

FULL-TIME FACULTY NINE-MONTH PAY RANGES*

Effective 1-1-2020

Class	Minimum	Maximum
BA	\$43,941.28	\$86,300.68
MA	\$47,935.95	\$94,146.20
MA + 12	\$49,134.35	\$96,499.62
MA + 24	\$50,362.42	\$98,912.40
MA + 36	\$51,621.30	\$101,385.67
MA + 48	\$52,912.15	\$103,919.43
PhD	\$55,557.77	\$109,115.91

**Actual pay may differ from posted rates due to rounding. Adjustments will not be made for these differences.*

**Rates may change during the year based on any Board approved increases.*

Pay Ranges: Pay ranges represent ranges of competitive pay (vs. Big 8 Texas Community Colleges) for each class of full-time faculty. Rates for faculty new hires may vary; consult the Full-Time Faculty New Hire Pay Rates chart to confirm rates effective January 1, 2020.

Duty Days: Full-time, faculty are expected to work 166 duty days each academic year. This includes the two extra duty days added in 2012.

Rank: Add the following pay to your nine-month salary:

- a. Assistant Professor: \$1,468.80
- b. Associate Professor: \$2,919.24
- c. Professor: \$4,388.04

Contract Length: Pay for 12-month contracts will be pro-rated after rank is added.

[D.5.1.4 \(Procedure\) Full-Time Faculty Pay Schedule](#) approved 5-29-13 requires full-time faculty to be paid over 12 months.

This is for informational purposes only and does not imply either a change in employment status or a contract.