



Faculty Council Vision for 2024–2025:
Building Community, Supporting Each Other

Faculty Council Report to the Temple College Board of Trustees

February 17, 2025

Texas Community College Teachers Association Faculty Salary Report

Since 2002, the association has collected and tabulated salary figures from Texas community colleges using four distinct ranges, from “lowest quarter” to “highest quarter” paid. The lowest and highest actual salaries for bachelor’s, master’s, and doctoral degrees are presented for each range. Ranges were based on the total salary range for each degree, subtracting the lowest salary from the highest, then dividing the result into four equal monetary quarters.

Significantly, the TCCTA study of full-time faculty salaries measures actual salaries paid instead of a sample or hypothetical model. The study assumes a nine-month contract, with 12-month contracted salaries adjusted accordingly at 75 percent. Colleges were asked not to include teaching overloads, administrative stipends, or grant-funded positions in their calculations (survey instructions distributed to colleges’ human resources).

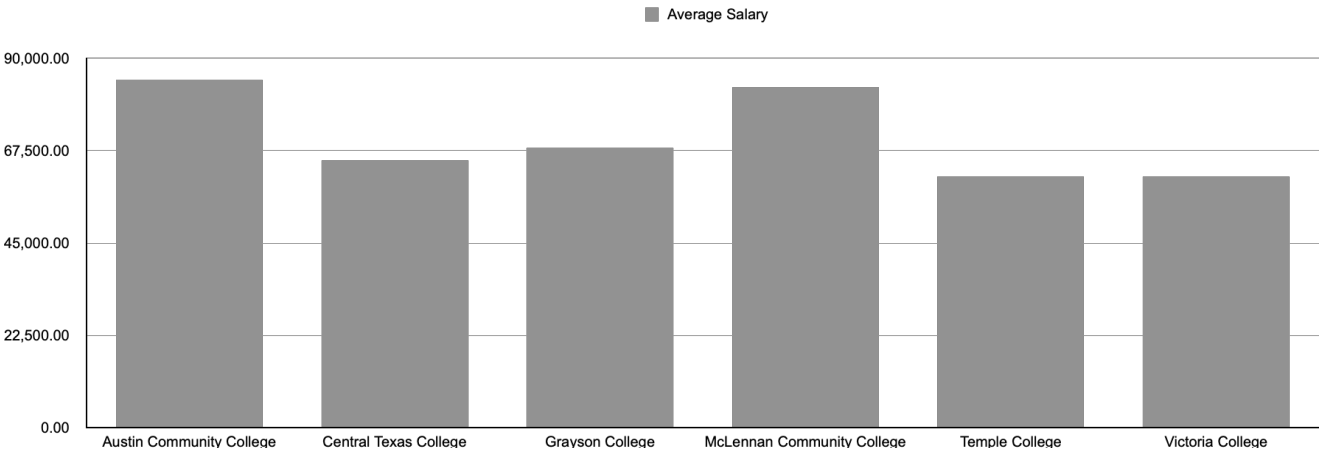
Members are urged to view the ranking in the context of the entire survey. Factors beyond average salary, including the breakouts into ranges, should be considered in making comparisons. Readers should weigh a host of other factors, such as the additional benefits (listed by college below) reported by the schools in narrative form. Many of these benefits cannot be measured in dollars and cents. (TCCTA, 2024)

Please find the 2024-2025 part-time faculty report and an abbreviated 2024-2025 full-time faculty report attached. For the entire full-time faculty report, please see <https://www.tccta.org/site/survey-of-faculty-salaries-2024>

At my request, TCCTA has also provided data dating back to 2005: Following is a comparison of historical records from Temple College, Austin Community College, Central Texas College, Grayson County College, McLennan Community College, and Victoria College.

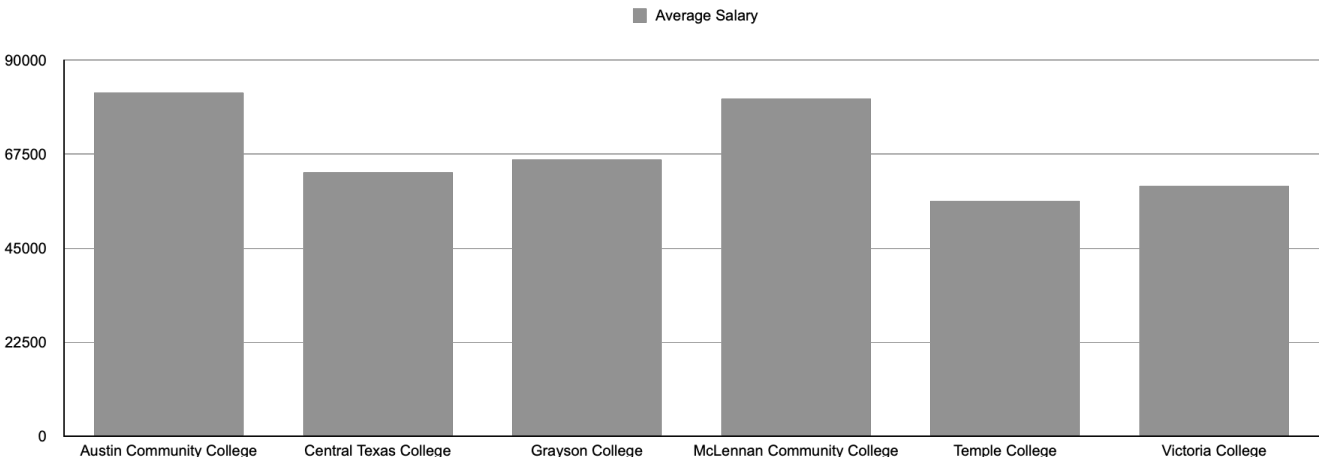
2024-2025

Colleges	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	601	60,672.00	146,567.00	84,736.90	2	14.03
Central Texas College	132	44,939.00	106,875.00	65,096	25	11.00
Grayson College	119	54,686.00	78,000.00	68,181.00	18	9.00
McLennan Community College	192	53,013.00	124,954.00	83,026.00	3	14.80
Temple College	130	51,557.00	95,839.00	61,118.00	32	9
Victoria College	82	47,467.00	97,400.00	61,160.00	31	8.00

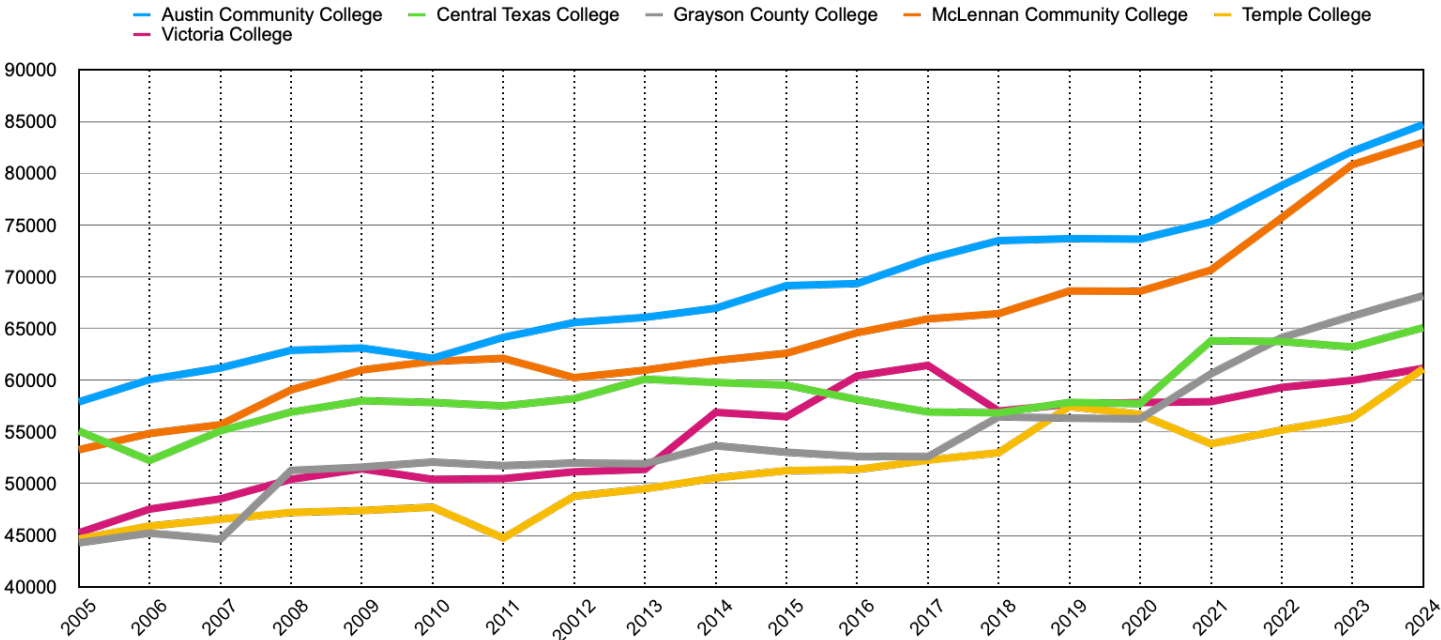
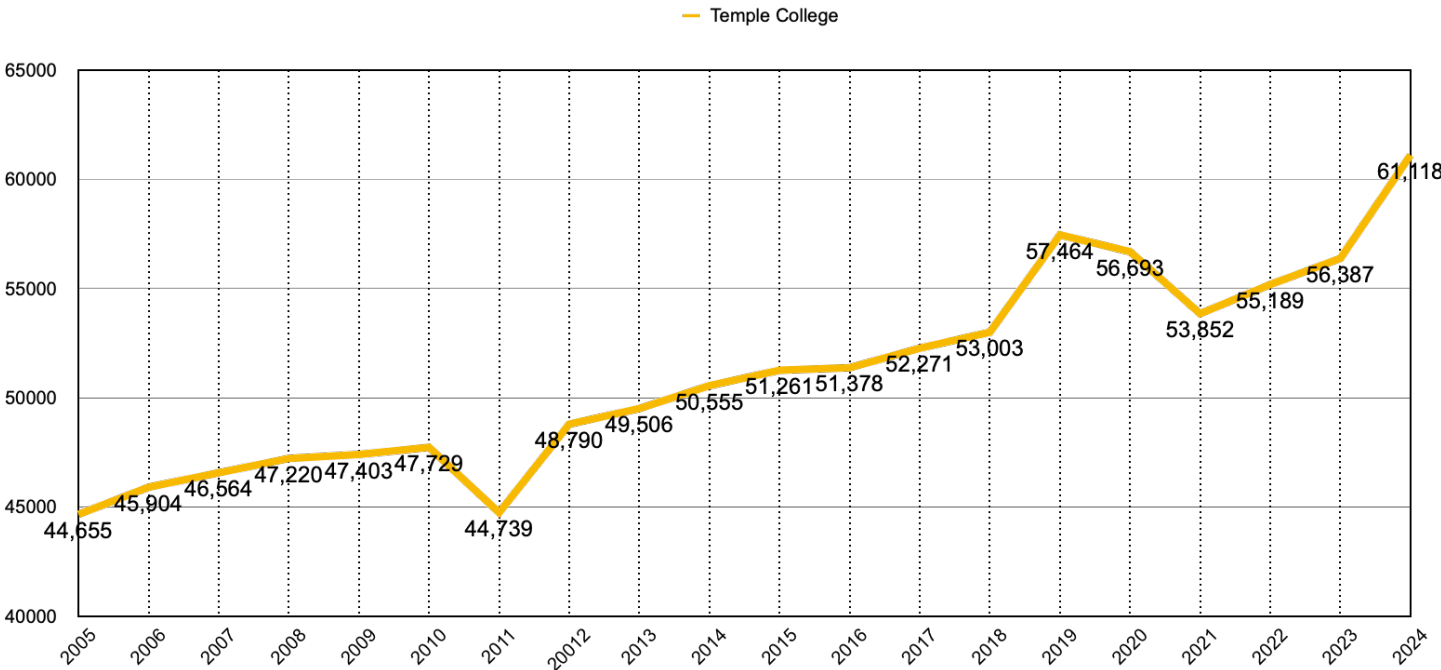


2023-2024

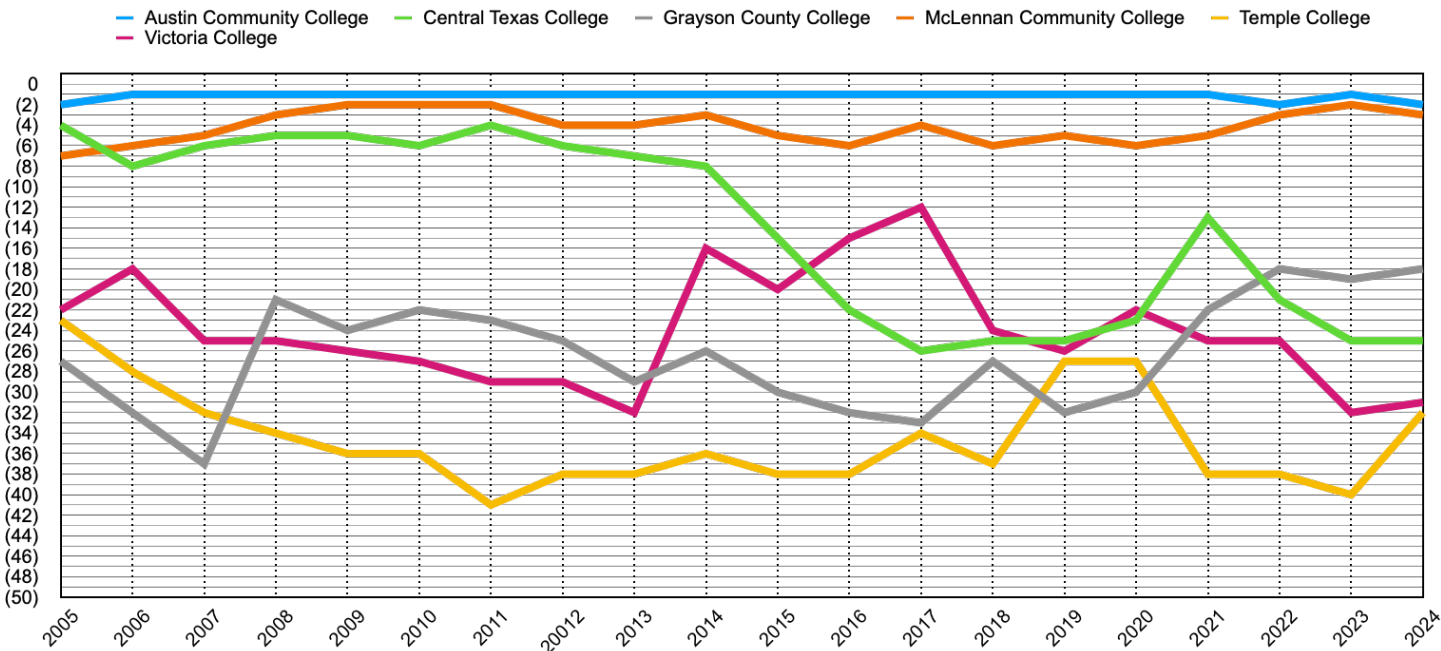
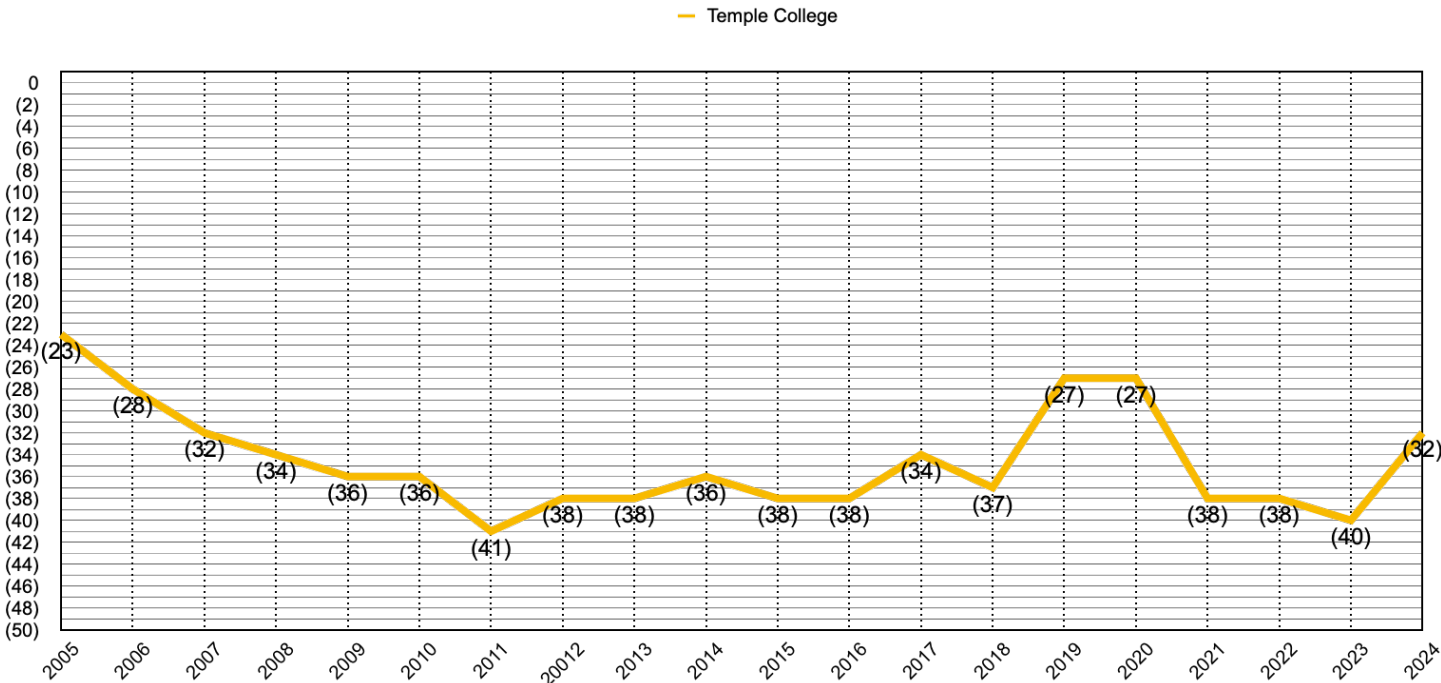
College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	608	50859	140255	82159	1	12
Central Texas College	138	42157	102764	63225	25	11
Grayson College	117	46580	86437	66216	19	7
McLennan Community College	181	51552	116107	80862	2	16
Temple College	134	46559	88740	56387	40	9
Victoria College	87	50068	95409	59987	32	8



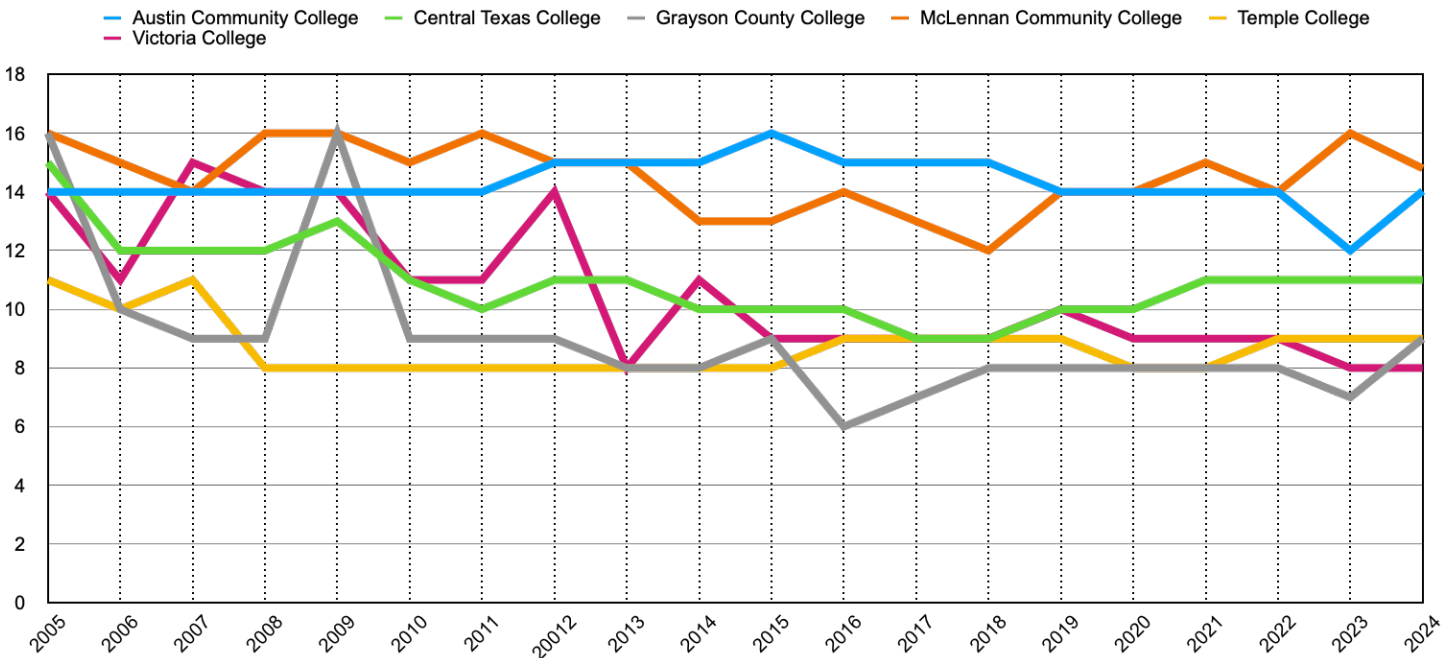
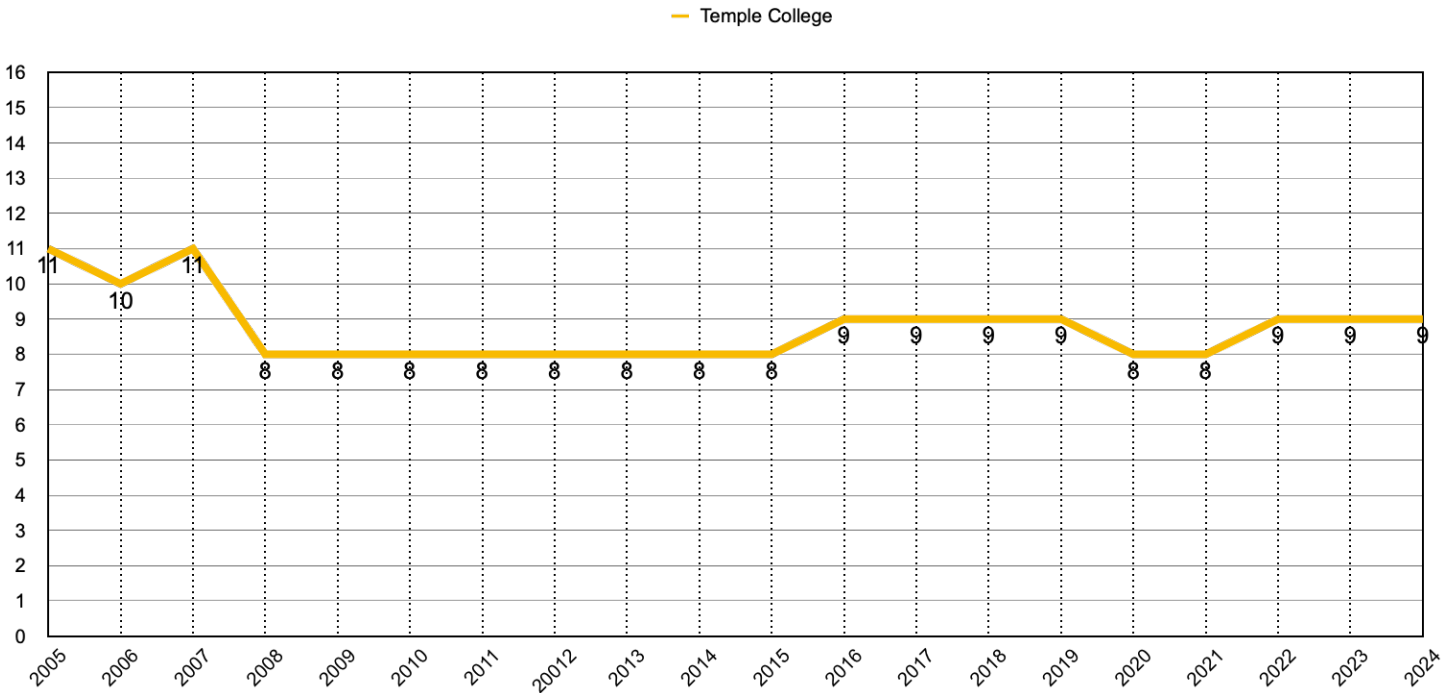
Average full-time faculty salary (2005-2025)



Colleges ranked by average full-time faculty salary (2005-2025)



Average full-time faculty years of service (2005-2025)



2022

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	593	56184	132317	78835	2	14
Central Texas College	138	42157	102764	63752	21	11
Grayson College	112	46753	83365	64120	18	8
McLennan Community College	203	50341	101905	75717	3	14
Temple College	133	45902	85327	55189	38	9
Victoria College	86	48360	93618	59309	25	9

2021

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	598	52769	126016	75323	1	14
Central Texas College	140	43210	100258	63816	13	11
Grayson College	109	45836	77934	60628	22	8
McLennan Community College	202	46761	105551	70661	5	15
Temple College	135	43945	82842	53852	38	8
Victoria College	87	46711	91782	57931	25	9

2020

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	593	51594	121169	73658	1	14
Central Texas College	152	39034	92831	57741	23	10
Grayson College	109	42631	73893	56282	30	8
McLennan Community College	206	43740	102537	68607	6	14
Temple College	132	42664	93011	56693	27	8
Victoria College	89	46021	91782	57848	22	9

2019

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	585	51434	118793	73699	1	14
Central Texas College	155	35363	92831	57857	25	10
Grayson College	110	42631	73893	56338	32	8
McLennan Community College	217	44738	102037	68633	5	14
Temple College	130	42664	93010	57464	27	9
Victoria College	87	46022	90310	57696	26	10

2018

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	569	50776	115333	73507	1	15
Central Texas College	158	34501	92831	56852	25	9
Grayson College	106	41523	71412	56468	27	8
McLennan Community College	214	43016	100021	66451	6	12
Temple College	129	41821	86802	53003	37	9
Victoria College	90	45333	90370	57025	24	9

2017

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	587	49546	111970	71741	1	15
Central Texas College	150	33659	92831	56935	26	9
Grayson College	109	40865	69149	52609	33	7
McLennan Community College	216	42156	98048	65935	4	13
Temple College	125	41006	85092	52271	34	9
Victoria College	89	44360	87668	61443	12	9

2016

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	583	46521	108437	69358	1	15
Central Texas College	159	37154	92831	58131	22	10
Grayson College	108	42197	68875	52642	32	6
McLennan Community College	216	41621	95185	64602	6	14
Temple College	130	40698	83437	51378	38	9
Victoria College	85	42932	86861	60417	15	9

2015

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	543	46762	105279	69151	1	16
Central Texas College	167	38330	92831	59537	15	10
Grayson College	87	41934	68074	53049	30	9
McLennan Community College	223	32855	92435	62609	5	13
Temple College	128	40299	82921	51261	38	8
Victoria College	85	41493	86001	56478	20	9

2014

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	558	43942	101812	66961	1	15
Central Texas College	168	41010	92831	59784	8	10
Grayson College	107	40748	68320	53669	26	8
McLennan Community College	222	38163	91835	61918	3	13
Temple College	124	40019	80518	50555	36	8
Victoria College	91	40284	83496	56896	16	11

2013

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	543	43775	99810	66085	1	15
Central Texas College	168	35884	91903	60110	7	11
Grayson County College	87	39883	68047	51927	29	8
McLennan Community College	218	30502	90981	60976	4	15
Temple College	124	39205	78944	49506	38	8
Victoria College	102	36292	80691	51384	32	8

2012

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	576	43687	97853	65585	1	15
Central Texas College	164	38073	90545	58221	6	11
Grayson County College	80	40000	67430	51996	25	9
McLennan Community College	221	38655	90090	60258	4	15
Temple College	121	38252	77025	48790	38	8
Victoria College	95	35235	78341	51154	29	14

2011

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	571	42415	95003	64150	1	14
Central Texas College	157	37144	90545	57525	4	10
Grayson County College	81	39393	68377	51746	23	9
McLennan Community College	207	41443	88335	62122	2	16
Temple College	118	37118	74790	44739	41	8
Victoria College	95	26075	76059	50489	29	11

2010

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	538	40430	92057	62124	1	14
Central Texas College	166	35354	90545	57856	6	11
Grayson County College	80	40726	68377	52085	22	9
McLennan Community College	216	37198	84902	61838	2	15
Temple College	124	37118	74790	47729	36	8
Victoria College	98	37917	74568	50419	27	11

2009

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	511	41239	92057	63123	1	14
Central Texas College	165	34492	88336	58023	5	13
Grayson County College	74	32096	68227	51603	24	16
McLennan Community College	185	37461	86507	60993	2	16
Temple College	118	36378	73707	47403	36	8
Victoria College	107	39156	74568	51435	26	14

2008

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	490	40117	90252	62895	1	14
Central Texas College	154	37696	85328	56921	5	12
Grayson County College	67	36909	65349	51282	21	9
McLennan Community College	179	36733	76234	59074	3	16
Temple College	112	35716	72696	47220	34	8
Victoria College	105	36170	71306	50427	25	14

2007

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	473	38359	86781	61194	1	14
Central Texas College	155	35879	81217	55111	6	12
Grayson County College	77	29156	60556	44619	37	9
McLennan Community College	179	34051	71672	55700	5	14
Temple College	98	34814	70207	46564	32	11
Victoria College	103	34282	69998	48532	25	15

2006

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	445	36883	83443	60068	1	14
Central Texas College	152	34051	77078	52244	8	12
Grayson County College	79	27758	60556	45221	32	10
McLennan Community College	171	35828	71338	54858	6	15
Temple College	82	33354	67710	45904	28	10
Victoria College	110	33028	68480	47541	18	11

2005

College	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Rank	Average Years of Service
Austin Community College	425	35465	76805	57909	2	14
Central Texas College	150	37594	99241	55099	4	15
Grayson County College	84	24302	59275	44288	27	16
McLennan Community College	174	35889	67671	53281	7	16
Temple College	85	32640	65900	44655	23	11
Victoria College	109	33607	66674	45247	22	14

College	Rank	Full-Time Faculty	Lowest Actual Salary	Highest Actual Salary	Average Salary	Average Years of Service
Alamo Colleges	13	909	47,625.38	119,938.33	70,636.00	10.98
Alvin Community College	21	124	47,551.00	88,779.00	67,854.00	9.00
Amarillo College	33	176	45,971.00	84,316.63	60,968.33	11.47
Angelina College	29	81	50,352.00	78,336.00	61,625.19	11.08
Austin Community College	2	601	60,672.00	146,567.00	84,736.90	14.03
Blinn College	16	383	39,000.00	118,143.00	68,620.00	16.00
Brazosport College	8	93	55,140.00	129,420.96	74,973.00	11.00
Central Texas College	25	132	44,939.00	106,875.00	65,096.00	11.00
Cisco College (missing information)	#N/A					
Clarendon College	43	38	38,635.00	80,370.00	54,149.00	6.44
Coastal Bend College	39	54	42,000.00	86,310.00	56,803.00	9.00
College of the Mainland	23	96	50,329.00	91,822.00	67,597.00	11.00
Collin College	4	541	42,221.00	144,953.00	82,158.00	9.40
Dallas College	1	916	61,500.00	121,650.00	85,326.40	12.28
Del Mar College	7	302	56,773.00	107,229.01	75,559.69	9.69
El Paso Community College	27	416	44,407.00	122,457.00	62,584.00	14.00
Galveston College	11	59	50,278.00	100,555.00	72,936.00	7.70
Grayson College	18	119	54,686.00	78,000.00	68,181.00	9.00
Hill College (missing information)	#N/A					
Houston Community College System	9	848	45,596.00	111,045.00	74,551.00	13.00
Howard College	46	86	42,602.00	69,620.00	53,180.00	10.00
Kilgore College	45	136	41,430.24	71,906.82	53,341.37	7.04
Lamar Institute of Technology	42	87	44,526.00	81,969.00	56,258.00	9.00
Lamar State College - Orange	47	54	32,118.00	75,034.00	53,081.00	7.00
Lamar State College - Port Arthur	41	70	43,001.00	78,593.00	56,446.00	7.00
Laredo College (*27)	17	152	51,442.00	101,920.00	68,560.00	14.00
Lee College	14	163	54,480.00	114,178.00	70,450.00	10.00
Lone Star College System	10	837	47,748.31	128,074.41	74,416.47	11.40
McLennan Community College	3	192	53,013.00	124,954.00	83,026.00	14.80
Midland College (*21)	15	130	51,294.00	118,617.00	69,827.00	9.00
Navarro College (missing information)	#N/A					
North Central Texas College	28	142	44,614.00	86,672.00	62,317.14	9.80
Northeast Texas Community College	24	69	42,333.82	94,647.00	66,349.00	9.46
Odessa College	5	143.00	59,747.00	117,719.00	77,712.00	7.30
Panola College	26	66	49,656.00	90,130.00	65,086.00	7.00
Paris Junior College	22	81	49,013.00	96,000.00	67,656.00	9.02
Ranger College	48	37	28,500.00	75,960.00	50,260.30	6.35
San Jacinto College	12	518	49,751.00	143,244.00	71,677.91	9.40
South Plains College	30	214	48,693.00	110,294.00	61,432.00	12.20
South Texas College (*57) (missing information)	#N/A					
Southwest Texas Junior College	35	126	27,183.00	113,225.56	59,523.70	10.00
Tarrant County College District	6	655	65,118.00	137,498.00	76,030.00	9.56
Temple College	32	130	51,557.00	95,839.00	61,118.00	9
Texarkana College (*17)	40	76	37,343.00	73,760.00	56,557.00	16.6
Texas Southmost College	37	117	37,751.00	92,021.00	57,832.00	11.00
Trinity Valley Community College	19	103	50,894.00	101,084.00	68,163.00	12.00
Tyler Junior College	38	320	44,801.00	97,311.00	57,811.00	10.00
Vernon College	34	74	42,134.00	96,341.00	59,838.00	11.00
Victoria College	31	82	47,467.00	97,400.00	61,160.00	8.00
Weatherford College	20	128	45,267.00	98,395.00	68,040.00	8.00
Western Texas College (*8)	44	26	34,912.00	77,087.00	53,378.00	10.00
Wharton County Junior College	36	160	50,550.00	79,047.00	58,384.00	9.00
Total Faculty:		10950				
Average Salary:			46,862.16	101,719.54	65,693.03	

**COMPENSATION AND UTILIZATION OF PART-TIME INSTRUCTORS
TEXAS PUBLIC TWO-YEAR COLLEGES
2023-24 and 2024-25**

(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)

**Compensation for
One
Three -Hour Course**

College District	2023-24	2024-25	2024- 25 Rank	Percent Increase over 2023-24	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	3,082		#N/A	-100.00%	Yes	No			
Alvin Community College	2,120	2,400	15	13.21%	No	No	125	306	31.0%
Amarillo College	2,250	2,250	22	0.00%	Yes	No	167	253	41.1%
Angelina College	1,800	1,800	36	0.00%	No	No	81	133	12.0%
Austin Community College	4,113	4,239	1	3.06%	Yes	Yes	601	1,631	43.0%
Blinn College	2,350	2,375	20	1.06%	Yes	No	383	313	25.0%
Brazosport College	2,100		#N/A	-100.00%	No	Yes			
Central Texas College	2,000	2,080	31	4.00%	Yes	No	132	393	30.0%
Cisco College	1,800		#N/A	-100.00%	No	Yes			
Clarendon College	1,800	1,800	36	0.00%	No	No	38	28	28.0%
Coastal Bend College	2,100	2,100	24	0.00%	No	No	59	124	45.0%
College of the Mainland	2,304	2,400	15	4.17%	No	No	112	513	55.0%
Collin College	3,264	3,264	4	0.00%	No	No	541	1,518	40.0%
Dallas College	3,121	3,360	3	7.66%	No	No	1042	1,481	38.6%
Del Mar College	2,625	2,757	7	5.03%	Yes	No	302	145	16.0%
El Paso Community College	3,395	3,395	2	0.00%	No	No	432	708	55.3%
Galveston College	2,262	2,352	21	3.98%	No	No	59	53	20.3%
Grayson College	1,950	2,025	32	3.85%	No	No	119	76	20.0%
Hill College	1,800		#N/A	-100.00%	No	No			
Houston Community College	2,346		#N/A	-100.00%	No	No			

Howard College	2,700	2,700	9	0.00%	No	No	86		
Kilgore College	1,800		#N/A	-100.00%	Yes	No			
Lamar Institute of Technology	2,160	2,400	15	11.11%	No	No	87	190	
Lamar State College - Orange		2,400	15		No	No	54	106	
Lamar State College - Port Arthur		2,400			No	No			
Laredo College	2,250	2,550	11	13.33%	No	No	152	150	32.0%
Lee College	2,350	2,450	14	4.26%	No	No	163	220	37.0%
Lone Star College System	2,484	2,584	10	4.03%	No	No	836	2,427	55.0%
McLennan Community College	3,021	3,111	5	2.98%	Yes	No	192	125	19.0%
Midland College	2,475	2,475	13	0.00%	No	No	130	75	32.0%
Navarro College	1,800	2,100	24	16.67%	No	No			
North Central Texas College	2,010	2,010	33	0.00%	No	No	142	236	41.7%
Northeast Texas Community College	1,700	1,800	36	5.88%	No	Yes		103	30.2%
Odessa College	2,100	2,100	24	0.00%	No	No	143	100	25.0%
Panola College	2,010	2,100	24	4.48%	No	No	66	88	35.0%
Paris Junior College	1,950	2,100	24	7.69%	No	No	81	100	26.4%
Ranger College	1,500		#N/A	-100.00%	No	No			
San Jacinto College	2,400		#N/A	-100.00%	No	No			
South Plains College	1,800	1,800	36	0.00%	No	No	264	244	17.0%
South Texas College	2,250	2,750	8	22.22%	No	No	126	54	
Tarrant County College District	3,848		#N/A	-100.00%	Yes	Yes			
Temple College	2,175	2,175	23	0.00%	Yes	No	130	97	21.0%
Texarkana College	1,800	1,800	36	0.00%	No	No	76	43	30.0%
Texas Southmost College	2,550	2,550	11	0.00%	No	No	118	134	58.3%
Trinity Valley Community College	1,850	1,850	35	0.00%	No	No	103	61	16.0%
Tyler Junior College	2,100	2,100	24	0.00%	No	No	320	288	37.0%
Vernon College	1,800	1,800	36	0.00%	No	No			23.0%
Victoria College	1,929	1,967	34	1.97%	No	No	82	68	30.0%
Weatherford College	2,598	2,778	6	6.93%	No	No	130	344	38.0%
Western Texas College	1,650	1,650	42	0.00%	No	No	26	51	34.0%
Wharton County Junior College	2,100	2,100	24	0.00%	No	No	160	104	16.0%
Mean Salary	\$2,280	\$2,362					7,860	13,083	
Median Salary	\$2,120	\$2,301							