



IMPORTANT! COMPLETED FORM IS DUE BY NOVEMBER 4, 2011.

PLEASE READ CAREFULLY:

This year, we are providing colleges with a way to include information about benefits beyond the data gathered in previous surveys. The information requested below will be reported in the online version of the survey.

1. Please indicate supplemental benefits available to full-time faculty members at your institution in the following areas.

( ) Release time (Please explain:) \_\_\_\_\_

(X) Sabbatical - available after 3 years of employment for a maximum of 2 semesters

( ) Other (Please explain:) \_\_\_\_\_

2. Please indicate Employee Assistance Programs (EAP) available to full-time instructors on your full-time faculty. Indicate items which apply to your institution.

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

\_\_\_\_\_
\_\_\_\_\_
\_\_\_\_\_

3. Other significant employee benefits:

- (X) Paid insurance benefits for spouses and/or dependents
( ) On-site childcare
( ) Other (Please explain:)

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\_\_\_\_\_
\_\_\_\_\_

COLLEGE: Midland College District

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PLEASE RETURN COMPLETED FORM TO: Texas Community College Teachers Association 5113 Southwest Parkway, Suite 185 — Austin, Texas 78735 Telephone Toll Free: 1-800-288-6850, Extension 12 (in Austin, 328-2044) — Fax: Area Code 512-328-1086 E-Mail: chawkins@tccta.org

9 AND 10 MONTH  
 FULL-TIME INSTRUCTORS SUMMER AND INTERIM SALARY SCHEDULE  
 \*RATE PER 3 LECTURE CREDIT HOUR COURSE\*

<b>STEP</b>	<b>MQR 1-20PDC</b>	<b>MQR 21-38PDC</b>	<b>MQR 39-56PDC</b>	<b>MQR 57-66+PDC</b>
<b>1</b>	\$1,650	\$1,700	\$1,750	\$1,800
<b>2</b>	\$1,680	\$1,735	\$1,790	\$1,845
<b>3</b>	\$1,710	\$1,770	\$1,830	\$1,890
<b>4</b>	\$1,740	\$1,805	\$1,870	\$1,935
<b>5</b>	\$1,770	\$1,840	\$1,910	\$1,980