2011-12 Texas Community College Teachers Association Survey of Faculty Salaries

(Actual Salary—Nine Month Contract—) Based on Institutional Responses to TCCTA Questionnaire)

COLLEGE DISTRICT	TOTAL SALARY RANGE							SALARY RANGE 1										SALARY RANGE 2										SALARY RANGE 3										SALARY RANGE 4									
								Bachelor's Degree				Master's Degree				Doctoral Degree				Bachelor's Degree				Master's Degree				Doctoral Degree				Bachelor's Degree				Master's Degree				Doctoral Degree				Bachelor's Degree				Master's Degree				Doctoral Degree			
	Total Number of Faculty	LOWEST ACTUAL SALARY	HIGHEST ACTUAL SALARY	AVERAGE ACTUAL SALARY	Rank	Additional Benefits Link	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	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
Alamo Comm. College Dist.	856	36445	87357	54698	14	●	12	36445	39309	9	3	38758	48507	270	5	45312	54676	59	4	40778	42026	3	7	48819	58458	210	12	55869	65435	62	11	43366	45386	5	12	58697	68024	115	20	66628	76065	43	19	49584	49584	1	5	68446	78324	58	30	77130	87357	21	31
Alvin Community College	108	35419	68001	53719	18	●	13	35419	40826	1	1	39411	44358	13	5	44931	50570	3	2	—	—	—	—	45689	51423	32	6	52087	55259	3	14	—	—	—	—	52378	57911	24	18	60383	62282	5	9	39478	40826	1	4	60739	64456	10	17	64079	68001	16	25
Amarillo College	221	39593	67707	49774	32	●	9	40205	40823	2	2	39593	45953	37	3	48463	53287	5	1	41429	42478	4	3	46337	49961	81	9	55639	58983	10	9	43761	43851	7	12	50173	54575	45	13	59719	62567	6	9	44131	44781	5	10	55415	57615	6	18	63379	67707	13	19
Angelina College	124	32390	71076	45676	40	●	13	37131	39612	4	7	32390	42516	30	5	45597	51924	4	15	40188	40188	2	5	42516	44064	55	13	56700	56700	1	21	42672	44652	3	10	51408	53177	16	24	59004	59004	1	24	46716	47388	2	16	62040	68496	5	35	71076	71076	1	39
Austin Community College Dist.	571	42415	95003	64150	1	●	14	43686	53484	17	4	42415	54190	119	5	49982	60820	48	5	54447	64773	17	11	54447	66251	133	12	61914	71412	50	14	65628	74357	14	17	66809	78445	57	21	72697	82367	32	20	77058	86171	4	30	80235	90479	42	31	83850	95003	38	30
Blinn College	360	36200	76730	49072	34	●	10	36200	39617	13	3	40000	49183	165	6	45915	51586	32	6	40462	43380	7	6	49302	58179	77	15	52746	59194	26	15	43750	46018	5	9	58425	67540	18	24	59541	64715	9	22	48599	50296	2	14	71021	76730	4	35	72631	72631	2	28
Brazosport College	86	40341	74988	52824	20	●	13	41558	51105	4	6	40341	66143	16	7	40341	41558	2	2	43617	55283	3	13	43617	60386	14	9	42353	52103	7	4	—	—	—	—	47205	65347	8	15	45848	56393	8	11	72804	72804	2	32	68623	74988	10	34	62784	74988	3	33
Central Texas College	157	37144	90545	57525	4	●	10	37144	41268	6	3	43126	53859	42	4	48839	58054	7	2	42026	45257	9	6	54493	63195	42	10	62518	69008	11	11	47857	49954	3	9	64773	75118	21	20	70733	80029	8	19	51536	55498	2	25	76139	86144	5	28	90545	90545	1	23
Cisco Junior College	90	24000	53632	40937	47	●	11	24000	30709	2	4	24000	31408	5	19	44511	44511	1	10	30710	37418	1	6	31409	38816	15	11	—	—	—	—	37419	44127	5	9	38817	46224	13	14	—	—	—	—	44127	50836	8	15	46225	53632	15	11	45145	45355	2	13
Clarendon College	34	29062	48153	37607	48	●	7	29062	31026	3	3	31972	35499	11	3	37875	39292	2	5	35451	35451	1	11	36067	38156	4	6	—	—	—	—	36750	36750	1	1	39088	41687	4	11	—	—	—	—	43000	43000	1	1	43135	46164	6	17	48153	48153	1	12
Coastal Bend College	110	31550	60117	41915	45	●	10	31550	36530	15	7	37706	43309	44	5	41576	44568	1	2	36531	41511	9	6	43310	48913	16	8	44569	47561	1	10	41512	46492	4	15	48914	54517	11	15	47562	50554	1	14	46493	51473	1	22	54518	60121	7	30	50555	53547	1	20
College of the Mainland	101	39861	78015	51282	24	●	11	43718	45029	3	3	40774	45894	21	5	50075	56361	12	6	46381	46382	3	8	47269	51654	28	8	58050	63433	5	15	—	—	—	—	53201	58136	9	19	65336	67297	3	22	50681	50681	1	11	61675	65432	4	32	78014	78015	2	41
Collin College *(*8)*	350	42124	88248	54943	11	●	9	42124	44813	11	2	42128	52020	131	4	48991	56889	85	4	—	—	—	—	53020	65289	47	13	62713	68322	16	15	57641	59363	4	12	65797	73908	16	20	69887	77908	10	21	69298	69298	1	1	74536	85327	20	24	79626	88248	9	24
Dallas County Comm. College Dist.	765	40000	97452	56840	5	●	17	—	—	—	—	40000	54352	391	10	46625	57848	85	7	—	—	—	—	54398	68428	92	23	58041	68736	41	16	—	—	—	—	69322	81973	58	36	69330	80376	29	30	—	—	—	—	83336	97452	24	40	80729	91730	45	38
Del Mar College	343	41463	71523	54473	15	●	13	41463	41463	31	4	41463	48589	52	5	41463	51582	25	3	—	—	—	—	48589	54890	52	10	52255	57210	17	9	41949	46357	18	9	54890	65838	67	18	58556	69504	14	15	46357	56696	13	15	65838	71523	35	29	69504	71523	19	27
El Paso Community College	394	38480	92496	52684	21	●	14	37905	44412	21	5	39429	50005	142	7	47176	57507	32	7	48073	50015	2	15	51005	60956	44	21	58657	67379	7	19	55220	60967	5	25	62175	71419	10	30	70101	80523	8	28	71432	71432	1	33	72847	83678	14	35	85451	92496	7	36
Frank Phillips College	28	29335	55000	42168	44	●	6	—	—	—	—	32000	37750	11	4	36000	39500	2	2	—	—	—	—	37751	43500	5	9	39501	43000	0	0	—	—	—	—	43501	49250	1	19	—	—	—	—	—	—	—	—	49251	55000	2	12	46501	49911	1	13
Galveston College	46	38641	81157	54852	13	●	10	38641	38641	1	3	40470	50503	13	4	47893	48607	2	2	44051	44051	1	6	50950	59617	9	8	54330	56171	3	7	—	—	—	—	61848	69330	8	17	60776	60776	1	18	51111	51689	2	8	74283	81157	3	35	66301	66301	1	23
Grayson County College	81	39393	68377	51746	23	●	9	39393	42795	5	1	40726	46976	15	2	49204	53609	5	4	43505	46282	5	3	47305	53345	17	6	55848	57054	4	5	47838	47838	1	3	53609	59458	16	17	62212	62212	1	15	51290	55040	3	14	60381	66189	6	24	64332	68377	3	24
Hill College	82	31256	66082	42369	42	●	10	34401	36317	7	4	34274	41954	20	3	43040	44750	4	10	36930	38906	3	3	43168	48895	21	15	—	—	—	—	40006	41712	2	8	50648	57340	5	22	—	—	—	—	43398	44174	3	13	65015	66082	2	40	51944	53503	2	8
Houston Comm. College System	781	34996	72743	56485	7	●	13	34996	41823	17	4	39451	47148	123	3	44338	50932	50	4	42261	47594	15	9	48010	56328	134	8	51590	58505	48	8	48545	54385	21	14	56346	64682	111	17	59674	65886	61	15	54670	63126	24	23	64724	72743	105	25	67203	72743	72	24
Howard College	98	32608	54572	41272	46	●	16	32608	35387	5	8	32729	38390	18	8	42623	45610	1	11	35851	38166	8	13	38751	44074	37	15	45817	48182	3	18	38603	41253	4	17	44575	49584	12	22	—	—	—	—	41846	44500	3	23	50152	55604	6	32	51587	54572	1	26
Kilgore College	155	37957	69420	50597	28	●	14	41359	43440	3	4	40560	47440	36	4	45160	47560	7	3	44031	46530	7	10	47946	54960	33	14	51300	53740	2	12	62640	62640	1	14	55120	62140	29	25	54350	56180	3	16	50475	51960	3	22	62340	69420	10	35	58400	62740	4	24
Laredo Community College *(*28)*	197	38573	83178	54163	17	●	13	40420	48645	7	5	39702	50571	60	5	43795	53225	11	5	48646	56871	2	12	50572	61441	36	15	53226	62656	8	13	56872	65096	3	12	61442	72311	26	25	62657	72088	3	19	65097	73321	1	35	72312	83178	7	35	72089	81517	5	38
Lee College	165	36837	82311	50817	27	●	11	36837	42314	9	4	39092	49232	43	5	46445	52737	19	5	43161	46719	9	10	49532	59250	26	14	55712	63381	9	16	50570	52613	2	17	60435	66639	12	23	68266	68266	1	24	60435	61644	3	21	71436	79743	7	35	82311	82311	1	46
Lone Star College System	742	40207	96660	56213	9	●	10	41269	51207	52	5	40207	53675	321	5	47284	59627	92	6	51208	61146	9	15	53676	67144	123	13	59628	71971	35	13	61147	71085	2	24	67145	80613	37	24	71972	84315	24	21	71086	81025	3	26	80614	94083	29	31	84316	96660	15	31
McLennan Community College	207	41443	88335	62122	2	●	16	41443	46451	8	6	44600	55177	48	5	51541	59123	12	7	49203	52051	8	10	55853	66400	55	16	60860	67095	8	11	52388	56650	6	7	67053	77188	16	22	70058	75064	7	19	60720	62713	2	14	77551	88335	22	38	77632	85764	15	29
Midland College	124	32465	75798	50902	26	●	10	32465	38438	10	4	38089	46500	16	3	45742	52443	10	4	42264	45390	9	5	47462	56291	33	9	53405	57515	3	9	46691	52443	14	8	56864	64122	13	17	62637	62637	4	18	54355	59552	3	16	66385	74816	3	29	71875	75798	6	31
Navarro College	124	37539	63970	53245	19	●	16	37539	42184	3	16	38668	44854	14	4	46715	48469	3	4	42904	47877	10	9	46400	50834	16	12	54592	56328	4	13	48240	52252	6	14	52100	57245	26	18	58653	63022	8	20	54043	58395	3	14	57839	63970	26	25	65206	68847	5	28
North Central Texas College	125	37530	59715	46291	38	●	9	38318	41154	4	3	39713	44413	16	3	46366	49703	3	3	41154	43990	6	4	44413	49113	43	7	49703	53040	6	11	43990	46826	8	7	49113	53813	13	12	53040	56377	4	16	46826	49662	2	12	53813	58513	3	44	56377	59715	2	36
Northeast Texas Comm. College	69	35802	67809	50367	30	●	10	38289	42388	3	1	42251	47643	18	5	46530	51740	7	2	44060	46540	6	6	49865	53733	10	15	52745	53367	2	12	—	—	—	—	55434	57781	3	22	57968	60716	4	12	57496	57496	1	26	64874	64874	1	26	62651	67809	8	23
Odessa College	126	40037	73518	56778	6	●	12	41654	45966	5	7	40037	44320	17	4	45452	47583	4	5	45966	49728	5	6	44349	48963	16	2	49512	55003	3	12	50252	51533	5	14	49173	52244	18	9	56613	61443	3	19	52398	57904	5	18	52257	73518	18	23	62248	72713	3	26
Panola College	61	37294	67029	48558	35	●	8	40422	46565	11	4	39543	44403	10	2	47250	47250	1	7	47262	48882	2	2	44943	48392	9	7	—	—	—	—	—	—	—	—	50217	54569	11	12	—	—	—	—	67029	67029	1	15	55793	59580	8	18	60048	62208	2	27
Paris Junior College	90	40671	61510	55766	10		13	40671	42898	2	2	44662	48874	14	5	—	—	—	—	42898	45125	1	5	48874	53086	14	9	—	—	—	—	—	—	—	—	53086	57298	23	10	—	—	—	—	47352	49578	3	9	57298	61510	33	21	—	—	—	—
Ranger College *(*11)*	25	22000	80000	36840	49	●	8	22000	26500	5	2	29988	41500	7	8	34530	34530	1	14	27150	30000	3	7	50290	50290	1	2	—	—	—	—	—	—	—	—	60000	60000	1	2	38526	38526	1	20	37000	40000	2	3	80000	80000	1	2	39581	41000	3	15
San Jacinto College	476	43523	86967	56384	8	●	11	43804	51101	60	3	43523	53493	168	4	51751	60062	44	4	51156	58397	25	9	53969	62660	61	12	60886	69278	21	14	58459	65202	4	21	63483	73354	31	21	69846	77353	15	21	67151	72995	11	26	73621	83440	23	32	79846	86967	15	29
South Plains College	216	37700	81033	48110	36	●	13	37700	38058	7	3	40500	41107	38	5	46607	46818	8	5	38058	43611	7	9	41107	44024	38	8	46981	48942	9	9	44300	49412	7	11	44075	51119	38	14	49477	57520	9	15	51375	70436	7	21	51119	77286	39	25	57676	81033	9	27
South Texas College	389	37438	92814	54440	16	●	13	37438	43270	3	2	40319	53443	138	9	46346	51806	14	5	43271	49103	6	6	53444	66568	127	16	51807	57267	26	10	49104	54936	16	15	66569	79692	6	22	57268	62727	28	15	54937	60766	3	18	79693	92814	3	22	62728	68185	19	20
Southwest Texas Junior College	117	30983	99400	49211	33	●	12	35480	44222	7	5	30983	44224	26	6	42121	54694	6	6	44592	45371	3	4	44592	57485	56	16	58828	61470	4	31	47819	56391	7	11	60943	68958	4	9	—	—	—	—	63398	63398	1	20	79521	84984	2	17	99400	99400	1	5
Tarrant County College District	629	47800	91871	59019	3	●	10	47800	55904	18	4	48100	58103	313	5	50400	59986	53	4	58935	64300	10	13	58234	68048	106	13	60798	70951	46	14	69191	70552	2	24	68723	77902	38	27	73050	77802	8	25	79772	84922	2	36	78919	88607	24	37	81955	91871	9	37
Temple College	118	37118	74790	44739	41	●	8	37118	38681	6	2	40002	46078	38	3	45135	52171	21	5	38934	39693	3	7	47186	51766	18	11	53189	59516	3	14	40380	41139	5	6	53048	58153	8	18	61817	67216	3	24	42006	43380	3	7	61046	65956	6	31	67944	74790	2	28
Texarkana College	97	42886	69476	52136	22	●	12	32711	39313	3	5	42886	49101	14	2	51646	56104	3	1	39313	45915	14	4	49101	55316	27	15	56104	60561	2	19	45915	52518	6	17	55316	61531	11	18	60561	65019	4	23	52518	59120	1	4	61531	67745	9	26	65019	69476	3	40
Trinity Valley Comm. College	162	35935	80911	54899	12	●	23	36102	40589	8	9	35935	42515	19	8	47972	48533	4	8	41150	45077	8	16	42674	49329	34	18	56948	56948	2	24	47321	49004	8	26	49405	56540	35	31	58070	58070	1	26	50126	54053	8	35	56705	62874	24	35	60875	64241	10	37
Tyler Junior College	280	34500	76487	50911	25	●	15	35187	43490	17	4	34500	44977	55	5	40000	48441	8	3	43854	52000	36	6	45067	55441	60	11	48726	56692	12	12	52530	60621	26	10	55498	65658	34	26	57993	65209	10	17	61593	69424	8	15	66705	76487	11	36	67429	74880	4	30
Vernon College	73	33203	66276	42347	43	●	11	36394	38842	3	6	39187	45249	27	8	44207	46226	3	4	39207	40393	5	11	46363	52000	8	16	47623	47623	1	8	42237	43514	2	16	53572	53572	1	25	50545	50545	1	12	44247	46184	2	18	66276	66276	1	34	53647	53647	1	16
The Victoria College	95	26075	76059	50489	29	●	11	39060	39060	1	0	37191	44272	13	2	41725	48750	5	2	42336	43781	5	7	45225	52623	22	9	51676	57340	6	8	44439	45723	3	10	52665	59559	22	17	61758	66515	3	17	49377	49377	1	5	62328	68084	2	40	74187	76060	3	32
Weatherford College	125	35245	65081	47943	37	●	8	40199	42838	8	2	36194	42804	19	3	37160	37160	1	6	44130	44361	2	7	43248	48618	36	5	45902	50345	6	2	—	—	—	—	49638	56268	18	13	51525	57972	10	8	50625	51627	2	24	56774	63076	13	28	58574	65081	3	11
Western Texas College	44	36140	66061	46176	39	●	10	36140	42267	9	3	37239	43026	10	2	52452	52452	1	12	42923	46356	4	10	43483	47856	8	8	—	—	—	—	49399	50828	3	17	50793	52512	3	12	—	—	—	—	57447	62369	2	29	56328	61832	3	19	66061	66061	1	40
Wharton County Junior College	157	41050	69050	50198	31	●	10	42549	45050	6	2	41050	47550	46	4	47050	52049	6	5	47549	49050	5	10	48550	54550	38	11	53550	56550	11	9	52050	52050	1	20	55474	61550	11	23	58050	61550	3	20	53551	57050	3	20	62550	69050	6	42	67050	67050	1	15
Average Salary		36546	75194	50748				37617	42039			38732	47001			45462	50693	42909	46532			47197	54509			53688	58839	48643	52276			55285	62364			60567	65615			54171	57759			64780	72192			67201	72033		
Total Full Time Faculty	10817																																																		

● Additional Benefit information available online at www.tccta.org/facultysalaries

**Number of full-time Associate Degree faculty not represented in the survey.*