

2008-09 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.	943	37224	85644	54565	9	● 13	37224	38538	5	1	37998	44676	187	4	45864	53478	43	4	38538	38538	5	5	44676	50454
Alvin Community College	106	38483	65360	53649	11	● 14	38483	38483	1	2	40594	45689	20	3	52087	60383	6	6	—	—	—	—	45689	49925
Amarillo College	231	34465	63693	49079	29	● 9	34465	37046	3	4	33912	42632	27	2	45779	50947	2	1	37589	39139	8	2	42818	45216
Angelina College	120	36612	67848	46762	36	● 13	37212	37836	2	1	36612	43548	40	6	46548	50496	6	11	40896	40896	2	7	43944	50580
Austin Community College	490	40117	90252	62895	1	● 14	41869	51070	9	4	40117	51461	78	3	47035	57265	22	5	51702	59987	16	10	51702	62312
Blinn College	296	33000	71118	47783	32	● 10	33000	38206	16	3	38200	47390	129	6	45694	51541	35	7	39824	44774	7	3	47569	56408
Brazosport College	86	37766	70176	50852	24	● 11	37766	47834	3	4	37766	50749	15	4	37766	41248	3	2	45959	50229	2	13	39641	56516
Central Texas College	154	37696	85328	56921	5	● 12	37696	39861	7	3	41120	51354	28	5	53375	57479	9	6	40594	42927	8	5	52051	56684
Cisco Junior College	82	34440	50240	40105	47	● 12	34440	37438	10	4	35031	38380	31	5	44031	44031	1	11	37699	40406	8	13	39007	42324
Clarendon College	32	30150	49224	40555	46	● 7	30150	30150	1	1	32130	36697	8	2	46365	46365	1	9	—	—	—	—	37674	43358
Coastal Bend College	92	30168	70000	42370	43	● 10	35484	35484	2	3	36600	38628	13	3	42192	42192	1	5	35484	35484	2	3	38844	41232
College of the Mainland	99	37335	78014	51725	18	● 11	40009	40009	1	1	40775	48687	33	7	54717	56360	12	8	45031	45031	2	2	50147	57313
Collin County Comm. College Dist.	240	39409	84829	53725	10	● 10	40155	41505	4	7	40395	42722	35	3	45733	49014	23	3	41524	50627	4	6	43030	48298
Dallas County Comm. College Dist.	735	40000	96451	59690	2	● 17	—	—	—	—	40000	58434	383	9	46000	55744	37	5	—	—	—	—	58728	71064
Del Mar College	267	41463	71523	56661	6	● 12	41463	41463	12	3	47343	50608	50	5	50726	53601	14	3	42809	43083	6	2	51281	55563
El Paso Community College	373	36620	88023	51679	19	● 13	39046	42265	7	6	39038	45738	110	6	45793	52602	21	5	45748	52550	3	14	46653	55757
Frank Phillips College	31	24000	56113	38816	48	● 10	28800	28800	1	1	31500	35020	5	3	—	—	—	—	32400	32400	1	1	35500	38625
Galveston College	53	36788	72698	51978	17	● 9	36788	41522	3	1	40068	46749	15	3	45144	45144	1	1	44522	48143	3	4	50457	56099
Grayson County College	67	36909	65349	51282	21	● 9	36909	37007	2	4	36909	43888	8	2	47140	51501	2	3	—	—	—	—	44365	50925
Hill College	77	31256	62701	41493	45	● 9	32901	33723	3	0	34546	39276	13	2	41990	41990	1	0	36978	39041	2	5	39738	42975
Houston Comm. College System	809	34131	72743	52256	16	● 13	34131	41823	28	9	38678	46223	177	7	44339	50932	63	8	42042	49774	30	11	47069	55224
Howard College	101	30430	53322	42334	44	● 16	30430	34137	4	5	37964	41207	39	10	45039	46932	3	15	35064	39206	14	11	42349	44864
Kilgore College	146	36260	65770	46796	35	● 13	37730	40380	5	4	37180	44080	29	5	41200	44910	6	3	40538	42497	7	7	44860	51167
Laredo Community College	163	39421	79933	53372	12	● 12	39840	42428	5	3	39474	46332	30	3	42383	49366	6	2	43464	48386	5	8	46815	51030
Lee College	169	38325	77802	49871	27	● 10	38325	43161	13	4	39874	48279	52	4	47291	52737	14	5	44024	47653	8	8	49035	56950
Lone Star College System	704	38082	91120	55166	8	● 10	40444	42922	16	2	38082	46239	122	3	48080	53143	42	3	42967	45617	17	6	46345	49703
McLennan Community College	179	36733	76234	59074	3	● 16	38839	43421	3	2	36733	47475	16	3	55975	60937	5	8	46972	50724	7	12	47639	56892
Midland College	137	30750	74221	51048	23	● 10	30750	40950	16	2	38116	41099	6	1	—	—	—	—	42113	52252	21	7	42646	52196
Navarro College	115	35747	62300	49214	28	● 16	37641	39663	5	11	35747	41150	20	8	48862	50468	3	11	41578	42919	5	9	45150	50727
North Central Texas College	117	35041	57226	44991	41	● 7	36987	39295	2	1	39583	43693	22	4	46682	49318	3	4	39296	41604	4	7	43694	47804
Northeast Texas Comm. College	60	38705	63445	51075	22	● 9	38705	44093	9	3	38887	44476	15	1	—	—	—	—	46761	46761	1	1	45743	49671
Odessa College	100	40355	72852	51607	20	● 13	42415	45260	4	3	40355	44570	15	4	43490	44570	3	0	46835	49110	5	10	45505	49460
Panola College	63	33533	60824	45801	38	● 7	36687	41004	8	2	36926	39986	4	1	44176	46216	3	2	45086	45086	1	9	41740	45896
Paris Junior College	93	37606	56875	50118	26	● 12	37606	42239	5	2	39665	42307	8	3	45143	45143	1	0	43239	45842	6	4	44055	48250
San Jacinto College	439	41705	80492	55952	7	● 12	41705	47025	29	2	41983	50525	110	4	49605	56203	37	3	47425	52784	25	6	50790	59289
South Plains College	232	34284	76011	45904	37	● 11	35630	38498	14	3	34284	38674	44	4	—	—	—	—	40908	43676	8	12	38674	43984
South Texas College	365	37449	93102	52365	15	● 11	37449	41337	4	4	38387	52532	158	7	46360	53501	22	27	44298	47728	7	10	52672	65626
Southwest Texas Junior College	107	34295	59597	45765	39	● 11	34295	36394	4	4	36955	40655	20	3	43076	46861	2	3	37662	41258	4	2	40897	44011
Tarrant County College District	562	47800	87024	57856	4	● 11	47800	55728	16	6	47800	56737	287	5	49800	59030	47	5	56160	60316	7	10	56973	65839
Temple College	112	35716	72696	47220	34	● 8	35716	37153	4	2	38734	42275	18	1	44099	46257	6	1	37644	39046	4	4	42554	45943
Texarkana College	110	40458	67786	53102	13	● 16	40058	43255	9	2	42546	47529	11	5	—	—	—	—	44685	47177	12	12	48247	53584
Texas State Tech. College System	520	26100	64404	35522	49	● 10	26622	30006	38	6	26550	32868	26	6	31550	36000	5	6	30006	34173	37	8	32913	36204
Trinity Valley Comm. College	142	25171	74123	53067	14	● 23	25171	47075	7	20	34910	45607	26	10	46127	58513	3	16	48874	59128	6	15	45978	52136
Tyler Junior College	262	32175	71195	48545	31	● 15	32175	38161	11	3	33175	42654	47	5	42432	48662	9	8	38697	43043	16	6	42840	51882
Vernon College	72	34039	61220	45598	40	● 9	35681	40194	18	6	37292	40174	18	6	—	—	—	—	40871	40871	18	8	40777	44782
The Victoria College	105	36170	71306	50427	25	● 14	36624	36624	1	2	40093	44496	14	4	44763	45435	2	3	38872	38872	1	6	46067	50620
Weatherford College	102	33147	63302	47476	33	● 9	37025	41531	5	1	38100	42145	13	2	—	—	—	—	42245	46156	2	7	42145	46645
Western Texas College	47	33942	58113	42486	42	● 6	33942	37173	5	2	35442	40842	15	2	49565	49565	1	9	40162	41421	2	9	41253	44921
Wharton County Junior College	142	39550	66550	48786	30	● 9	40050	46050	6	6	39550	46050	33	4	—	—	—	—	46550	51050	4	12	46550	53050
Average Salary		35656	71034	49721			36474	40195			38004	44524			45952	50148			41950	45144			44978	50978

Total Full Time Faculty 10707

*Click on the blue buttons to view Additional Benefit pages for participating colleges.

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	No. of Faculty	AVERAGE YEARS OF SERVICE	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	No. of Faculty	AVERAGE YEARS OF SERVICE
187	8	54648	61542	43	8	39870	41202	5	7	50454	59832	187	13	61542	70398	43	14	42516	49122	5	15	59832	76788	187	27	70668	85644	43	31
21	5	60383	65360	6	15	—	—	—	—	51423	55662	21	15	65360	65360	6	32	—	—	—	—	55662	61953	20	25	65360	65360	6	32
57	6	51487	55932	9	7	39921	40268	2	3	45315	47879	45	12	57436	59056	5	11	40681	42754	11	10	48092	57803	50	15	59480	63693	11	16
41	14	53124	56112	3	19	41520	42180	3	8	51264	58080	11	24	—	—	—	—	44136	44796	2	13	59064	65340	9	33	67848	67848	1	36
122	11	58361	67917	53	12	61067	69237	15	14	63285	74357	54	20	69217	79038	34	19	70600	79857	5	27	75695	85996	45	29	80550	90252	37	28
60	14	52062	57393	12	15	45280	46571	3	7	56612	65165	18	18	58460	64476	5	19	51128	56784	2	15	66570	74961	5	34	67089	71118	4	25
18	9	40839	50229	9	4	—	—	—	—	48291	61164	5	16	46873	57666	6	12	68143	68143	2	27	64236	70176	12	32	70176	70176	2	35
26	9	60390	63446	5	13	44809	46226	7	10	57455	64132	22	15	65032	71785	7	17	47383	60654	6	18	64973	79202	23	24	73579	85328	6	30
11	14	—	—	—	—	41929	41929	1	20	43213	45375	6	18	—	—	—	—	47015	47365	2	37	46865	50240	11	33	46155	46155	1	16
13	7	—	—	—	—	—	—	—	—	44200	49224	8	10	—	—	—	—	45431	45431	1	1	—	—	—	—	—	—	—	—
17	8	44784	44784	1	9	37656	39960	3	3	41856	45288	18	10	48252	48252	1	14	40560	48492	3	19	45495	56640	18	22	50448	50448	1	17
19	12	61585	65336	6	17	49206	49206	1	8	58136	65432	6	26	71394	71394	1	20	50682	53007	3	5	68433	74669	3	21	75742	78014	2	38
35	7	49151	52167	22	5	51651	54801	3	12	49241	59429	34	13	52638	62450	19	12	54935	55220	2	11	60806	78794	35	20	65140	84829	19	20
80	27	71499	83735	91	34	—	—	—	—	71499	83735	46	12	67594	78350	32	26	—	—	—	—	85059	96451	2	35	79451	90805	64	35
39	8	54724	61248	14	7	43133	47275	9	5	53036	65838	53	19	61921	70850	11	15	48376	56696	8	11	66000	69078	34	26	71523	71523	17	24
41	17	54727	64121	8	13	53601	58019	6	24	56872	67966	19	25	66711	76631	9	25	67978	67978	1	30	69326	79632	14	32	81320	88023	7	33
7	7	—	—	—	—	34443	34505	2	5	40968	48387	4	13	48387	48457	2	29	37500	37500	1	1	51159	56113	2	22	—	—	—	—
11	5	51211	52947	5	4	—	—	—	—	56793	63337	5	14	57287	57287	1	15	59734	59821	2	21	64572	72698	6	31	62495	62495	1	20
21	3	54256	54256	3	3	43360	43360	1	0	51780	58161	15	15	59040	59040	1	12	49348	49348	1	6	58532	65349	10	21	62821	67642	3	21
13	6	—	—	—	—	39583	40678	2	6	43348	45386	13	15	—	—	—	—	40838	41431	3	11	45467	62701	12	19	48974	48974	1	8
172	12	51950	58505	60	13	50243	57476	23	13	55241	63370	127	17	59674	65886	51	18	59176	65337	6	21	63414	71340	49	20	68203	72743	23	22
16	18	—	—	—	—	39656	43065	10	19	47288	48509	3	20	49876	51151	2	30	44085	48254	4	20	49876	53004	5	30	51565	53322	2	26
35	13	47580	51060	6	14	43200	45023	3	14	51890	58470	24	24	54632	56140	3	23	46125	48390	2	20	58700	65620	8	32	65770	65770	1	33
29	8	50066	51751	7	6	49279	52670	5	11	51710	60780	30	15	51751	63312	6	12	53558	70580	4	16	61316	79933	30	28	67513	78455	6	27
25	13	55712	59964	8	14	51581	51581	1	14	58089	65417	14	21	64566	69548	2	24	53665	58089	5	18	67352	75143	8	33	77802	77802	1	43
122	5	53248	58936	37	6	45818	50569	10	7	49718	56735	121	8	59029	69437	39	13	52854	76381	15	18	57012	88691	123	21	69572	91120	40	23
38	9	63759	65997	6	13	54131	57844	7	8	57201	66348	37	17	67407	70775	7	23	59381	65472	3	13	67021	74737	28	31	71225	76234	11	29
35	6	43326	52410	11	3	53318	56407	4	13	52997	62880	18	14	54478	60253	7	14	69935	69935	1	26	63872	74221	10	28	65296	71795	8	27
20	15	52876	53549	3	15	42919	45266	5	8	50727	53470	20	21	54223	56915	4	19	45807	52643	5	12	53470	58407	21	23	59608	62300	4	26
40	6	49319	51955	4	10	41605	43913	7	6	47805	51915	10	12	51956	54592	3	17	43914	46219	5	3	51916	56025	3	42	54593	57226	2	33
10	12	46176	49416	3	5	53454	53454	1	23	51403	54971	4	18	52406	56519	5	10	—	—	—	—	60611	60611	1	23	58389	63445	9	19
21	8	48500	48500	1	4	50140	55370	4	7	49625	55370	17	20	51660	54030	3	15	58216	68353	8	13	60230	72852	10	22	57980	70620	7	26
11	3	47746	47746	1	3	49212	49212	1	2	46076	50079	13	10	—	—	—	—	60824	60824	1	11	50816	54879	10	16	54258	56926	3	17
13	6	—	—	—	—	48717	51747	7	10	48717	51747	16	8	—	—	—	—	52796	56845	12	17	52796	56875	23	23	53922	55360	2	9
67	12	57382	64999	24	12	53846	58170	8	12	59886	68098	36	18	65564	72150	20	19	59289	68098	17	22	68559	77207	39	30	73800	80492	20	30
43	7	43785	43916	7	2	44783	49517	6	14	44161	50078	40	15	44069	49671	12	7	54488	63371	5	23	50368	74384	35	24	50135	76011	18	19
97	15	54571	59955	30	13	48909	51143	12	12	67672	75957	9	17	60855	63634	16	18	56143	59423	5	15	80776	93102	3	19	64589	75662	2	16
21	6	49425	49990	2	8	46021	48907	4	7	44636	49405	20	11	50635	56997	2	13	50187	60048	4	10	50347	64916	21	26	59422	59597	3	29
75	15	59258	66555	30	14	64904	64904	1	20	65919	74773	43	25	68524	77669	9	26	75536	80442	2	33	74919	83932	35	35	79837	87024	9	37
18	3	46386	50270	6	4	39046	39797	4	5	45982	50162	18	8	50658	60022	6	12	40798	45189	5	11	50243	65198	18	22	62933	72696	5	26
32	13	—	—	—	—	50381	53411	7	17	55546	59635	10	25	57863	61064	7	16	57673	62523	3	2	60709	65546	13	31	63196	67786	5	37
26	7	36477	40689	5	6	34227	38772	37	11	36557	41751	26	14	46395	49689	5	12	39087	64404	37	20	42003	62760	25	21	51093	57519	4	23
26	22	59077	60766	3	31	60135	63889	6	23	52142	57773	26	31	61329	61329	3	39	63889	69143	6	28	58336	74123	26	30	61329	61329	2	38
56	9	51541	55929	10	14	44219	50080	14	7	52223	60892	42	23	57157	62561	3	24	50818	56144	21	11	62844	71195	8	39	63944	69582	4	29
18	8	43990	44650	18	8	35660	37310	18	10	39579	48033	18	10	46680	49554	18	10	37311	50251	18	14	41387	61220	18	14	53384	53384	18	14
25	12	49669	55113	6	11	41460	42714	7	11	51368	57246	25	19	58483	62058	3	18	43354	46241	4	14	59023	65440	6	26	63933	71306	6	27
20	5	44958	47371	4	2	48612	50331	3	15	47645	52787	17	9	50059	52367	5	5	56628	56628	1	4	54145	60819	17	26	53271	63302	8	11
11	6	—	—	—	—	42719	47576	5	15	47636	42875																		