



IMPORTANT! COMPLETED FORM IS DUE BY NOVEMBER 4, 2011.

PLEASE READ CAREFULLY:

This year, we are providing colleges with a way to include information about benefits beyond the data gathered in previous surveys. The information requested below will be reported in the online version of the survey.

1. Please indicate supplemental benefits available to full-time faculty members at your institution in the following areas.

() Release time (Please explain:) _____

() Sabbatical - available after _____ years of employment for a maximum of _____ semesters

(X) Other (Please explain:) Faculty with 5 years of service may request up to one year without pay for advanced study, exchange teaching assignment, or professional experience related to individual's teaching or employment.

2. Please indicate Employee Assistance Programs (EAP) available to full-time instructors on your full-time faculty. Indicate items which apply to your institution.

- (X) Financial education and services
(XX) Outreach, assessment, and referral services for alcohol or chemical dependency
() Work/Life coaching - "fitness for duty consultations"
(X) Training and development workshops
(XX) Conflict resolution/management
(XX) Legal advice and analysis
() Wellness services (fitness coaches, nutritionist, smoking cessation, stress management, etc.)
() Other EAP benefits:

3. Other significant employee benefits:

- () Paid insurance benefits for spouses and/or dependents
(XX) On-site childcare
() Other (Please explain:)

COLLEGE: Alvin Community College

INFORMATION PROVIDED BY: Lang Windsor E-Mail Address: lwindsor@alvincollege.edu

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PLEASE RETURN COMPLETED FORM TO: Texas Community College Teachers Association 5113 Southwest Parkway, Suite 185 — Austin, Texas 78735 Telephone Toll Free: 1-800-288-6850, Extension 12 (in Austin, 328-2044) — Fax: Area Code 512-328-1086 E-Mail: chawkins@tccta.org

**ALVIN COMMUNITY COLLEGE
 ADJUNCT FACULTY
 SALARY SCHEDULE
 2011-12
 (Per 3-hour lecture course)**

(As established in Section 14-10 of the Board of Regents Policy Manual)

BACHELOR'S	BACHELOR'S +18	MASTER'S	MASTER'S +18	MASTER'S +36	DOCTORATE	TECHNICAL PROGRAMS
1,650	1,650	1,650	1,650	1,650	1,650	1,650

Lab Hours paid at \$309/hour

(Salaries may be reduced / adjusted due to low enrollment)

Hourly Rate Calculation: \$1,650/48 = \$34.38/hour

Payment Schedule:	Fall	Paid in 4 payments: September / October / November / December
	Spring	Paid in 4 payments: February / March / April / May
	Summer I (6-weeks)	Paid in 2 payments: June / July
	Summer II (11-weeks)	Paid in 3 payments: June / July / August
	Summer III (6-weeks)	Paid in 1 payment: August

APPROVED: 08/25/2011

**ALVIN COMMUNITY COLLEGE
FACULTY
SUMMER SALARY SCHEDULE
2011-12
(Three Hour Credit Course for Full-Time Instructor)**

STEP	BACHELOR'S	BACHELOR'S +18	MASTER'S	MASTER'S +18	MASTER'S +36	DOCTORATE	TECHNICAL PROGRAMS
1	1,950	2,050	2,175	2,300	2,425	2,550	2,175
2	2,000	2,125	2,250	2,375	2,500	2,625	2,250
3	2,075	2,200	2,300	2,425	2,575	2,700	2,300
4	2,150	2,225	2,375	2,500	2,650	2,800	2,375
5	2,200	2,325	2,450	2,575	2,725	2,875	2,450
6	2,275	2,400	2,525	2,675	2,800	2,975	2,525
7	2,325	2,475	2,600	2,750	2,900	3,050	2,600
8	2,400	2,525	2,675	2,825	2,975	3,150	2,675
9	2,475	2,600	2,750	2,900	3,075	3,225	2,750
10	2,525	2,675	2,800	2,975	3,125	3,300	2,800
11	2,575	2,725	2,875	3,025	3,200	3,375	2,875
12	2,625	2,775	2,925	3,075	3,250	3,425	2,925
13	2,675	2,825	2,975	3,150	3,325	3,500	2,975
14	2,725	2,875	3,025	3,225	3,400	3,575	3,025
15	2,875	3,025	3,175	3,400	3,575	3,750	3,175

Lab hours will be equated to credit hours at the rate of three for two. One, two, four, and five credit-hour classes will be prorated.

APPROVED: 08/25/2011

**ALVIN COMMUNITY COLLEGE
FULL TIME FACULTY
OVERLOAD COMPENSATION
2011-12
(MAXIMUM FOR 3 SEMESTER HOUR CLASS)**

	DEGREE LEVEL						
	BACHELOR'S	BACHELOR'S +18	MASTER'S	MASTER'S +18	MASTER'S +36	DOCTORATE	TECHNICAL PROGRAMS
MAXIMUM	\$1,550	\$1,600	\$1,650	\$1,700	\$1,750	\$1,850	\$1,650

There shall be no overload allowed except when there is a demonstrated need. A Faculty Member in a given department will not be considered for an overload until a full-time instructional load has been assumed by each member of the department.

Maximum Overload - Four (4) credit hours per semester. Note: Three (3) lab hours are equivalent to two (2) lecture hours. Any overload work above this maximum will be paid according to the part-time faculty pay schedule. (Current part-time rate - \$1,650 per three hour lecture course / \$309 per lab hour)

Periodically, and with the approval of the Dean of Instruction, Student and Community Services, an Administrative/Professional employee may be compensated for an academic overload. Pay will be according to the degree level on the Overload Compensation chart.

If an overload is allowed during summer sessions, it will be at the part-time rate.

A regular Faculty Member who has less than a full load may be assigned a Continuing Education course without extra compensation. Faculty Members who are teaching a full load may accept responsibilities in Continuing Education with the approval of the appropriate Division Chair. In such cases, the Faculty Member will receive extra compensation for the overload work in Continuing Education at the current Continuing Education rate.

A Faculty Member who teaches an overload will be evaluated on teaching performance in the overload class the same as in any other class.

It should be understood that teaching an overload section does not relieve any Faculty Member of normal duties in relation to other college activities. An overload constitutes an addition to the normal work week.

An overload assignment will be given only with the approval of the Faculty Member involved. Six classes in the Fall with (appropriate adjustment) one class reduction in the Spring is not to be construed as an overload.

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