



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.

(X) Release time (Please explain:) Provided to nine month faculty acting as department chairperson. Based on full-time equivalent staffing. Faculty member must supervisor a minimum of five full-time equivalent faculty.

(X) Sabbatical - available after 7 years of employment for a maximum of 2 semesters

() Other (Please explain:)

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

3. Other significant employee benefits:

- (X) Paid insurance benefits for spouses and/or dependents
() On-site childcare
() Other (Please explain:) Supplemental health insurance is provided for employees and eligible dependents. Tarrant County College pays \$50 of the cost for employees and dependents.

COLLEGE: Tarrant County College District

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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

**ADJUNCT CREDIT FACULTY,
FULL-TIME FACULTY OVERLOAD, AND SUMMER**

Classification Code Credit - 28	Degree Code	Salary Per Contact Hour	Maximum
Master's degree or equivalent*	30	\$32.50	\$36.00
Master's degree or equivalent * plus certification	40	\$33.50	\$37.00
Master's degree plus 24 approved semester hours or equivalent **	50	\$34.00	\$38.50
Master's degree plus 24 approved semester hours or equivalent**plus certification	60	\$34.50	\$39.00
Master's degree plus 48 approved semester hours or equivalent***	70	\$35.00	\$38.50
Master's degree plus 48 approved semester hours or equivalent***plus certification	80	\$35.50	\$39.00
Doctorate degree or equivalent****	90	\$36.00	\$39.50

- * 7 1/2 years of directly related experience
- ** 9 years of directly related experience
- *** 12 years of directly related experience
- **** 15 years of directly related experience

All credit course minimum salaries start at the "master's degree or equivalent" salary for full-time and adjunct faculty. If the degree requirement is not met, but technical/vocational certification is required and met, the faculty member may be approved. If certification is not required, the degree requirement must be met.

All full-time faculty will be paid at the minimum rate unless their degree and certification are in the same field as they are teaching.