay the 2.5 percent differential only for employees hired prior to Sept. 1, 1993.

These institutions pay a 1.31 percent supplement for employees hired between Sept. 1, 1991 and Sept. 1, 1995.)

The following districts supplement the state’s ORP contribution by 1.31 percent for employees hired prior to Sept. 1, 1995:

Amarillo College
 Brazosport College
 Clarendon College
 Grayson County College
 Howard College
 Kilgore College
 Midland College
 North Central Texas College
 Odessa College
 Paris Junior College
 Ranger College
 South Plains College
 Southwest Texas Junior College
 Temple College
 *Vernon College
 Weatherford College
 Western Texas College

(*Vernon College supplements the state ORP contribution by 1.31 percent for *all* ORP participants. Additionally, Vernon contributes 1.31 percent to a tax-sheltered annuity for employees enrolled in TRS.)

Two districts do not provide any supplement for employees participating in ORP:

Cisco Junior College
 Frank Phillips College

These schools reported that they elected to use the appropriated 1.31 percent to augment salaries rather than direct those funds to eligible ORP participants, stating that employees desiring to do so could use a portion of their additional income to open individual retirement accounts. ☆

News Briefs and Links

Distinguished Service Award Presented

At the 2003 TCCTA annual convention in Austin, the Executive Committee presented its Distinguished Service Award to Brian K. Dille, professor of government at Odessa College.

Dr. Dille served as president of TCCTA from 1993-94 and held all offices on the Executive Committee. He continues to serve as the association's Campus Representative for Odessa College. Most recently, he chaired the *Ad Hoc* Committee on Election Reform.



Brian Dille

Eight people have received this award previously: Paul McFerran, Texarkana College (1981), Mitchell Grossman, San Antonio College (1987), Lawrence Bell, Tarrant County Junior College-Northeast Campus (1990), Doris Burbank, Alvin Community College (1993), Emmeline Dodd, College of the Mainland (1995), and Doris Huibregtse, Howard College (1997). Former TCCTA executive director Charles L. Burnside received the award in 1989 and 1999. TCCTA administrative assistant Carol J. Fricke received the award in 2002.

California Dual Credit Courses Scrutinized

California Governor Gray Davis has ordered an audit of the state's dual credit courses that are offered by community colleges, according to a March 7 article in the *Chronicle of Higher Education*.

Newspaper reports indicated that high school athletes were signing up for community college physical education courses that were in reality nothing more than practice sessions for high school athletic programs. California has 72 community college districts. According to the article, state officials suspect that some college districts increased their dual credit offerings to avoid being penalized for lack of growth in enrollment.

The audit is expected to be completed this spring.

Copyright Law Explained for Online Courses

The new federal copyright law signed by President Bush in November is the subject of a helpful article in the March 28 issue of the *Chronicle of Higher Education*. The article addresses particular questions and problems relating to online courses. There is considerable confusion about the law among colleges and universities.

The new statute is called the Technology Education and Copyright Harmonization Act and permits schools to place online the full texts of many materials—both “non-dramatic” works such as news articles and “dramatic” selections such as plays and movies. The article concludes with “A Copyright Checklist for Online Courses.”

TCCTA Officer Wins National Distinction



Susan Edwards

As reported in the March 17 issue of *Community College Week*, TCCTA Immediate Past President Susan Edwards, Cy-Fair College, has been selected to be a part of the Leadership America Team. She will be one of 100 women throughout the United States who were chosen to be part of the program.

The Leadership America Team recognizes, educates, and connects accomplished women leaders from business, government, education, and non-profit arenas.

Four-year Degrees Increasingly Rare, Study Finds

The proportion of college students earning their degrees within four years is still declining, according to a survey by the Higher Education Research Institute at the University of California at Los Angeles. The rate of four-year completion fell from 40 percent in 1989 to 36.4 percent for students entering college in 1994. The most recent six-year completion rate is 57.6 percent.

The four-year completion rate is substantially higher for women than men. Among students with C averages in high school, only eight percent finished college in four years.

The report is currently available online at www.gseis.ucla.edu/heri.

Louisiana Boosts Funds for Community Colleges

The nationwide budget crunch has not prevented a notoriously poor state, Louisiana, from significantly increasing its funding for community and technical colleges, according to the March 17 issue of *Community College Week*.

Governor Mike Foster recently announced plans to increase its \$250 million budget for these schools by \$5 million in the next fiscal year, while many states, including Texas, have mandated cuts.

“We’ve got to continue to make gains in education, or we’ll go backward,” Governor Foster stated. “We are a poor state for only one reason and that is that we have not done a good job of educating our people and attracting new businesses. But it doesn’t do any good to attract businesses if you don’t have an educated work force.”

The Governor remarked that he was “personally ashamed” to see his state’s prison population growing so much that more correctional officers were needed, noting that it is less expensive to educate people and get them jobs than to incarcerate them.

The entire article is available online at www.ccweek.com/arnation/index.asp.

Visit the TCCTA Web site

at www.tccta.org

for links to these and other

sites of interest to two-year

college educators.

Student Profiles

Burnside Scholars Share Desire to Teach



Anne Reis (left) and Angela Tyler

This year's Charles Burnside TCCTA Scholarship for Academic Excellence was awarded by the Executive Committee to two students at Cy-Fair College. The scholarship was named for Charles Burnside, executive director of TCCTA from 1973-2001. Begun in 1999, the award recognizes leadership and scholastic achievement in community college students.

At age 51, Anne Reis personifies the community college commitment to lifelong learning. Along with her son, Billy, she enrolled in courses at Cy-Fair College in order to understand the collegiate process better. "The experience was so rewarding," she says, "that I set a goal to not only see Billy through his first years of college, but to fulfill the dream I have always had—to become a certified junior high school math teacher."

Now, Ms. Reis says, "I am a full time ever-active member of the Cy-Fair College student body and I am enjoying every minute spent on campus."

The TCCTA scholarship was instrumental to her success. "The cost of registration, books, and supplies can be debilitating to a family's budget," Ms. Reis notes, "and I am forever grateful for the help I received through the Charles Burnside scholarship. I hope to be able to return the kindness by committing myself not only to teach, but to mentor children as they aspire to reach their dreams."

Angela Tyler, age 20, also has plans to be a teacher. "I know I want to pursue my goal of teaching deaf children," she says. "I also have plans to become an ESL teacher."

Along with Ms. Reis, Ms. Tyler attended the TCCTA annual convention in Austin to receive the award.

"When I was at your conference," Ms. Tyler said, "I could picture myself as a teacher, seated there among the best of the best, talking about the different teaching strategies and giving each other suggestions on ways we can improve our teaching skills."

She adds, "When our names were announced, it made all my aspirations and dreams a reality. The receiving of the Charles Burnside scholarship has inspired me on many levels to never lose sight of my dreams, and to use them as fuel to help insure that they are realized."

Phi Theta Kappa Leader Featured at TCCTA Convention

Summer Gilchrist, 2002-03 Texas Regional President of Phi Theta Kappa International Honor Society, spoke before the general session at the TCCTA annual convention in Austin on February 20. She is a recent graduate of Tyler Junior College and served as Alpha Omicron chapter president at TJC. She now attends Stephen F. Austin State University.

Ms. Gilchrist thanked the faculty members present for their dedication and skill. In addition to her academic accomplishments, she has been involved through Phi Theta Kappa in the American Heart Walk, America's Walk for Diabetes, and a special awareness program with the American Cancer Society.

"The community college and Phi Theta Kappa allowed me many opportunities to grow as an individual and as a leader," she says. "I have made many friends from around the country and I will cherish forever the role that the community college and Phi Theta Kappa have played in my life."



Summer Gilchrist

Community College All-Stars Honored by USA Today

Cheryl Chase, a student at Northeast Texas Community College and Jennie Bauman of Amarillo College, were featured in *USA Today* on April 7. Both were selected for the First Team of the newspaper's All-Star competition. They were two of 20 students chosen from almost 2000 nominees.

Ms. Chase received the 2002 Charles Burnside Scholarship from TCCTA, as well as the New Century Scholar Award, a scholarship given by the Coca-Cola corporation to one person in each state.

She attributes her success in part to mastering "Archer's Law" in Chemistry class at NETCC from her teacher, James Archer. The "law" stipulates humorously that good grades are a direct result of the amount of time spent studying.

"Turns out he was right!" Ms. Chase says. "I did not have to be a genius to get an A; I just had to study like never before."

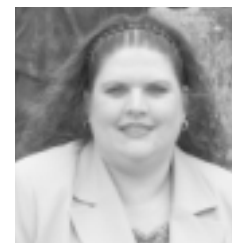
Ms. Chase intends to become a math teacher.

"One day," she says, "when I am teaching college, I will tell all my students about Archer's Law. And who knows? Unlike Dr. Archer, I might even put it on a test!"

The other Texas First-Teamer, Ms. Bauman of Amarillo College, pays tribute to the instruction at her school and the variety of extra curricular experiences it provided.

"Amarillo College was the perfect place to start my college career," she says. "In addition to the superior education I received at the college, I had opportunities to get involved with several campus organizations to develop leadership skills."

Ms. Bauman is majoring in English and history with a 4.0 grade point average. She is the daughter of AC biology professor Robert Bauman.



Cheryl Chase



Jennie Bauman

“What Works” for Developmental Education Available on Campus

by **Glenda Barron**

Assistant Commissioner for
Community, State, and Technical Colleges
Texas Higher Education Coordinating Board

At its October 2002 meeting, the Texas Higher Education Coordinating Board adopted recommendations from a staff study on mathematics developmental education in an effort to improve the quality and effectiveness of developmental education. One of the recommendations was to promote and monitor the adoption in Texas public institutions of higher education of the “best practices” described in *What Works: Research-Based Best Practices in Developmental Education* by Hunter Boylan.



Glenda Barron

This book is a joint effort of the Continuous Quality Improvement Network and the National Center for Developmental Education with support from the American Productivity and Quality Center. The study was based on research done by dozens of different researchers at many institutions over decades. It proposes a set of best practices that have been demonstrated by that research to be practical and effective.

Virtually all are common-sense techniques applicable in any context, but are especially important for developmental education. Commissioner of Higher Education Don Brown has sent one copy of *What Works* to every public institution of higher education president and chancellor.

The Coordinating Board staff continues to study developmental mathematics education and have prepared two supplements to the initial report and an inventory of best practices for the Board. All reports are available at www.theccb.state.tx.us/ctc/perfdata/deved/index.htm.

Copies of *What Works: Research-Based Best Practices in Developmental Education* are available for purchase at www.ced.appstate.edu/centers/ncde.

Perkins Funding Jeopardized in Congress

In the April 14 issue of *Community College Week*, an article by Charles Dervarics outlines the current controversy in Congress over continued funding of career and technical educational programs under the Carl D. Perkins Act.

A proposal of the Bush Administration would slash Perkins funding and reshape the entire program in a manner that is viewed harshly by community college officials nationwide.

Perkins funding has been a valuable resource for Texas community and technical colleges, and is administered through the Texas Higher Education Coordinating Board.

The entire article is available online at www.ccweek.com/datelinelwash/index.asp

Adobe and Epson Technology Discount Programs Offered

In these difficult times of severe budget constraints, TCCTA is finding tremendous value in negotiating as a statewide consortium to provide significant volume discounts to Texas community colleges.

TCCTA will continue its ground breaking opportunity for member colleges in Texas to purchase computer software through a statewide agreement with the Adobe Corporation.

The popular packages include Adobe *Acrobat*, *Photoshop*, *PageMaker*, *GoLive* and more. This volume discount agreement makes Adobe products available to colleges at prices significantly below both “education discounts” and the state’s DIR contracted prices.

The association’s newest partner in offering volume discounts is Epson Corporation, the world’s largest manufacturer of computer projection equipment.

Features of this program include special discount pricing, toll-free telephone technical support, free overnight equipment replacement in case of failure, a special trade-in program for TCCTA institutional members, a three year standard warranty, and more.

Contact information regarding the Adobe and Epson agreements is available at the “latest news” section of the TCCTA Web site (www.tccta.org).

ANNOUNCEMENTS

Call for Papers.

The TCCTA Publications Committee is soliciting articles for possible publication in the *Messenger*. Articles should be of general interest to educators in Texas two-year colleges.

For further information, refer to the Editorial Policy of TCCTA on page 2. Articles should be submitted to:

TCCTA Publications Committee
5113 Southwest Parkway
Suite 185
Austin, Texas 78735

“Members Speak.”

TCCTA members are invited to send in comments, suggestions, and opinions for potential publication in the *Messenger*. Letters (or e-mails) should be under 200 words, and may be edited for space and content. Topics should be of general interest and sample letters may be chosen to avoid repetition.

Submissions must be accompanied by the author’s name, college, and telephone number or e-mail address, and sent to publications@tccta.org, or by regular mail to:

Letters to the Editor, TCCTA *Messenger*
5113 Southwest Parkway
Suite 185
Austin, Texas 78735

Commissioner of Higher
Education Don Brown
has sent one copy of
“What Works”
to every public institution
of higher education
president and chancellor.

— Selected “Tracked” Legislation —

HB 1 (Heflin) Relating to the appropriations of money for the 2004-2005 Biennium.

HB 7 (Heflin) Relating to making supplemental appropriations and making reductions in current appropriations.

HB 46 (Turner) Relating to the continuance of the Telecommunications Infrastructure Fund Board and the limitation on deposits to the telecommunications infrastructure fund.

HB 91 (McClendon) Relating to the automatic admission of certain undergraduate transfer students.

HB 264 (Brown, Fred) Relating to supplemental contributions to the optional retirement program by institutions of higher education.

HB 415 (Flores) Relating to state funding of courses offered for joint high school and junior college credit.

HB 506 (Deshotel) Relating to the tuition charged by institutions of higher education for high school students enrolled in college-level courses.

HB 613 (Castro) Relating to requiring institutions of higher education to use uniform grading methods for each class or section of the same course.

HB 796 (Delisi) Relating to abolishing the Texas Academic Skills Program.

HB 898 (Hamilton) Relating to the use of state travel services by public junior colleges and school districts.

HB 950 (Isett) Relating to an optional defined contribution retirement plan for persons eligible to participate in then Teacher Retirement System.

HB 1026 (Hupp) Relating to regulating the use of social security numbers by institutions of higher education.

HB 1155 (Giddings) Relating to travel services affecting public junior colleges and school districts.

HB 1376 (Farabee) Relating to the optional retirement program for certain employees of public institutions of higher education.

HB 1483 (Allen) Relating to regulation of licensed vocational nurses by the Board of Nurse Examiners and the abolition of the Board of Vocational Nurse Examiners.

HB 1544 (Bonnen) Relating to a pilot project to allow select public junior colleges to offer certain baccalaureate degrees.

HB 1566 (Telford) Relating to lower-division and upper-division courses at Texas A&M University-Texarkana.

HB 1621 (Flores) Relating to authorizing a public junior college to waive a portion of the tuition and fees for a student enrolled in a course for joint high school-junior college credit.

HB 1761 (Wise) Relating to administration of and eligibility for TEXAS grants and TEXAS grants II.

HB 1888 (Morrison) Relating to a pilot project to allow select public junior colleges to offer baccalaureate degrees in applied science.

HB 1889 (Morrison) Relating to the creation of TexasNextStep grant program to pay tuition and required fees and textbook costs of certain students enrolled in two-year public institutions of higher education in this state.

HB 2276 (Morrison) Relating to high school completion and the creation of a middle college education pilot program.

HB 2428 (Brown, Fred) Relating to education requirements for vocational nurses.

HB 2555 (Chavez) Relating to requiring a course in multicultural or gender studies in baccalaureate degree programs at public institutions of higher education.

HB 2639 (Bailey) Relating to the coverage of certain adjunct faculty members of a public junior college under the Employees Group Benefits Act.

HB 2641 (Bailey) Relating to minimum personal leave for faculty members at public institutions of higher education.

HB 2645 (Bailey) Relating to the compensation of administrators in public institutions of higher education and university systems.

HB 2740 (Deshotel) Relating to the collection of ethnicity information from Asian applicants for admission to a public institutions of higher education.

HB 2763 (Garza) Relating to the public library endowment fund and funding for the TexShare library consortium program.

HB 2815 (Rodriguez) Relating to the consideration of race, ethnicity, or national origin in certain actions and decisions of public institutions of higher education.

HB 2861 (Morrison) Relating to the accountability of, and reporting by, public institutions of higher education.

HB 2862 (Morrison) Relating to institutions of higher education, including the administration, operation, governance, and financing of those institutions.

HB 3327 (Grusendorf) Relating to composite scoring of exit-level assessments for high school graduation.

HB 3359 (Delisi) Relating to the establishment of a defined contribution health care benefits program for state employees, retired state employees, active school employees, and retired school employees.

HB 3375 (Rangel) Relating to the repeal of the Texas Academic Skills Program and establishing the Success Initiative.

HB 3441 (Pickett) Relating to statutory authority to reduce appropriations made by the legislature to certain governmental authorities.

HCR 17 (Berman) Relating to urging Congress to repeal the Government Pension Offset provision of the Social Security Act.

SB 1 (Bivins) Relating to the appropriations of money for the 2004-2005 Biennium.

SB 26 (Zaffirini) Relating to the establishment of a pilot program for retention of students in higher education.

SB 124 (Shapleigh) Relating to the continuance of the Telecommunications Infrastructure Fund Board and the limitation on deposits to the telecommunications infrastructure fund.

SB 170 (Barrientos) Relating to a uniform strategy to ensure that public institutions of higher education employ faculty and staff who reflect the population of Texas.

SB 201 (Shapleigh) Relating to the tuition charged certain foreign students attending a public junior college in a county bordering Mexico.

SB 258 (West, Royce) Relating to the tuition charged by institutions of higher education for high school students enrolled in college-level courses.

SB 286 (Shapleigh) Relating to the continuation and functions of the Higher Education Coordinating Board.

SB 315 (Hinojosa) Relating to the annexation by certain junior college districts of territory in a district's service area.

SB 337 (Shapleigh) Relating to requiring the Texas Higher Education Coordinating Board to publish certain performance data provided to the board by general academic teaching institutions.

SB 413 (Madla) Relating to the study of educational opportunities for emergency services personnel.

SB 754 (West, Royce) Relating to the creation of higher education enhancement districts.

SB 814 (Averitt) Relating to an exemption for certain military personnel and veterans from the requirement of the Texas Academic Skills Program.

SB 950 (Shapiro) Relating to reimbursement by school districts for developmental courses or programs taken by certain former district students at certain public institutions of higher education.

SB 976 (Shapiro) Relating to high school completion and the creation of a middle college education pilot program.

SB 1162 (Barrientos) Relating to the accountability of administrators in institutions of higher education.

SB 1167 (Janek) Relating to increasing the number of registered nurses and other health care professionals.

SB 1242 (Armbrister) Relating to the programs and systems administered by the Employees Retirement System.

SB 1243 (Armbrister) Relating to the programs and systems administered by the Teachers Retirement System.

SB 1292 (Ratliff) Relating to extending the boundaries of a junior college district to include territory in the district's service area.

SB 1332 (Barrientos) Relating to the regulation of time, place, and manner of speech at a state institution of higher education.

SB 1365 (Staples) Relating to the use of state travel services by public junior colleges and school districts.

SB 1370 (Duncan) Relating to certain group benefit plans provided to certain governmental officers, employees, retirees, and their dependents.

SB 1500 (Janek) Relating to a pilot project to allow select public junior colleges to offer certain baccalaureate degrees.

SB 1652 (Shapiro) Relating to institutions of higher education, including the administration, operation, governance, and financing of those institutions.

SB 1815 (Barrientos) Relating to composite scoring of exit-level assessments for high school graduation.

SB 1830 (Van de Putte) Relating to the grade point average of an imposition of a fee on a student who repeats a course at a public institution of higher education.

SB 1860 (Bivins) Relating to making supplemental appropriations and making reductions in current appropriations.

SB 1866 (Bivins) Relating to statutory authority to reduce appropriations made by the legislature to certain governmental authorities.

*For a complete list of
“tracked bills” visit the
TCCTA Web site
at www.tccta.org*

2003 CONVENTION HIGHLIGHTS



Former Presidents of TCCTA received special recognition at the TCCTA Annual Convention. Those present included (from left): Mel Griffin, Northeast Texas Community College; Richard Elam, Hill College; Patsy Goss, San Jacinto College; Deann Merchant, Amarillo College; Brian Dille, Odessa College; Pat Smith, Temple College; Larry Shirts, North Harris College; Michael White, McClennan Community College; Glenda Easter, El Centro College; Steve Dutton, Amarillo College; David Clinkscale, Tarrant County College; Anna Holston, Central Texas College; Roger Griffin, Austin Community College; and Scott Nelson, Kingwood College.



Carol Tavris and **Eliot Aronson** appeared at the popular Professional Development Seminar, speaking on "Cooperation, Compassion, and Civility in the Classroom." The session was broadcast live via **STARLINK** to more than 200 colleges across the U.S. and Canada.



Brian Dille, Odessa College (at podium), leads the discussion of proposed changes to the TCCTA Constitution and Bylaws. The implications were "acted out" by the **Ad Hoc Committee on Election Reform**. The committee consisted of (from left): Richard Elam, Hill College; Pat Smith, Temple College; David Wilcox, Houston Community College; Vivian Dennis-Monzingo, Eastfield College; Ellen Brennan, San Antonio College. TCCTA President Susan Edwards (at far right), studies the proposals on a screen. The reforms will be considered by the Resolutions Committee.



Liz Carpenter was the featured speaker at a special TCCTA luncheon held on February 20 at the Austin Convention Center.



TCCTA lobbyist **Beaman Floyd** tells convention attendees how to communicate effectively with lawmakers at the "Community College Day" event at the Capitol, on February 20, in conjunction with the annual convention

Plan Now to Attend the 57th Annual TCCTA Convention!

**Fort Worth Convention Center
February 19-21, 2004**

The following information is given to help in planning budgets and clearing calendars. Hotel rates will be the lowest in years, *making the TCCTA convention the best bargain around for professional development.*

Those who have not been to Fort Worth lately will find the downtown area convenient, interesting, and entertaining.

TCCTA will be using two hotels just across the street from the meeting site. Reservation forms will appear in future issues of the *Messenger*.

Hotel Rates:

Radisson

\$90 Single, \$100 Double, \$110 Triple, \$120 Quad

Ramada

\$89 Single or Double, \$99 Triple or Quad

Convention registration will remain at \$50.



Social Security Administration Field Representative **Jack Scruggs** speaks to a packed room of TCCTA members on Social Security issues.