

Do not complete this PDF. It is only for reference. The online survey will show the necessary questions to your college.

Please Note: this document shows the entire Community College Salary Survey, which includes questions that are dynamically shown on-screen based on a answers to a previous question. You will not see every item shown here in the online survey.

The responding college grants TASB a perpetual, nonexclusive, royalty-free license to copy, modify, and use any information and data obtained from this survey so that TASB may create analytical trend data and to improve the quality of TASB's services to its members, clients, and constituents, as well as to carry out TASB's legitimate business purposes, including the creation of statistical studies and compilations. Such studies and compilations may be shared with third parties, such as the Texas Education Agency, the Texas Legislature, and media.

College: [contact('organization')]

To save and return later to complete the survey click "next" at the bottom of the page. Pages you are currently on will <u>NOT</u> be saved until you click "next". You may return to earlier pages using the "back" button.

If another person in [contact('organization')] should complete this survey, please forward the email to the correct person.

This survey covers benchmarks for faculty pay as well as a variety of other job benchmarks common across Texas community colleges.

Click here to access the sample survey, survey assistance file, and FAQs.

- The sample survey allows you to see all included benchmarks and data fields in order to prepare summary reports from your system.
- The FAQs cover common questions we receive about our surveys.
- The survey assistance file is a handy Excel reference that includes job description and survey instructions.

Helpful information as you begin the survey:

- You may leave the survey after a completed page and resume using the link from your email.
- A red asterisk * appears on questions that are required.
- Some items may show a follow-up question asking you to review then either update or confirm a value. Our aim is to reduce followup questions during the survey checking process.
- Once the survey has been submitted, a copy of your survey responses will be sent to the e-mail address entered on the next page.

Questions? Contact one of our analysts atsalary.survey@tasb.org or 800.580.7782

You are completing the survey for:

- College Name: [contact('organization')]
- ESC Region: [invite('custom 2')]

This information comes from our database of Texas colleges. If you have a question about this information, please contact us at salary.survey@tasb.org.

By completing this survey, you and your organization consent to TASB's reproduction and use, without royalty, of any information and data obtained from this survey to create analyses and to improve the quality of TASB's services to its members and clients, as well as to carry out TASB's legitimate business purposes, including the creation of statistical studies and compilations.
College: [contact('organization')] To save and return later to complete the survey click "Next" at the bottom of the page. Pages you are currently on will <u>NOT</u> be saved until you click "Next". You may return to earlier pages using the "Back" button.
Contact information for person completing survey Information will be used to follow up on any data questions during the validation process. Name * Job title/Department Email Address * Phone number
Student enrollment (head count) as of September 1, 2024 *
Employee count as of September 1, 2024 * Section Navigator
College: [contact('organization')] New for the survey this year: • An assistance file has been created and can be found in the hyperlinks below.
Click here to access the sample survey, assistance file, and FAQs.
 The sample survey allows you to see all included benchmarks and data fields in order to prepare summary reports from your system. The FAQs cover common questions we receive about our surveys.
 General guidelines: A red asterisk * indicates that field requires input. If your college has no benchmark jobs in a section, answer that you are "Finished" at the end of the section, then click "Next" on that page. If you have a comment, such as the level of position or job title used in your college, please use the comment box at the end of
 each section. Report full-time positions only, unless otherwise indicated (such as part-time faculty).
 About benchmarks: Your college may not have all benchmarks shown, and not every job at your college will have a benchmark match here. Benchmark job titles may be different than college titles, so please read the brief job description to determine appropriate job match. We may survey some positions as hourly that are paid as salaried at your college (or vice versa). If the job matches our description, please convert rates to report it. Additional benchmark instructions and samples are included in the Introduction & Leadership section below and in the survey assistance file found here.

General		
Number of full-time faculty *	Number of part-time faculty *	Duty months in standard faculty calendar*
Duty days in standard faculty calendar (e.g., 180 days for 9 months) *	Average Master's Degree Actual S (ONLY master's degree faculty) Base Salary: full-time, standard dut Exclude staff paid on a separate sche	y months from above, no stipends *
Highest Actual Base Salary (<u>ALL</u> faculty levels) Base Salary: full-time, standard du	uty months from above, no stipends *	
Full-Time Faculty: Base Sala	ry Schedules	
•		for faculty working standard duty months reported above. aster's degrees, please report them all in the Master's

degree blank.

If your college uses an open range for faculty, please enter the range minimum at '0 Years (\$)' and the range maximum at 'Maximum (\$)'. The average amounts by year may be entered for 5 through 20.

Certificate or Assoc	ciate Degree So	hedule				
Number of Faculty on Schedule	0 Years (\$) *	5 Years (\$)	10 Years (\$)	15 Years (\$)	20 Years (\$)	Maximum (\$) *
Bachelor's Degree	Schedule					
Number of Faculty on Schedule	0 Years (\$) *	5 Years (\$)	10 Years (\$)	15 Years (\$)	20 Years (\$)	Maximum (\$) *
Master's Degree Sc	hedule					
Number of Faculty on Schedule	0 Years (\$) *	5 Years (\$)	10 Years (\$)	15 Years (\$)	20 Years (\$)	Maximum (\$) *
Master's Degree + 2	4 hours Sched	ule				
Number of Faculty on Schedule	0 Years (\$) *	5 Years (\$)	10 Years (\$)	15 Years (\$)	20 Years (\$)	Maximum (\$) *
Master's Degree + 4	8 hours Sched	ule				
Number of Faculty on Schedule	0 Years (\$) *	5 Years (\$)	10 Years (\$)	15 Years (\$)	20 Years (\$)	Maximum (\$) *

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Number of Faculty on Schedule	0 Years (\$) *	5 Years (\$)	10 Years (\$)	15 Years (\$)	20 Years (\$)	Maximum (\$) *
Part-time Faculty						
Report the amoun hours.	t paid per credit	hour taught. If	the college pays	by contact hour	, please convert	to credit
(e.g., for many col	leges, there are	14 contact hou	urs for 1 credit ho	ur course)		
	Certificat Degree	e or Associate				
	Bachelor Degree	's	Comme	nts		
	Master's Degree					
	Doctorat	е				
	Degree					
	Degree					

Overload Pay	Comments
Lecture Pay	
Lab Pay	

Other Faculty Pay

Report the amount paid as an annual stipend or differential for these roles. Leave blank if your college does not pay an additional amount for these areas.

 Department Chair
 Comments

 Lead Faculty
 Other (describe in comments)

Nursing, Allied Health, and Industry Fa Please report stipends paid to all facul the annual stipend or differential for the Leave blank if your college does not pa	ty in the program, do not report prose roles.	
LVN or LPN	Radiology	Advanced Manufacturin

	LPN	Radiology	Manufacturing
	ASN	COTA/PTA	Welding
	Phlebotomy	Automotive	Drafting

Please indicate any additional workforce or health-related departments where your college pays a stipend to faculty, along with the stipend amount.

Submitting a copy of the college's faculty salary schedule can reduce the number of questions we need to ask.

Upload the file here if available.

Before you leave - are you finished with the Faculty section? *

- o Finished
- Need to come back later

Other College Jobs - Introduction

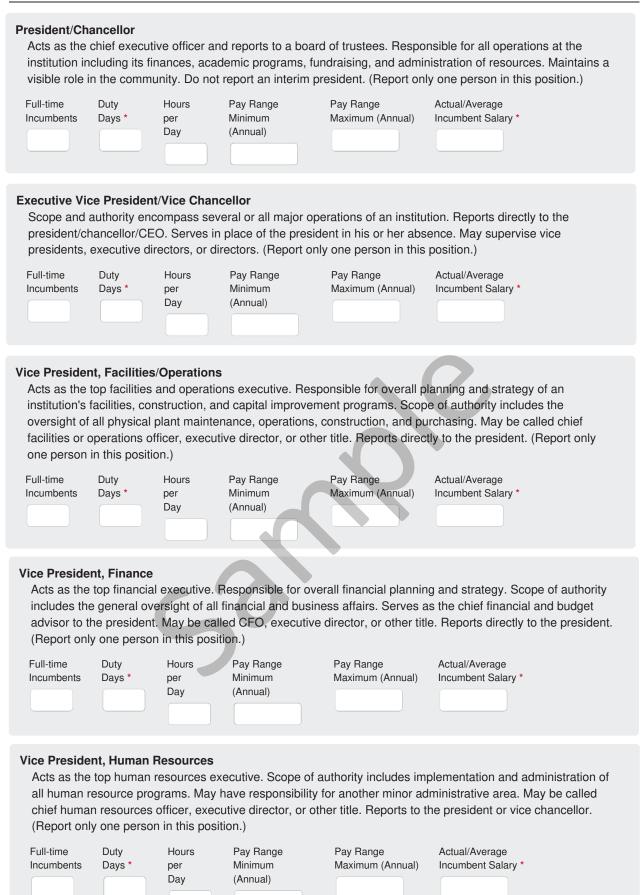
For each benchmark job:

- Do not report jobs from different pay grades in the same benchmark (e.g., donot combine HVAC Mechanic I, II, and III into the HVAC Mechanic benchmark). Instead, review the brief job description and choose the level that is a closest match—this is often the middle level for larger colleges or the level with the most incumbents.
- If someone has a hybrid job, such as administrative assistant/payroll specialist, please report them in the position that requires the larger portion of their time (in this example, most likely payroll specialist).

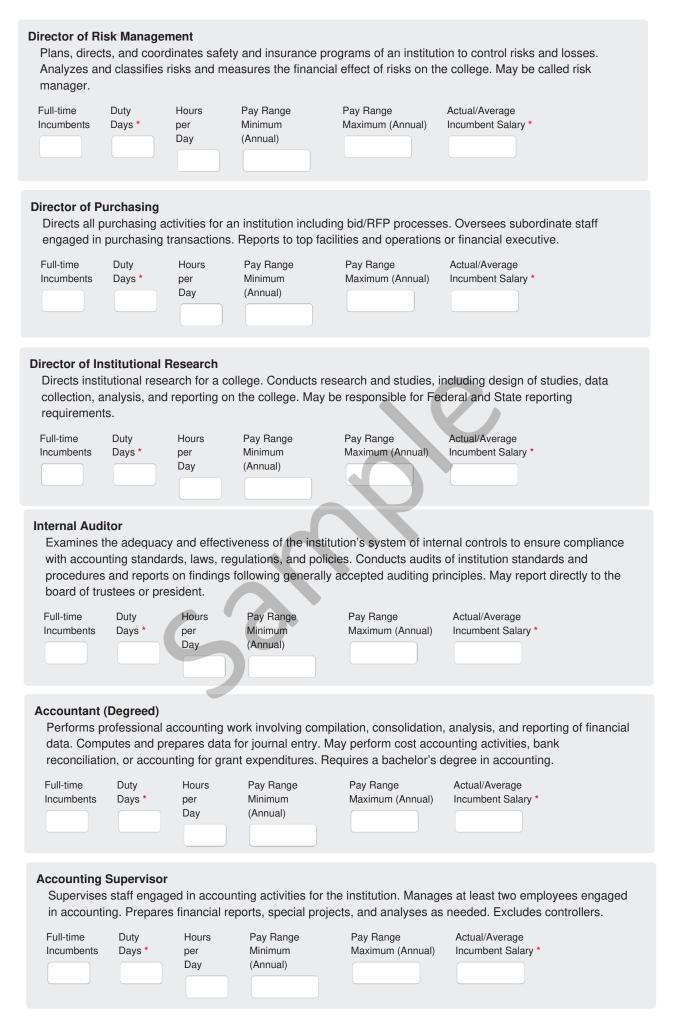
Sample benchmark

- Full-time Incumbents:
 - Enter the number of full-time incumbents. If the job does not exist or is vacant skip to the next job.
 - · After you've entered an incumbent, additional data fields will appear to the right of it (may experience a slight pause).
- Duty Days: (required) The standard duty days for a full year in the position. If days vary, please report the most common schedule.
- Hours per Day: (required for nonexempt benchmarks) The standard daily hours for the position. If hours vary, please report the most common schedule.
- Pay Range Minimum and Maximum: If the college has a set pay range for a job, report the minimum or both minimum/maximum here (jobs will indicate whether annual or hourly values are needed).
 - Types of pay ranges include minimum/midpoint/maximum structures or placement scales.
 - **Do not** report actual minimum and maximum pay of incumbents. Only report a minimum and maximum if a pay range is used, otherwise leave blank.
- Actual/Average Incumbent Pay: (required) The actual, current incumbent pay for a benchmark job, averaged if there are multiple incumbents. Each benchmark will indicate whether annual or hourly values are needed.

If you have questions about how to complete the survey, please contact our Data Services team at salary.survey@tasb.org or 800.580.7782.



instructional instructional	institution's I programs a I program. N	top instructio Ind services. Iay be called	Supervises other a	administrators respon ficer, provost, execu	anning, strategy, and evaluation of nsible for portions of the college's utive director, or other title. Reports			
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *			
and recruitir	top student ng, counselir	services and	g, student activities	, and housing. May	onsible for overall student retention be called chief student affairs report only one person in this			
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *			
Vice Preside	nt Tooknol	0.01/						
implementa deployment	institution's ation of techr t, and use of	top informati nology syster information	ms institution-wide.	Provides expertise a nstitution. May be ca	ble for strategic planning and and direction in the development, illed chief technology officer, Actual/Average Incumbent Salary *			
College Lead	dership Con	nments						
(e.g., notes	about level	of job or job	title matched to a b	enchmark)				
		5						
Before you lea	ive - are you	finished with	n the Leadership s	ection? * OF	inished			
				ΟN	leed to come back later			
Business/Finance	9							
Directs and payable, an	Director of Finance Directs and manages the institution's business functions which may include accounting, payroll, accounts payable, and purchasing. Manages staff engaged in these activities. If position reports directly to the president, report under vice president, finance.							
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *			



Payroll Supervisor Supervises staff engaged in payroll and manages daily payroll activities for the institution. Manages at least two employees engaged in payroll processing. May also perform routine payroll activities to ensure payroll deadlines are met. Full-time Duty Hours Pay Range Pay Range Actual/Average Incumbent Salary * Incumbents Days * per Minimum Maximum Day (Annual) (Annual) **Accounts Payable Specialist** Pays vendor invoices and records transactions in a general ledger. Maintains accounts payable records and vendor invoices. Uses standard accounting procedures and forms. Full-time Duty Hours Pay Range Pay Range Actual/Average Incumbents Days * per Day * Minimum (Hourly) Maximum (Hourly) Incumbent Hourly Rate * Accounting Specialist Maintains records of financial transactions for the institution. Verifies and enters details of transactions, summarizes details in separate ledgers, balances bank statements, and compiles reports showing revenues and expenditures. Reports to the accounting supervisor or accountant. Full-time Duty Hours Pay Range Pay Range Actual/Average per Day * Incumbents Days * Minimum (Hourly) Maximum (Hourly) Incumbent Hourly Rate * Payroll Specialist Compiles and prepares regular institution payroll under supervision. Calculates employee wages, salaries, hours worked, overtime pay, and determines withholdings, deductions, and net pay. Prepares paychecks, maintains employee payroll history, and provides reports to outside agencies. Full-time Duty Hours Pay Range Pay Range Actual/Average Minimum (Hourly) Maximum (Hourly) Incumbent Hourly Rate * Incumbents Days * per Day * **Buver** Responsible for purchasing and negotiating materials, equipment, and services for institution. Evaluates vendor quotes and services. Determines vendor suppliers and product availability. Maintains contact with vendors and ensures compliance with contracts. Full-time Duty Hours Pay Range Pay Range Actual/Average Incumbents Days * per Day * Minimum (Hourly) Maximum (Hourly) Incumbent Hourly Rate *

	-			epares and maintai Pay Range	ns purchase orders and verifies Actual/Average		
Incumbents	Days *	per Day *	Minimum (Hourly)	Maximum (Hourly)	Incumbent Hourly Rate *		
Business/Finance Comments (e.g., notes about level of job or job title matched to a benchmark)							
Before you lea	ave - are you	finished with	n the Business/Fin	ance section? *			
	come back later						
Human Resource							
numan nesource	S						
	<u>s</u>			X			
College: [conta		n')]		X			
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College: [conta To save and ret	ct('organizatio turn later to co	mplete the su		ne bottom of the page ng the "Back" button.			
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College: [conta To save and ret saved until you For the following • full-time in • annual sa Director of H Directs and	ct('organizatio turn later to co click "Next". ' benchmarks, p ncumbents for laries for pay ra uman Resou coordinates	mplete the sur You may return please report: counts and ave ange minimum, urces the activities	n to earlier pages usi erages, and pay range maximum, , operations, and s	ng the "Back" button. and actual/average incu	umbent pay.		

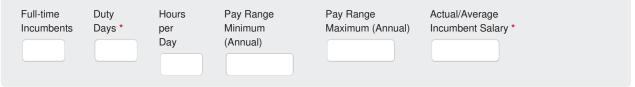
Compensation Analyst Coordinates the compensation program for the institution. Duties may include salary structure administration and development, compensation and market analysis, budgeting, performing job audits, and handling employee salary inquiries.							
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *		
For the following	benchmarks,	please report:					
		counts and ave e minimum, pa		ł actual/average incumb	ent pay.		
maintaining	pport for dai employee re	ly human res ecords, data (status changes, assi	processing new hire paperwork, sting in the hiring process, posting Actual/Average Incumbent Hourly Rate *		
	the employ	ee benefits p	-		nclude benefits administration, nd preparing insurance statements.		
Full-time Incumbents	Duty Days *	Hours per Day *	Pay Range Minimum (Hourly)	Pay Range Maximum (Hourly)	Actual/Average Incumbent Hourly Rate *		
Human Reso	urces Comr	nents					
(e.g., notes	about level o	of job or job t	itle matched to a be	enchmark)			
Before you lo		I finished wit	h the Human Resc	Nurces section? *			
© Finished	ave - are you			1000 30011011 !			
O Need to c	ome back late	r					

For the following benchmarks, please report:

- full-time incumbents for counts and averages, and
- annual salaries for pay range minimum, pay range maximum, and actual/average incumbent pay.

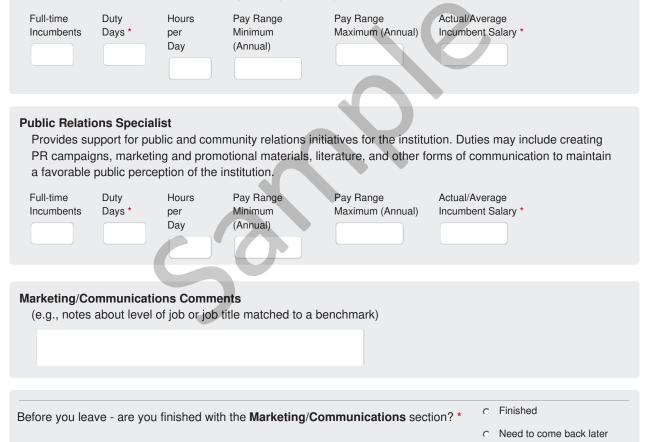
Director of Development

Responsible for institutional fundraising and alumni relations. Establishes strategies for identifying and qualifying prospective gift donors. Participates in proposal preparation as required for donors.



Director of Marketing/Public Relations

Directs the institution's marketing initiatives and dissemination of public information. Designs, coordinates, and evaluates marketing and advertising programs and projects at the institution. Coordinates the exchange of information with media outlets and the general public. May be called director of external affairs.



Academics/Instruction

For the following benchmarks, please report:

- full-time incumbents for counts and averages, and
- annual salaries for pay range minimum, pay range maximum, and actual/average incumbent pay.

Dean of Academic Programs

Principal administrator/head of an academic program, which may be a school, college, or department at an institution. Responsibilities include developing the curriculum, staffing the department, and reviewing faculty performance. Only report those whose administrative, non-teaching, non-research responsibilities represent at least 50% of their full-time responsibilities.



Associate/Assistant Dean

Supports the dean in administration of an institutional academic program, which may be a school, college, or department. Duties may include planning, organizing, and directing the day-to-day operations of a department under administrative direction. Only report those whose administrative, non-teaching responsibilities represent at least 50% of their full-time responsibilities.



Director of Library & Media Services

Oversees the administration of library media centers for the institution. Coordinates all library and related media/software purchasing. Ensure campus libraries have the facilities, resources, and materials needed to support instruction.



Oversees the institution's workforce and continuing education initiatives. Duties may include delivering on- and off-campus workforce programs, providing employment services, coordinating outreach initiatives, and advising students regarding programs.



Director of Distance Learning

Oversees the distance learning initiatives for the institution. Duties may include developing distance education courses, utilizing the latest online technologies and other delivery options, and providing training for faculty on distance teaching. May be called dean, executive director, or other title.



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Academics/Instruction Comments

(e.g., notes about level of job or job title matched to a benchmark)

Before you leave - are you finished with the Academics/Instruction section? *

o Finished

Need to come back later

Student Services

For the following benchmarks, please report:

• full-time incumbents for counts and averages, and

• annual salaries for pay range minimum, pay range maximum, and actual/average incumbent pay.

Dean of Students

Directs the overall operations of the student services programs. Responsibilities may include academic advising and testing, counseling, enrollment, student conduct, and student activities and housing programs.



Director of Admissions/Registrar

Directs the admission of students at an institution. Responsibilities include determining admissibility, transcript evaluation, management of student records, transferability of credit, and student residency.



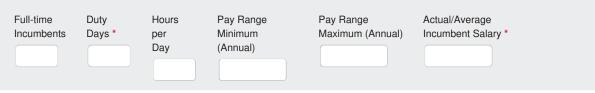
Director of Academic Advising

Directs the academic advising department at an institution, including its processes and advisors. Assists dean to prepare and implement department goals, procedures, and controls. Works with academic advisors to meet students advising needs.



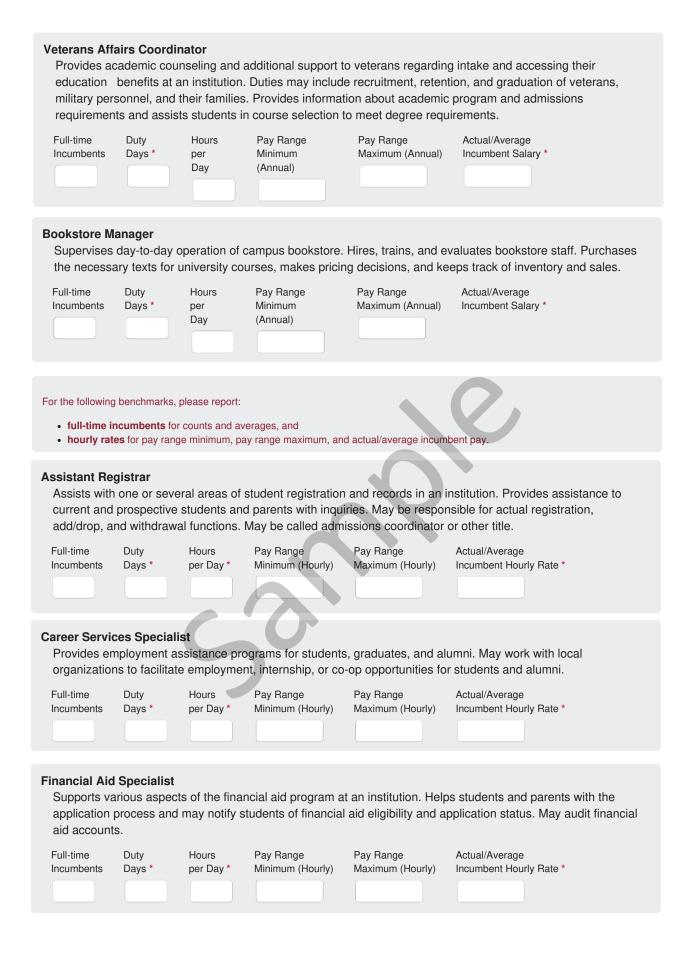
Director of Financial Aid

Directs the financial aid program at an institution. Makes decisions on awarding scholarships, grants, and other monetary assistance. May instruct students and parents on the application process. Audits financial aid accounts.

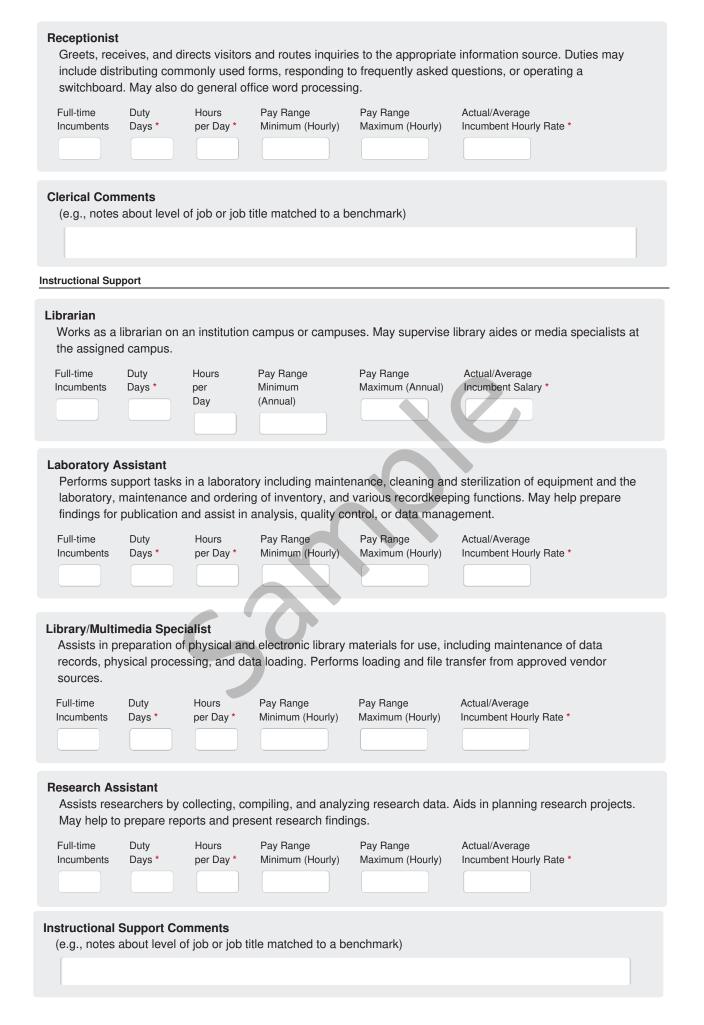


Manages the	manages the e coaching st	aff. Schedule		-	nural and intercollegiate sports. sporting events. Is responsible for
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *
	ent and pote			•	ements for selected area of gram for new students.
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *
	recruiting pr	ospective stu			on sessions and organizes ssions process to prospective
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *
programs, a	plans all asp activities, fac	pects the inst ulty affairs, a	nd academic suppo		sees on- and off-campus that the curriculum is in education classes.
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *
related to a	s the student ccountability	assessment systems. Pro	ovides staff develop		ecurity and integrity of data as o ensure testing procedures are ts.
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *
personal, a	nd social nee	-	sibilities may include	-	dents' academic, financial, g at risk students, and outreach
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *

Dual Credit Coordinator Coordinates the dual credit program at the institution. Serves as liaison between high schools and the institution. Duties may include recruiting students, assisting with registration, supporting dual credit instructors, and establishing partnerships with schools.							
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *		
Grants Specialist Coordinates the activities related to grants or contracts in an institution. Responsibilities may include program development, developing grant applications, ensuring that grants or contracts adhere to organizational standards, and disbursement of funds.							
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *		
Coordinates organizatior	Student Activities Coordinator Coordinates the extra-curricular programs at an institution. Responsible for planning and coordinating student organizations, student government, Greek programs, and special events. May approve funding for various student activities.						
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *		
Manages re assignment appropriate	Residence Hall Manager Manages residence life and student housing activities at an institution. Duties may include student housing assignment, maintenance of facilities, and ensuring safety of residents. Follows conduct policies and takes appropriate disciplinary actions when rules are broken by students. If housing is provided add its value to the reported salary for this position.						
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *		
Student Success Advisor Provides support to students through academic and career planning from the point of admission to graduation. Offers services related to orientation, registration, assessment of learning, and referral. Facilitates student engagement in academic and career planning activities. Duties may include learning strategy support, graduation planning, and monitoring student progress toward degree.							
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *		



Student Services Comments					
(e.g., notes	about level of	of job or job ti	tle matched to a be	enchmark)	
Before you lea	ave - are you	finished with	the Student Serv	ices section? *	c Finished
					 Need to come back later
Clerical Support					
For the following	benchmarks, p	blease report:			
-		counts and ave	rages, and		
hourly rate	es for pay range	e minimum, pay	range maximum, and	l actual/average incum	nbent pay.
Resolves ro administrativ	mary adminis utine issues ve support pe	strative supp and directs c ersonnel in th	alls and other corre	espondence for the	esident's and board calendars. e president. May lead other son in this position even if more Actual/Average Incumbent Hourly Rate *
various repo projects imp institution e	lministrative s orts, maintair pacting multip	ns the execut ble departme pically requi	ive's calendar, and nts. Communicates	makes travel arra with executive sta	inistrator. Gathers data, compiles ngements. Coordinates events and aff, community members, and xperience and proficiency with Actual/Average Incumbent Hourly Rate *
calendar, ar	dministrative rranges trave	support activ	ates with institution	staff, and reports	manages the department/director's payroll and timesheet information. ficiency with standard office Actual/Average Incumbent Hourly Rate *



Before you leave - are you finished with the Support section? * Finished Need to come back later Maintenance/Auxiliary **Director of Physical Plant** Oversees the institution's physical plant maintenance operations including custodial services, preventive maintenance, and/or facility repair. Ensures the efficient operation of the institution's physical plant. Supervises skilled trades workers and foremen. Develops or provides input into institution maintenance budget. May report to top facilities and operations executive. Full-time Duty Hours Pay Range Pay Range Actual/Average Incumbents Days * per Minimum Maximum (Annual) Incumbent Salary * Day (Annual) **Construction & Facilities Manager** Coordinates and oversees all new construction and renovation projects at the college. Serves as liaison to architects and engineers to develop, review, and finalize project plans, drawings, schematics, and specifications. Ensures compliance with all planning and zoning requirements. Conducts project development and construction progress meetings. Pay Range Full-time Dutv Hours Pay Range Actual/Average Incumbents Days * per Minimum Maximum (Annual) Incumbent Salary * Day (Annual) **Maintenance Supervisor** Supervises employees who maintain, repair, and service facilities at an institution. Directs, coordinates, and monitors maintenance activities. May inspect buildings, materials, and equipment to determine needs with regard to emergencies, daily needs, and long-range planning. Reports to the director of physical plant. Full-time Dutv Hours Pay Range Pay Range Actual/Average Minimum (Hourly) Incumbents Days * per Day * Maximum (Hourly) Incumbent Hourly Rate * **Custodial Supervisor** Directly supervises at least two custodial staff, including lead custodians. Inspects buildings for cleanliness, quality, and safety. Responsible for custodial training, setting staff work assignments, and maintaining supply inventory. May have hiring and disciplinary responsibilities. Reports to a director of maintenance or other administrator. Full-time Pay Range Pay Range Actual/Average Duty Hours Incumbents Days * per Day * Minimum (Hourly) Maximum (Hourly) Incumbent Hourly Rate * Custodian Cleans a school or institution building. Does not supervise other custodians. Full-time Duty Pay Range Pay Range Hours Actual/Average Days * per Day * Incumbents Minimum (Hourly) Maximum (Hourly) Incumbent Hourly Rate *

Groundskeeper Duties include lawn mowing, athletic field maintenance, and landscape maintenance using a variety of hand- operated or self-propelled equipment.				
Full-time Duty Incumbents Days	Hours	Pay Range	Pay Range	Actual/Average
	* per Day *	Minimum (Hourly)	Maximum (Hourly)	Incumbent Hourly Rate *
their mechanical, trades to perform fixtures; painting;	d trades employee v electrical, or sanita all or some of the f	ry systems. Work re ollowing tasks: repa umbing fixtures; an	equires basic knowl air building woodwo	d repair of building structures and edge of several maintenance rk; replace electrical switches and ass. May work under the direction
Full-time Duty		Pay Range	Pay Range	Actual/Average
Incumbents Days		Minimum (Hourly)	Maximum (Hourly)	Incumbent Hourly Rate *
•	•		-	rimary responsibility for related ing woodwork and equipment.
Full-time Duty		Pay Range	Pay Range	Actual/Average
Incumbents Days		Minimum (Hourly)	Maximum (Hourly)	Incumbent Hourly Rate *
	plies, removes, mix			and has primary responsibility for nishes and prepares surfaces for
Full-time Duty		Pay Range	Pay Range	Actual/Average
Incumbents Days		Minimum (Hourly)	Maximum (Hourly)	Incumbent Hourly Rate *
Electrician (Journeyman License) Spends more than 50 percent of work time doing electrical work and has primary responsibility for related tasks. Installs, maintains, or repairs electrical equipment and systems. Locates, diagnoses, and repairs malfunctioning electrical systems or equipment. Maintains journey-level electrician licensure.				
Full-time Duty		Pay Range	Pay Range	Actual/Average
Incumbents Days		Minimum (Hourly)	Maximum (Hourly)	Incumbent Hourly Rate *

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HVAC Mechanic (Licensed) Spends more than 50 percent of work time in HVAC maintenance, installation, and repair. Troubleshoots and repairs problems with heating and cooling systems. Conducts routine maintenance checks of HVAC systems. Maintains required licenses and certifications for heating, air conditioning, and ventilation systems.					
Full-time Incumbents	Duty Days *	Hours per Day *	Pay Range Minimum (Hourly)	Pay Range Maximum (Hourly)	Actual/Average Incumbent Hourly Rate *
tasks. Insta	re than 50 pe	ercent of wor s, and repairs			rimary responsibility for related ems in institution facilities. Maintains
Full-time Incumbents	Duty Days *	Hours per Day *	Pay Range Minimum (Hourly)	Pay Range Maximum (Hourly)	Actual/Average Incumbent Hourly Rate *
distribution	s receipt and of supplies, e	equipment, a		ires the security of r	r supervises the moving and materials and equipment stored in
Full-time Incumbents	Duty Days *	Hours per Day *	Pay Range Minimum (Hourly)	Pay Range Maximum (Hourly)	Actual/Average Incumbent Hourly Rate *
Warehouse A Operates fo inventory.		ses receipt a	and distribution of s	upplies, equipment	, and materials; and secures
Full-time Incumbents	Duty Days *	Hours per Day *	Pay Range Minimum (Hourly)	Pay Range Maximum (Hourly)	Actual/Average Incumbent Hourly Rate *
mechanical	maintains co problems an	d performs r		lude disassembly o	other vehicles. Diagnoses r rebuilding engines. Reports to a
Full-time Incumbents	Duty Days *	Hours per Day *	Pay Range Minimum (Hourly)	Pay Range Maximum (Hourly)	Actual/Average Incumbent Hourly Rate *
Maintenance/Auxiliary Comments (e.g., notes about level of job or job title matched to a benchmark)					
Before you lea	ave - are you	finished with	n the Maintenance	/Auxiliary section?	 * • Finished • Need to come back later

Which job(s) does your college currently have?*

Positions that typically coordinate contacts with outside law enforcement agencies and establish and administer security regulations and procedures to protect students, staff, and property.

- □ Chief of Police (supervises and oversees an adequately staffed, trained, and equipped guard force of certified police officers)
- Director of Security (leads security efforts in college but is not licensed by TCOLE, and/or oversees security guards without police officers)
- Neither

Director of Security

We are assessing how common Director of Security is across Texas community colleges to refine our benchmarks in the future. Please attach the Director of Security job description used at your college.

Chief of Police

Establishes and administers adequate security regulations and procedures to protect students, staff, and property. Supervises and oversees an adequately staffed, trained, and equipped force of certified police officers. Coordinates contacts with outside law enforcement agencies.



More than one Chief of Police was reported, which is less commonly seen. Please check here to confirm there is more than one, or edit the full-time incumbent number above.

Yes, we have more than one person in this position.

Police Lieutenant

Coordinates daily operations of department to provide adequate security regulations and procedures to protect students, staff, and property. Supervises and oversees college sergeants and other first line supervisors as assigned. May assist the police chief in the development and implementation of department procedures. Reports to chief of police. Requires TCOLE peace officer licensure.

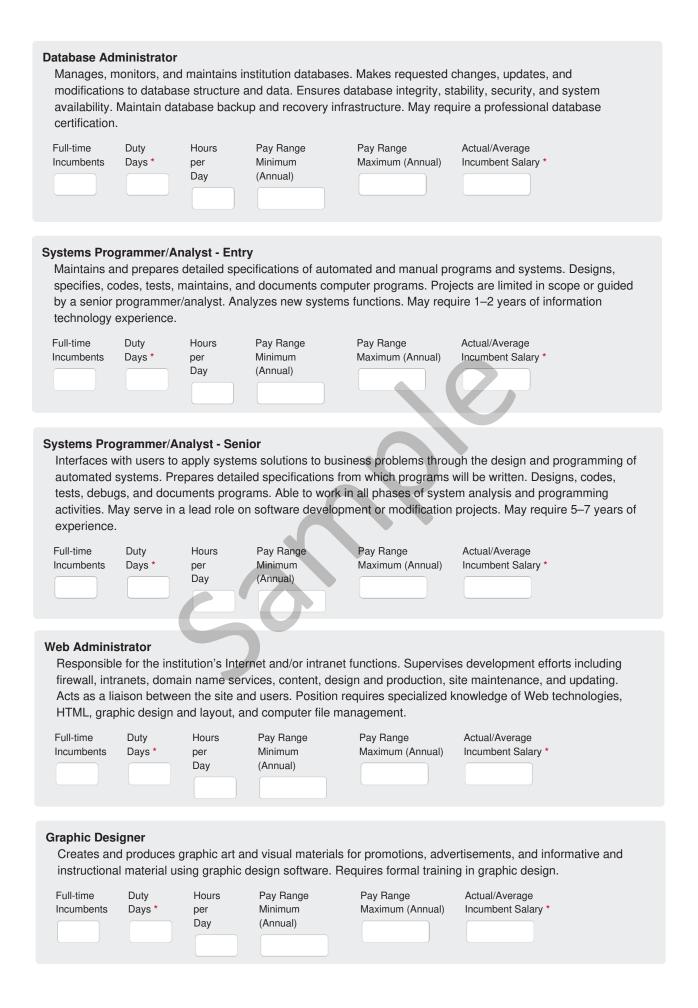


Police Sergeant

Directly oversees certified police officers on a shift. Responsible for advising, training, and disciplinary action. Under supervision conducts and coordinates investigations. Prepares reports and performs other tasks as assigned. Reports to chief of police or lieutenant. Requires TCOLE peace officer licensure.

Full-time	Duty	Hours	Pay Range	Pay Range	Actual/Average
Incumbents	Days *	per Day *	Minimum (Hourly)	Maximum (Hourly)	Incumbent Hourly Rate *

Police Officer/Certified Peace Officer Enforces laws and institution regulations established for the protection of people and property. To maintain order, the officer may be required to patrol institution facilities or sites in a vehicle or on foot at any time of the day. Related duties, such as surveillance and investigation, may also be assigned. Requires TCOLE peace officer licensure.						
Full-time Incumbents	Duty Days *	Hours per Day *	Pay Range Minimum (Hourly)	Pay Range Maximum (Hourly)	Actual/Average Incumbent Hourly Rate *	
Enforces in secure or p	Campus Security Guard Enforces institution regulations established for the protection of people and property. May be required to secure or patrol institution facilities (buildings, warehouses, etc.) or sites (fields, parking lots, etc.) in a vehicle or on foot at any time of day. Does not require TCOLE peace officer licensure.					
Full-time Incumbents	Duty Days *	Hours per Day *	Pay Range Minimum (Hourly)	Pay Range Maximum (Hourly)	Actual/Average Incumbent Hourly Rate *	
Safety/Secur (e.g., notes	-		itle matched to a b	enchmark)		
Before you lea		finished with	the Safety/Securi	ty section? *	 Finished Need to come back later 	
Director of Te Directs and as network, implementa	echnology manages the internet, e-m tion of techno	ail, data syst	ems, and informati s institution-wide. F	on security. Assists	Nay be responsible for such areas in the strategic planning and geting for current and future	
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *	
Network Administrator Installs, maintains, and monitors the operations of the information network consisting of multiple data and file servers and associated work stations with a large number of users. Manages performance of network systems to ensure availability and security of network resources. Requires an understanding of operational and applications software and network operations. May require specialized network certification.						
Full-time Incumbents	Duty Days *	Hours per Day	Pay Range Minimum (Annual)	Pay Range Maximum (Annual)	Actual/Average Incumbent Salary *	



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Computer Technician Responsible for providing on-site preventive maintenance, testing, and repair of computer hardware and equipment using manuals or directions from a technical supervisor or specialist. Troubleshoots routine problems and installs and configures personal computers, printers, and other peripherals. Typically requires 1–2 years of related experience.				
Full-time Duty Incumbents Days *	Hours Pay Range per Day * Minimum (Hour		tual/Average umbent Hourly Rate *	
	ctivities related to the operatio rks. Handles routine to modera		enance of telecommunications ems. Typically requires 1–2	
Full-time Duty Incumbents Days *	Hours Pay Range per Day * Minimum (Hourl		ual/Average umbent Hourly Rate *	
problem. Will isolate, j		ith users to resolve informa		
Full-time Duty Incumbents Days *	Hours Pay Range per Day * Minimum (Hourly		ual/Average mbent Hourly Rate *	
Monitors network perf	ts, and repairs the institution's ormance and assesses perfor users. May require entry-level	mance within defined param	neters. May serve as technical	
Full-time Duty Incumbents Days *	Hours Pay Range per Day * Minimum (Hourly		ual/Average umbent Hourly Rate *	
	an g up and adjusting audio-visua bes. Typically requires 1–2 yea		utine maintenance, and	
Full-time Duty Incumbents Days *	Hours Pay Range per Day * Minimum (Hourly		ual/Average umbent Hourly Rate *	
Information Technolog (e.g., notes about lev	gy Comments al of job or job title matched to	a benchmark)		

Before you leave - are you finished with the Information Technology section? *

O Finished

Need to come back later

Pay Increases

Which of the following **employee pay options** did the board approve for this current school year? (select all that apply) *

	Increase to base rate/salary	One-time payment	Neither
Faculty			
Administrators/Professionals			
Clerical/Instructional Support			
Classified/Auxiliary Support			

How was the increase to salary determined for each group?*

	Percentage of midpoint or of market value	Percentage of salary	Flat dollar value not from percentage (includes step increases)
Faculty	0	о	o
Administrators/Professionals	0	o	о
Clerical/Instructional Support	O	с	с
Classified/Auxiliary Support	0	C	о

Pay Increases

Page description:

What were the amounts given for each job group?

- If a field does not apply, leave it blank (e.g., a group did not receive that type of pay increase).
- If amounts varied within a job group, provide the average amount.

Percentage Increase					
Faculty *	Administrators/Professionals *	Clerical/Instructional Support *	Classified/Auxiliary Support *		
Flat Dollar Inc	rease				
Faculty *	Administrators/Professionals *	Clerical/Instructional Support *	Classified/Auxiliary Support *		
One-time Pay	ment				
Faculty *	Administrators/Professionals *	Clerical/Instructional Support *	Classified/Auxiliary Support *		

Pay Increase Comments

Pay Increase Percentages

HRS Note:

To update Pay Increases, edit both this page and the items on the prior "Pay Increase" page

Section Statuses

- Faculty: [question('value'), id='Done_Fac']
- Introduction & Leadership: [question('value'), id='Done_Leader']
- Business/Finance: [question('value'), id='Done_Business']
- Human Resources: [question('value'), id='Done_HR']
- Marketing/Communications: [question('value'), id='Done_Marketing']
- Academics/Instruction: [question('value'), id='Done_Academics']
- Student Services: [question('value'), id='Done_StuSvcs']
- Support: [question('value'), id='Done_Support']
- Maintenance/Auxiliary: [question('value'), id='Done_Maint']
- Safety/Security: [question('value'), id='Done_Sec']
- Information Technology: [question('value'), id='Done_IT']

Survey Wrap-ups, Comments & Suggestions

College: [contact('organization')]

College President/Chancellor Survey Inquiry

We offer a detailed survey of additional benefits and incentives for school district superintendents, and we are investigating whether colleges would be interested in the same for presidents/chancellors. For more details on the superintendent survey results you can check out the highlight report here.

Would you participate in a future college president/chancellor survey about specific benefits and incentives? *

Yes	*
No	=
Maybe	=
	-

What is the total annual dollar amount of benefits or incentives your college provides in the president/chancellor's contract?

(Optional) Based on amount above, please describe the benefits or incentives your college provides in the president/chancellor's contract.

Are there specific **faculty or job benchmarks** not currently covered that you would like us to consider including in a future survey? Please list them below.

We're interested in adding benchmarks that will be common across community colleges in Texas.

Comments or suggestions for improving this survey

Review Responses

A PDF preview of your responses is included below. If you'd like to update any responses or review them within the survey format, use the button below to go Back.

When finished, click below to submit your survey.

Once you submit your survey, a PDF of the responses will be emailed to the address entered at the beginning of the survey. If you find that you need your responses in Excel format, please contact salary.survey@tasb.org and we can provide that within a few days.

Thank You!

Thank you, the survey has been completed. A copy of responses has been emailed to [question('value'), id='14']

We will review responses in batches and send you questions about any items where we need clarification.

To see timelines for our surveys and data releases on TASB HRDataSource, click here.

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