



**THE COMMUNITY COLLEGE OF BALTIMORE COUNTY**  
**FY 2009 SALARY RANGES**  
COLA 0.0%

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Category	Type	Rank or Grade	Range	1st Quartile End Point	Range	3rd Quartile End Point	Range
			Minimum		Mid-point		Maximum
10-Month Faculty	F10	Professor	\$ 58,237	\$66,450	\$74,663	\$83,622	\$ 92,582
		Assoc. Professor	\$ 49,481	\$56,459	\$63,437	\$72,001	\$ 80,565
		Asst. Professor	\$ 42,348	\$48,320	\$54,292	\$61,621	\$ 68,951
		Instructor	\$ 37,459	\$41,570	\$45,681	\$51,848	\$ 58,015
12-Month Faculty or Administrator	F12	Professor	\$ 69,885	\$79,740	\$89,595	\$100,347	\$ 111,098
		Assoc. Professor	\$ 59,377	\$67,750	\$76,124	\$86,401	\$ 96,678
		Asst. Professor	\$ 50,818	\$57,984	\$65,150	\$73,945	\$ 82,741
		Instructor	\$ 44,951	\$49,884	\$54,817	\$62,217	\$ 69,618
12 Month Professional	A12	II	\$ 38,892	\$43,754	\$48,615	\$54,449	\$ 60,283
		III	\$ 45,770	\$51,491	\$57,212	\$64,078	\$ 70,943
		IV	\$ 54,008	\$60,759	\$67,510	\$75,611	\$ 83,713
12 Month Administrative		V	\$ 63,191	\$71,089	\$78,988	\$88,467	\$ 97,945
		VI	\$ 72,352	\$81,396	\$90,440	\$101,293	\$ 112,146
		VII	\$ 75,247	\$84,653	\$94,059	\$105,346	\$ 116,633
Classified 12-Month (37.5 hr. week)	C12	E	\$ 21,350	\$24,018	\$26,687	\$29,890	\$ 33,092
		F	\$ 23,699	\$26,661	\$29,623	\$33,178	\$ 36,733
		G	\$ 26,305	\$29,593	\$32,881	\$36,827	\$ 40,773
		H	\$ 28,936	\$32,552	\$36,168	\$40,508	\$ 44,849
		I	\$ 31,829	\$35,807	\$39,785	\$44,559	\$ 49,334
		J	\$ 35,012	\$39,389	\$43,765	\$49,017	\$ 54,269
		K	\$ 38,512	\$43,326	\$48,140	\$53,917	\$ 59,694
		L	\$ 40,824	\$45,926	\$51,028	\$56,641	\$ 62,254
M	\$ 42,864	\$48,222	\$53,580	\$58,938	\$ 64,297		



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Category	Type	Rank or Grade	Range	1st Quartile End Point	Range	3rd Quartile End Point	Range
			Minimum		Mid-point		Maximum
<b>Classified 12-Month (40 hr. week) C80</b>							
		E	\$ 22,773	\$25,620	\$28,466	\$31,882	\$ 35,298
		F	\$ 25,279	\$28,438	\$31,598	\$35,390	\$ 39,182
		G	\$ 28,059	\$31,566	\$35,073	\$39,282	\$ 43,491
		H	\$ 30,864	\$34,721	\$38,579	\$43,209	\$ 47,838
		I	\$ 33,950	\$38,194	\$42,437	\$47,530	\$ 52,623
		J	\$ 37,346	\$42,014	\$46,683	\$52,285	\$ 57,887
		K	\$ 41,080	\$46,215	\$51,349	\$57,511	\$ 63,673
		L	\$ 43,546	\$48,988	\$54,430	\$60,417	\$ 66,405
		M	\$ 45,722	\$51,437	\$57,152	\$63,439	\$ 69,726
<b>Classified 10-Month (37.5 hr. week) C10</b>							
		E	\$ 17,792	\$20,016	\$22,239	\$24,908	\$ 27,577
		F	\$ 19,749	\$22,217	\$24,686	\$27,648	\$ 30,611
		G	\$ 21,922	\$24,661	\$27,401	\$30,689	\$ 33,977
		H	\$ 24,112	\$27,126	\$30,140	\$33,757	\$ 37,374
		I	\$ 26,525	\$29,839	\$33,154	\$37,133	\$ 41,111
		J	\$ 29,178	\$32,824	\$36,471	\$40,847	\$ 45,224
		K	\$ 32,094	\$36,105	\$40,117	\$44,931	\$ 49,745
		L	\$ 34,019	\$38,271	\$42,523	\$47,201	\$ 51,879
		M	\$ 35,722	\$40,186	\$44,650	\$49,115	\$ 53,581

Pay Factors
12 mo. = 26.1 pays
10 mo. = 21.7 pays
40 hr/wk = 2,088hrs
37.5 hr/wk= 1957.5 hrs
F10 X 1.2 = F12
F12 X .83332 = F10

	Shift Differentials	C12	C80	C10
<b>CWA</b>	2	\$1,468.13		\$1,231.88
	3	\$1,468.13		\$1,231.88
	4	\$1,468.13		\$1,231.88
	5	\$1,468.13		\$1,231.88
	6	\$1,468.13		\$1,231.88
<b>Non-Union</b>	2	\$1,468.13	\$1,566.00	\$1,231.88
	3	\$1,468.13	\$1,566.00	\$1,231.88
	4	\$1,468.13	\$1,566.00	\$1,231.88
	5	\$1,468.13	\$1,566.00	\$1,231.88
	6	\$1,468.13	\$1,566.00	\$1,231.88

Revised: 18-Jun-08