

**The Community College of Baltimore County
FY2019 Adjunct Faculty Pay Scale**

Credit

Level I	Level II	Level III		Clinical Associate	Clinical Associate at 75%	Clinical Associate w/Shift Diff	Clinical Teaching Assistant	
\$855.00 per credit hour	\$915.00 per credit hour	\$945.00 per credit hour	Credit Clinical Adjunct Faculty	Tier 1	\$57.00	\$42.75	\$61.00	\$28.50
Appropriate Degree	Appropriate Degree	Appropriate Degree	This rate is keyed to the rate for credit instructional adjunct faculty.	Tier 2	\$61.00	\$45.75	\$65.00	\$30.50
No experience	18 – 35 credits over at least 3 academic years	36 or more credits over at least 6 academic years		Tier 3	\$63.00	\$47.25	\$67.00	\$31.50
	Evaluated at least twice	Evaluated at least four times						
	6 staff development activities	12 staff development activities						

Notes:

1. All new Adjunct Faculty members start at Level 1.
2. Pay is calculated per semester, paid bi-weekly.
3. Generally, 1 class is 3 credit hours (not applicable to Music.)
4. Classes with fewer than 12 students will be prorated.
5. Maximum credit load is 9 credit hours, not to exceed 18 for the fiscal year.

Music Faculty	
Level 1	\$57.00 Per Hour
Level 2	\$61.00 Per Hour
Level 3	\$63.00 Per Hour

Continuing Education & Economic Development (Non-Credit)

Hours per contract

Pay rates for non-credit courses in some specialized areas vary from amounts listed below.

Salary Step	
1 \$26.40 Hour	Up to and including Bachelor's degree or relevant certifications and less than 2 years of related experience.
2 \$29.45 Hour	Up to and including Bachelor's degree or relevant certifications and 2-4 years of related experience or 2-4 years' teaching experience.
3 \$30.45 Hour	Up to and including Bachelor's degree or relevant certifications and 5 or more years of related experience and 2-4 years teaching experience; or Master's degree or Ph.D. with no experience.
4 \$34.50 Hour	Master's degree or Ph.D. and minimum 2 years teaching experience; or any degree and 15 or more years of related experience.

Approved by the Board of Trustees June 13, 2018
Effective January 1, 2019