


## Ouachita Technical College

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Earl A. Clevenger, Director

Arkansas Department of Higher Education

November 15, 1991

TO: Faculty

FROM: Earl A. Clevenger 

RE: Faculty Academic Committee

Thank you for your votes for those whom you feel should serve on the Faculty Academic Committee. The votes have been counted and the following people have been elected.

Jessica Beard  
Bobby Brock  
Terri Colananni  
Gary Garrison  
Zelma Jones  
J. Louis Moles

Those elected will be given more information regarding their roles at a later date.

TECHNICAL COLLEGE FACULTY COMPENSATION PLAN  
1991-93

| Range | Salary    | **Years of<br>Education/<br>Experience | (Minimum Education Level) |  |   |                                     | Adult<br>Education+         |
|-------|-----------|--|---------------------------|--|---|-------------------------------------|-----------------------------|
|       |           |  | Academic                  | Technical  | Post-Secondary<br>Non-Degree                | Secondary-<br>Vocational+           |                             |
| 0*    | 18-22,000 | 1-4                                    | Below Mst.                | Post-Secondary<br>Education & work<br>exp equal to 2 yrs | High school &<br>work exp equal to<br>2 yrs | High school &<br>2 yrs work exp     | Bachelors                   |
| 1     | 21-27,000 | 5-8                                    | Masters                   | Assoc. Degree &<br>Nat'l Cert.<br>(Sr. Inst.)            | 15 hrs or Nat'l<br>Cert. (Sr. Inst.)        | High school &<br>5 yrs work exp     | Bachelors+18<br>(Sr. Inst.) |
| 2     | 24-31,000 | 9-12                                   | Masters+12                | Bachelors  | 30 hrs or 1 yr<br>cert./diploma             | 30 hrs or 1 yr<br>cert./diploma     | Masters<br>(Master Inst.)   |
| 3     | 27-34,000 | 13-16                                  | Masters+24                | Bachelors+12<br>(Master Inst.)                           | Associate Degree<br>or 2 yrs/60 hrs         | Associate Degree<br>or 2 yrs/60 hrs | Masters+15                  |
| 4     | 30-38,000 | 17-20                                  | Masters+36                | Bachelors+24   | 90 hrs                                      | 90 hrs                              | Masters+30                  |
| 5     | 33-41,000 | 21+                                    | Doctorate                 | Masters  | Bachelors                                   | Bachelors                           | Doctorate                   |

\*\* - To count toward total years work experience and post secondary education must be relevant and directly related to teaching discipline.

\* - Short term, temporary position only - must meet program area requirement within specified time period.

( ) - Initial placement criteria for current instructors only

+ - Must also meet State Department of Education certification requirements

Individuals with national certification, above minimum requirements to practice, may be advanced one range, one time, if they meet minimum years of experience/education of that range.