



TEXARKANA  
COLLEGE

# 2026-2027

## Employee Handbook & Compensation Plan

## **2026-2027 Texarkana College Employee Handbook and Compensation Plan**

This Texarkana College Employee Handbook and Compensation Plan is produced for all employees and community members to provide information about the College's compensation procedures and other employment information. The purpose of Texarkana College's compensation system is to attract and retain high-quality personnel. The President of the College is responsible for the development, maintenance, and administration of employee pay systems in accordance with Board policies and administrative procedures in the Compensation Plan. This Handbook and Compensation Plan will be updated annually to reflect any changes that are made through the budgetary planning process. In the event of discrepancies, the Office of Human Resources will determine final compensation calculations in accordance with approved policies.

The Texarkana College Compensation Plan is available on the College website at <http://www.texarkanacollege.edu/human-resources/> under the tab Downloadable Resources and in the Human Resources Office.

### **Employee Evaluation**

All Texarkana College employees will be evaluated at least annually based on assigned duties, established performance criteria, and other job-related factors. Employees will be informed of the criteria used in their evaluation.

The administration will establish evaluation procedures and tools to ensure consistency across the College. Supervisors will complete evaluations using appropriate documentation and performance information gathered throughout the year.

Administrators and professional staff will be evaluated by their immediate supervisor in accordance with Board Policy DLA (Local).

Performance appraisals for administrators will be completed each spring prior to Board contract recommendations. Evaluations for non-contracted employees should be completed by the end of the academic year.

Supervisors will review evaluations with employees and provide a copy. Final documentation will be maintained in the employee's personnel file.

*For more information on the Faculty and/or Dean Evaluation process, please refer to the TC Faculty Handbook and the Faculty Evaluation Handbook.*

### **Pay Description and Distribution**

Texarkana College employees will be compensated based on assigned positions and the compensation rates as approved by the Board. Jobs are classified for pay purposes on the basis of qualifications and duties as defined by the College, and all employees will be paid based on the salary scale or assigned pay range unless exceptions are granted by the College President.

Annual salary increases will be considered each year during the budgetary planning process. Any increase in salary will be contingent upon the employee receiving an overall rating of satisfactory or above on the annual performance appraisal. Additional stipends or supplemental payments that fall outside the scope of this Compensation Plan may be authorized by the President or designee.

Employees will be paid according to the College's payroll schedule. All employees are paid by Direct Deposit to each employee's bank account on the day of payroll.

The payroll schedule for 2026-2027 is as follows:

|                    |                   |                |                 |
|--------------------|-------------------|----------------|-----------------|
| September 15, 2026 | December 15, 2026 | March 15, 2027 | June 15, 2027   |
| September 30, 2026 | December 31, 2026 | March 31, 2027 | June 30, 2027   |
| October 15, 2026   | January 15, 2027  | April 15, 2027 | July 15, 2027   |
| October 30, 2026   | January 29, 2027  | April 30, 2027 | July 30, 2027   |
| November 13, 2026  | February 12, 2027 | May 14, 2027   | August 13, 2027 |
| November 30, 2026  | February 26, 2027 | May 28, 2027   | August 31, 2027 |

### **Merit Employee Pay**

Merit pay (either as one-time payment or merit salary increase) may be approved in excess of contractual amount for an employee or employees for reasons for a public purpose that serves the best interests of the College. (Policy DEA – Legal)

To be eligible for a merit salary increase, an employee must have been employed by the institution of higher education for the six months immediately preceding the effective date of the increase and at least six months must have elapsed since the employee's last merit salary increase.

The employee must have demonstrated meritorious performance evidenced by performance evaluation or have successfully completed a special project of significant importance to warrant special recognition. TC prohibits incentive compensation based on enrollment or financial aid outcomes and does not engage in high-pressure recruitment practices.

### **Applying for Interdepartmental Transfer**

Employees of Texarkana College who apply for a position with another department will not be considered unless the employee has notified their immediate supervisor of their intent to apply.

### **Job Classifications**

All jobs will be classified as exempt or nonexempt in accordance with the federal requirements of the Fair Labor Standards Act. The Office of Human Resources will determine the classification of each position based on the description of assigned job duties and the method of compensation. Generally, an employee is exempt if the employee's primary duties are executive, administrative, or professional as defined in FLSA regulations and is compensated on a salary basis.

All nonexempt employees are required to submit their weekly hours worked to the Office of Human Resources. Nonexempt full-time employees will complete their timesheets at the end of each week and submit them to HR with the supervisor's signature by Monday of the following week. Part-time nonexempt employees submit their timesheets on the 1<sup>st</sup> and the 16<sup>th</sup> of each month. If either of these dates falls on a non-workday, the next workday will be the submission date.

### **Overtime**

Nonexempt employees who physically work more than 40 hours in any work week will receive overtime compensation at time-and-a-half rates in compensatory time off or pay. A supervisor must approve all overtime worked in advance and is responsible for preventing unauthorized overtime. Nonexempt employees will not be allowed to work beyond their regular schedule without prior authorization.

Compensatory time may be accumulated up to a maximum limit of 60 hours at full value and will be taken prior to using other employee leave. An employee will use compensatory time within the duty year in which it is earned. If an employee has any unused compensatory time remaining at the end of a fiscal year, the employee will receive overtime pay (TC Board Policy DEA – Local).

### **Employee Standards of Conduct**

Employees of Texarkana College are responsible for reviewing policies regarding Standards of Conduct, including DH (Employee Standards of Conduct), DHA (Employee Standards of Conduct: Searches and Alcohol/Drug Testing), DHB (Employee Standards of Conduct: Child Abuse and Neglect Reporting), and DIAA/DIAB (Freedom from Discrimination, Harassment, and Retaliation). These policies and others can be found at <https://www.texarkanacollege.edu/about/leadership-faculty-staff/board-of-trustees/>.

In response to Executive Order GA-44 issued by Governor Greg Abbott, our community college reaffirms its commitment to fostering a safe and accessible campus environment. We condemn all forms of antisemitism, which is defined as "a certain perception of Jews, which may be expressed as hatred toward Jews" as outlined in Section 448.001 of the Texas Government Code, and uphold the values of respect, tolerance, and academic freedom. As directed by the Executive Order, our institution has updated its free speech policies to address the rise in antisemitic speech and actions on higher education campuses. We enforce these policies diligently to ensure that all

students and staff feel secure in expressing their views while upholding the standards of respectful discourse. Acts of antisemitism can and will lead to appropriate disciplinary action, up to and including expulsion (students) or termination (employees).

### 2026-2027 Summary of Benefits

#### **Part-time Employees (up to 20 hours weekly) – non-students**

Retirement – FICA-Alternative account

- Employee contribution – 3.75% of gross earnings
- Employer match contribution – 3.75% of gross earnings

#### **Part-time Employees (21 to 29 hours weekly)**

Retirement – TRS (Teacher Retirement System)

- Employee contribution – 8.25% of eligible gross earnings
- Employer match contribution – 8.25% of eligible gross earnings

#### **Benefit-eligible Employees (30 or more hours weekly)**

Retirement – TRS (Teacher Retirement System)

- Employee contribution – 8.25% of eligible gross earnings
- Employer match contribution – 8.25% of eligible gross earnings

Or

Retirement – ORP (Optional Retirement System) *Faculty or eligible administrators may select this option*

- Employee contribution – 6.65% of eligible gross earnings
- Employer match contribution – 6.6% of eligible gross earnings

Health Insurance – *(contribution amounts subject to increase per ERS)*

- Health Select of Texas
  - Employee only – \$0 cost to employee, \$730.64 employer contribution (monthly)
  - Employee and Spouse – \$417.56 cost to employee, \$1148.20 employer contribution (monthly)
  - Employee and Children – \$279.58 cost to employee, \$1010.22 employer contribution (monthly)
  - Employee and Family - \$697.14 cost to employee, \$1,427.78 employer contribution (monthly)
- Consumer Directed HealthSelect
  - See Human Resources for more details

Vision – Employee only premium amount paid by the College

Short Term Disability – Premium paid by the College

Life Insurance – Premium paid by the College for up to 2 times employee annual salary, not to exceed \$50,000

- Employee may opt for additional coverage up to 4 times annual salary at employee's expense

Additional Optional Benefits – employee expense

- |                           |                                                     |
|---------------------------|-----------------------------------------------------|
| • Dental                  | • Dependent Life Insurance                          |
| • Vision – for dependents | • TSA (Tax-Sheltered Annuity)                       |
| • Long Term Disability    | • Tex-Flex Account – Health Care / Dependent Care   |
| • AD&D Insurance          | • Charitable Contribution through payroll deduction |

**Fringe Benefits** *(See Policy DEB Local for more information)*

- The spouse and/or children of any full-time employee (employed a minimum of 6 months) are eligible for \$500 scholarships for each full semester, provided the recipient is a full-time student at the College, maintains at least a 2.0 GPA, and is listed as a dependent on the College's insurance policy or can be verified through the previous year's tax return.

- Any full-time employee of the College will be entitled to enroll himself or herself, his or her spouse, and/or children at the same rate of tuition as that charged to in-district students.
- For noncredit courses, any full-time employee of the College, his or her spouse, and/or dependent children will receive a 15 percent discount from the course fee.
- All College faculty and staff members and their immediate family will be entitled to free use of the Pinkerton Physical Education and Recreational Center.

### **Employee Leave**

Full-time employees are given 1 sick day per month of employment. For example, 9-Month Faculty are allotted 9 sick days annually, and 12-Month employees are allotted 12 sick days annually. Two of these days can be designated for personal leave. Four hours of sick leave are accrued with each payroll date.

Employees with 12-Month assignments are allotted 1 vacation day per month for a total of 10 annually. Vacation days are not accrued during the months of July and August. Four hours of vacation leave are accrued with each payroll date (excluding July and August).

Sick leave will accrue year to year but will not exceed 90 days total. Vacation days are intended to be used during each fiscal year awarded, but the employee can carry forward up to 5 vacation days into the next fiscal year with supervisor approval. Carry-over days are non-compensable and must be used within the next fiscal year or will be forfeited.

Sick and vacation leave may be taken in no less than 1-hour increments. Vacation time will be approved prior to time taken.

For information on policies for Mental Health and Quarantine Leave for Peace Officers, see policy DEC(LOCAL).

### **Catastrophic Leave Bank**

The College maintains an annual catastrophic leave bank to provide leave to employees for a catastrophic illness or injury that incapacitates an employee and creates a financial hardship because the employee has exhausted all accumulated leave.

#### *Definition of Catastrophic Leave*

A catastrophic illness or injury is an unforeseeable, unexpected, and undesired condition or combination of conditions and their complications. This type of illness or injury is a life-altering event beyond the employee's control and affords little or no opportunity to consider or plan for the event. A catastrophic illness or injury is of such a severe nature that it directly affects the mental or physical health of the employee, to the extent that it requires the services of a licensed health-care practitioner and subsequent hospital admission, and, as diagnosed by a licensed health-care practitioner, results in the employee's incapacity to perform his or her job functions for a minimum of 30 calendar days. A catastrophic illness or injury forces the employee to exhaust all leave earned by that employee and to lose compensation from the College. It includes a condition or event that creates a financial hardship for the employee, i.e., for which the employee is not receiving or cannot receive any other financial benefits. Complications resulting from pregnancy will be treated the same as any other condition. A catastrophic illness or injury will not affect an employee's rights or benefits under the Family and Medical Leave Act, temporary disability leave, or personal illness leave.

#### *Bank Year*

The bank year for the College's catastrophic leave bank is September 1 through August 31.

#### *Full-Time Personnel*

Full-time personnel, for purposes of the catastrophic leave bank, means College employees who are eligible to accrue sick and/or vacation leave.

#### *Day*

For purposes of the catastrophic leave bank, "day" means an employee workday unless otherwise specified.

### *Bank Membership*

All full-time personnel may become members of the bank. An employee must be a member in order to receive bank leave. Membership is voluntary. An employee's donation to the bank of leave hours equivalent to one workday of sick leave per bank year will establish membership in the bank. An employee hired prior to the beginning of the bank year will enroll and make the minimum donation to the bank by the beginning of each bank year in order to be eligible for bank benefits during that year. An employee hired after the start of the bank year will have 30 calendar days from the initial date of hire to enroll and make the minimum donation to the bank.

### *Loss of Bank Membership*

An employee will lose membership in the bank when:

1. Employment with the College ends through termination or resignation;
2. Membership is canceled by the employee; or
3. The employee has taken a leave of absence as allowed by Board policy.

### *Bank Leave*

The bank begins each bank year with zero leave. Unused bank leave during any given bank year will not be carried over into the succeeding bank year but, instead, will be extinguished. The maximum amount of bank leave for any given bank year will not exceed the total number of members in the bank for that year. If all leave donated to the bank for any given bank year is depleted prior to the end of that year, the bank will terminate for that year. Donated bank leave will become the property of the College. Donations will not be returned, refunded, or reimbursed to the donor member under any circumstances, including, but not limited to, voluntary cancellation of membership in the bank.

### *Request for Award of Bank Leave*

Members will request in writing an award of bank leave only after all other accumulated leave has been exhausted. Conditional requests for an award of bank leave may be submitted if it is reasonably anticipated that the catastrophic illness will result in the exhaustion of all other accumulated leave. An initial award of leave bank hours up to the equivalent of 30 workdays may be granted for each separate catastrophic illness or injury. If a member fails to recover within the first 30 days, the member may apply for additional bank leave. However, no member will be eligible for more leave bank hours than the equivalent of 60 workdays for one or more catastrophic illnesses or injuries during a bank year. Additionally, no member will be awarded more leave bank hours than the equivalent of 60 workdays over one or more bank years for the same catastrophic illness or injury.

### *Administrative Regulations*

Members will follow regulations promulgated by the administration setting forth the procedures and appropriate forms for enrolling in the bank, canceling bank membership, and requesting an award of bank days.

### *Catastrophic Leave Bank Committee*

The catastrophic leave bank committee will approve or disapprove all requests for bank leave. The committee will consist of the Faculty Association President, the Vice President of Administrative Services, the Vice President of Finance, and the Vice President of Instruction. The committee may request that the applicant appear and substantiate the request with pertinent documentation of the catastrophic illness or injury and financial hardship.

### *Appeal*

All decisions regarding the catastrophic leave bank may be appealed in accordance with DGBA(LOCAL), beginning with the College President or designee.

For more information on employee leave, see policy DEC(LOCAL).

**Work Calendars**

|                                        |                                                                                                                                                                                                                                                    |
|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9-Month Faculty                        | August 10, 2026 – May 14, 2027 (Eligible for all scheduled holidays)                                                                                                                                                                               |
| 12-Month Faculty                       | August 10, 2026 – August 6, 2027 (Eligible for all scheduled holidays)                                                                                                                                                                             |
| 11-Month Staff                         | August 1, 2026 – June 12, 2027 (Eligible for all scheduled holidays)                                                                                                                                                                               |
| 12-Month Administrative / Office Staff | September 1, 2026 – August 31, 2027<br>(Eligible for all scheduled holidays, 10 vacation days)                                                                                                                                                     |
| 12-Month Facilities and Security Staff | September 1, 2026 – August 31, 2027 (with 16 Paid Holidays, 10 vacation days)<br><i>Sep. 7, 2026, Nov. 25-27, 2026, Dec. 23-25, 31, 2026,<br/>Jan. 1, 2027, Jan. 18, 2027, Mar. 17-19, 2027, May 31, 2027,<br/>Jun. 18, 2027, and Jul. 5, 2027</i> |

**2026-2027 TC Holidays**

Labor Day – September 7, 2026  
 Thanksgiving – November 23-27, 2026  
 Christmas – December 21, 2026 – January 1, 2027  
 MLK Day – January 18, 2027  
 Spring Break – March 15-19, 2027  
 Memorial Day – May 31, 2027  
 Emancipation Day – June 18, 2027  
 Independence Day – July 5, 2027 (observed)

**2026-2027 Faculty In-service Days**

August 10 & 11, 2026\*  
 January 14 & 15, 2027\*  
*\*Dates subject to change*

**2026-2027 Graduation Dates**

December 10, 2026\*  
 May 13, 2027\*  
*\*Dates subject to change*

**Semester Begin and End Dates**

| <b><u>Term</u></b>           | <b><u>Begin</u></b> | <b><u>End</u></b> |
|------------------------------|---------------------|-------------------|
| Fall, 2026                   | August 12, 2026     | December 11, 2026 |
| Workforce Spring, 2027       | January 11, 2027    | May 14, 2027      |
| Spring, 2027                 | January 19, 2027    | May 14, 2027      |
| LVN & Workforce Summer, 2027 | May 17, 2027        | August 6, 2027    |
| Summer 1 (5-week), 2027      | June 1, 2027        | July 2, 2027      |
| Summer 2 (5-week), 2027      | July 6, 2027        | August 6, 2027    |

**2026-2027 Texarkana College Administrative Pay Categories**

|                                                                 | <b><u>Minimum</u></b> | <b><u>Average</u></b> | <b><u>Maximum</u></b> |
|-----------------------------------------------------------------|-----------------------|-----------------------|-----------------------|
| <b><u>Category P1 – Department / Program Administration</u></b> | \$66,000              | \$79,300              | \$93,500              |
| Database Administrator                                          |                       |                       |                       |
| Director of Bookstore                                           |                       |                       |                       |
| Director of Community Education                                 |                       |                       |                       |
| Director of Dual Credit                                         |                       |                       |                       |
| Director of Human Resources                                     |                       |                       |                       |
| Director of Recruitment                                         |                       |                       |                       |
| Director of Transfer and Career Center                          |                       |                       |                       |
| Director of Testing Center                                      |                       |                       |                       |
| Director of Library                                             |                       |                       |                       |
| Registrar                                                       |                       |                       |                       |

**Category P2 – Executive Administration**

\$77,000    \$96,700    \$116,000

Chief of Police  
 Controller  
 Executive Director of Academic Services  
 Executive Director of Business Office  
 Executive Director of Student Disabilities  
 Executive Director of Development and Foundation  
 Executive Director of Facility Services  
 Executive Director of Financial Aid  
 Executive Director of Information Technology  
 Executive Director of Institutional Advancement  
 Executive Director of KTXK Radio  
 Executive Director of President/Board Operations  
 Executive Director of Admissions/EOC  
 Executive Director of Secondary Partnerships and Outcomes  
 Executive Director of Institutional Research and Compliance  
 Executive Director of Emergency Management and Projects  
 Executive Director of Career and Technical Training

**Category P3 – Dean / Student Administration**

\$79,000    \$115,600    \$129,500

Dean of Health Sciences  
 Dean of Liberal and Performing Arts  
 Dean of Student Life  
 Dean of STEM and Business  
 Dean of Students  
 Dean of Social Sciences and Prison Education  
 Dean of Workforce Education

**Category P4 – Executive Leadership**

\$145,000    \$175,000    \$186,000

Vice President of Administrative Services  
 Vice President of Campus Operations  
 Vice President of Finance  
 Vice President of Instruction  
 Vice President of Student Services

**2026-2027 Texarkana College Professional and Support Employee Pay Categories\***

(\*salaries based on 12-month equivalent)

|                                                                 |        | <u>Minimum</u> | <u>Average</u> | <u>Maximum</u> |
|-----------------------------------------------------------------|--------|----------------|----------------|----------------|
| <b><u>Category PS1- Campus Security / Facility Services</u></b> |        |                |                |                |
|                                                                 | Yearly | \$25,000       | \$32,500       | \$42,000       |
| Facilities and Security Staff                                   | Hourly | \$12.00        | \$15.62        | \$20.19        |
| <b><u>Category PS2 – Office and Program Services</u></b>        |        |                |                |                |
|                                                                 | Yearly | \$31,000       | \$39,000       | \$47,000       |
| Administrative Assistant/Clerical                               | Hourly | \$14.90        | \$18.75        | \$22.59        |
| Testing Services                                                |        |                |                |                |
| <b><u>Category PS3 – Instructional and Student Services</u></b> |        |                |                |                |
|                                                                 | Yearly | \$33,500       | \$44,600       | \$56,000       |
| Bookstore and Business Office                                   | Hourly | \$16.10        |                |                |
| TRIO / Success Services                                         |        |                |                |                |
| Community Education                                             |        |                |                |                |
| Lab Assistant / Assistant Instruction Workforce                 |        |                |                |                |

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Library Services  
 Student Advising, Student Life and Recruitment  
 Technical Support  
 Welcome Center

**Category PS4 – Department and Program Coordination**

Yearly \$43,500 \$52,500 \$63,000

Business Office A/P and Student Accounts  
 Community and Business Education  
 Enrollment and Counseling Services  
 Financial Aid Services  
 Institutional Research  
 Library Access Services  
 Pinkerton Recreation Center  
 TRIO and Retention Services

**Category PS5 – Police / Facility Services Management**

Yearly \$45,500 \$55,500 \$65,000

Facilities Supervisor/Specialization  
 Police Officer

**Category PS6 – Program Management**

Yearly \$54,100 \$69,700 \$82,500

Assistant Director of Facility Services  
 Dual Credit / Distance Education  
 Billing / Payroll / Purchasing  
 Technology Systems & Digital Services  
 Institutional Advancement  
 Workforce Grant Administration

**2026-2027 Texarkana College Part-Time Employee Pay Grades**

|                                                             |        | <u>Minimum</u> | <u>Maximum</u> |
|-------------------------------------------------------------|--------|----------------|----------------|
| <b><u>Category PT1 – Part-Time Clerical and Support</u></b> | Hourly | \$10.00        | \$13.50        |
| Pinkerton Recreation Center                                 |        |                |                |
| Security / Facility Services / Radio Station                |        |                |                |
| Student Workers                                             |        |                |                |
| Student Services/ Testing Proctor/Clerical                  |        |                |                |
| <b><u>Category PT2 – Part-Time Specialized Support</u></b>  | Hourly | \$13.51        | \$18.50        |
| Dispatcher/Security                                         |        |                |                |
| Instructional Lab Assistance                                |        |                |                |
| Office Assistance - Specialized                             |        |                |                |
| Peer and Professional Tutor                                 |        |                |                |
| Radio Host - KTXK                                           |        |                |                |
| <b><u>Category PT3 – Part-Time Professional Support</u></b> | Hourly | \$18.51        | \$50.00        |
| Adult Education Instruction                                 |        |                |                |
| Advisement/Retention                                        |        |                |                |
| Business / Health Professional                              |        |                |                |
| Police Officer                                              |        |                |                |
| Professional – Other                                        |        |                |                |

*\*Other Salary or hourly rates may be determined by assignment and approved by the College President or Designee.*

***2026-2027 Texarkana College Salary Schedule for 9-Month Faculty\*\****

| Years of Completed Experience | Less than Bachelors | Bachelors | Masters | Masters +24 | Masters +48 | Doctorate |
|-------------------------------|---------------------|-----------|---------|-------------|-------------|-----------|
| 0                             | 35,770              | 40,530    | 47,700  | 49,970      | 52,230      | 55,130    |
| 1                             | 36,380              | 41,230    | 48,500  | 50,790      | 53,040      | 55,950    |
| 2                             | 37,000              | 41,930    | 49,330  | 51,600      | 53,870      | 56,760    |
| 3                             | 37,610              | 42,630    | 50,140  | 52,430      | 54,690      | 57,590    |
| 4                             | 38,240              | 43,330    | 50,980  | 53,250      | 55,530      | 58,410    |
| 5                             | 38,860              | 44,040    | 51,810  | 54,080      | 56,340      | 59,230    |
| 6                             | 39,470              | 44,740    | 52,630  | 54,910      | 57,170      | 60,060    |
| 7                             | 40,100              | 45,440    | 53,460  | 55,730      | 58,010      | 60,890    |
| 8                             | 40,710              | 46,140    | 54,270  | 56,560      | 58,820      | 61,720    |
| 9                             | 41,320              | 46,840    | 55,100  | 57,390      | 59,650      | 62,540    |
| 10                            | 41,950              | 47,540    | 55,940  | 58,210      | 60,500      | 63,370    |
| 11                            | 42,550              | 48,280    | 56,730  | 59,000      | 61,330      | 64,190    |
| 12                            | 43,180              | 48,950    | 57,540  | 59,770      | 62,110      | 65,030    |
| 13                            | 43,750              | 49,570    | 58,260  | 60,550      | 62,840      | 65,750    |
| 14                            | 44,270              | 50,170    | 59,000  | 61,300      | 63,570      | 66,460    |
| 15                            | 44,740              | 50,690    | 59,650  | 61,920      | 64,190      | 67,090    |
| 16                            | 45,210              | 51,220    | 60,270  | 62,550      | 64,810      | 67,700    |
| 17                            | 45,670              | 51,770    | 60,890  | 63,160      | 65,430      | 68,310    |
| 18                            | 46,130              | 52,290    | 61,510  | 63,780      | 66,050      | 68,940    |
| 19                            | 46,590              | 52,810    | 62,120  | 64,400      | 66,660      | 69,550    |
| 20                            | 46,910              | 53,160    | 62,550  | 64,810      | 67,080      | 69,970    |
| 21                            | 47,230              | 53,530    | 62,960  | 65,220      | 67,490      | 70,380    |
| 22                            | 47,540              | 53,890    | 63,390  | 65,640      | 67,910      | 70,800    |
| 23                            | 47,860              | 54,240    | 63,960  | 66,050      | 68,310      | 71,210    |
| 24                            | 47,860              | 54,240    | 64,480  | 66,460      | 68,730      | 71,620    |
| 25                            | 47,860              | 54,240    | 64,480  | 66,880      | 69,140      | 72,020    |
| 26                            | 47,860              | 54,240    | 64,480  | 67,280      | 69,550      | 72,440    |
| 27                            | 47,860              | 54,240    | 64,480  | 67,700      | 69,970      | 72,860    |
| 28                            | 47,860              | 54,240    | 64,480  | 68,120      | 70,380      | 73,270    |
| 29                            | 47,860              | 54,240    | 64,480  | 68,570      | 70,800      | 73,680    |
| 30                            | 47,860              | 54,240    | 64,480  | 69,040      | 71,210      | 74,090    |
| 31                            | 47,860              | 54,240    | 64,480  | 69,500      | 71,620      | 74,500    |
| 32                            | 47,860              | 54,240    | 64,480  | 70,030      | 72,030      | 74,920    |
| 33                            | 47,860              | 54,240    | 64,480  | 70,030      | 72,450      | 75,340    |
| 34                            | 47,860              | 54,240    | 64,480  | 70,030      | 72,860      | 75,750    |
| 35+                           | 47,860              | 54,240    | 64,480  | 70,030      | 73,290      | 76,120    |

***2026-2027 Texarkana College Salary Schedule for 12-Month Faculty\*\*^^***

| Years of Completed Experience | Less than Bachelors | Bachelors | Masters |
|-------------------------------|---------------------|-----------|---------|
| 0                             | 47,700              | 54,050    | 63,590  |
| 1                             | 48,500              | 54,980    | 64,670  |
| 2                             | 49,330              | 55,900    | 65,760  |
| 3                             | 50,140              | 56,830    | 66,870  |
| 4                             | 50,980              | 57,770    | 67,970  |
| 5                             | 51,810              | 58,720    | 69,070  |
| 6                             | 52,630              | 59,650    | 70,180  |
| 7                             | 53,460              | 60,590    | 71,280  |
| 8                             | 54,270              | 61,520    | 72,370  |
| 9                             | 55,100              | 62,450    | 73,460  |
| 10                            | 55,940              | 63,390    | 74,570  |
| 11                            | 56,700              | 64,370    | 75,640  |
| 12                            | 57,540              | 65,260    | 76,700  |
| 13                            | 58,260              | 66,100    | 77,680  |
| 14                            | 59,000              | 66,910    | 78,650  |
| 15                            | 59,650              | 67,600    | 79,530  |
| 16                            | 60,270              | 68,300    | 80,360  |
| 17                            | 60,890              | 69,010    | 81,190  |
| 18                            | 61,510              | 69,710    | 82,020  |
| 19                            | 62,120              | 70,400    | 82,820  |
| 20                            | 62,550              | 70,880    | 83,400  |
| 21                            | 62,960              | 71,370    | 83,960  |
| 22+                           | 63,390              | 71,840    | 84,520  |

Years of service for 9- and 12-month Faculty will be awarded as follows:

- Teaching at the College level (Texarkana College or other higher education institution) will accumulate exact years of service without limit. Assignment must be full-time equivalent.
- Teaching in public schools (K-12) will award 1 year of service for every two years of teaching. The maximum is 5 years of service that can be accumulated. Assignment must be full-time equivalent.
- Full-time work experience that directly relates to the instructor's teaching assignment will award 1 year of service for every two years of work experience. The maximum is 5 years of service that can be accumulated.

Each of the three areas listed above will be combined for total years of service.

\*\*Faculty advisors will receive \$500 annually for advising.

^^Credentialing beyond master's degree for 12-month Faculty will have the following added to annual salary:

- \$500 for M+24
- \$1,000 for M+48
- \$1,500 for Doctorate

***Administrative exceptions to these criteria can be considered by the College President or Designee.***

***2026-2027 Texarkana College Adjunct / Overload Course Pay***

|                                  |             |
|----------------------------------|-------------|
| 1-hr credit courses (standard)   | 600         |
| 1-hr credit courses (exceptions) |             |
| PHED 1-hr courses                | 800         |
| DRAM 11xx, 21xx                  | 1,600       |
| 2-hr credit courses (standard)   | 1,200       |
| 3-hr credit courses (standard)   | 1,800       |
| 3-hr credit courses (exceptions) |             |
| CDEC 1317, 2322, 2324            | 2,000       |
| ACNT 1311                        | 2,200       |
| ARTC, ARTS (not ARTS 1301)       | 2,200       |
| Computer courses (not ITNW 1351) | 2,200       |
| DRAM 1330, 1351, 1352            | 2,200       |
| CDEC 1313                        | 2,400       |
| 4-hr courses (standard)          | 2,400       |
| 4-hr courses (exceptions)        |             |
| ITCC                             | 3,000       |
| MATH 1442                        | 3,000       |
| Science courses                  |             |
| lecture                          | 1,800       |
| lab (3 hrs)                      | 1,200       |
| lab (4 hrs)                      | 1,600       |
| Music Instruction (MUAP, MUEN)   | Per Student |

| <u>Health Sciences Clinical pay</u>                                                                                                                                  | M                | B     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-------|
| VN 1st Semester Clinical (256 CH)                                                                                                                                    | 10,240           | 8,960 |
| VN 2nd Semester Clinical (192 CH)                                                                                                                                    | 7,680            | 6,720 |
| VN 3rd Semester Clinical (256 CH)                                                                                                                                    | 10,240           | 8,960 |
| ADN 1st Semester Clinical (144 CH)                                                                                                                                   | 5,760            | 5,040 |
| ADN 2nd Semester Clinical (192 CH)                                                                                                                                   | 7,680            | 6,720 |
| ADN 3rd Semester Clinical (192 CH)                                                                                                                                   | 7,680            | 6,720 |
| ADN 4th Semester Clinical (256 CH)                                                                                                                                   | 10,240           | 8,960 |
| ADN Transition Clinical (64 CH)                                                                                                                                      | 2,560            | 2,240 |
| ADN Tran. Clinical/Theory (144 CH)                                                                                                                                   | 5,760            | 5,040 |
| B=Less than Masters Degree                                                                                                                                           | M=Masters Degree |       |
| LLB courses are paid based on weekly contact hours (time spent in class)                                                                                             |                  |       |
| Courses not included on this list will be paid with consideration to SCH and contact hours.                                                                          |                  |       |
| <b>All TC Course Rates are based on the minimum class size (12 students). Courses that do not meet the minimum criteria will be prorated on a per-student basis.</b> |                  |       |
| <u>Example:</u> the per-student rate for a 3CH course is $1800/12 = 150$ .                                                                                           |                  |       |
| <b><i>Administrative exceptions to these criteria can be considered by the College President or Designee.</i></b>                                                    |                  |       |