

**Community College of Baltimore County  
FY2026 Adjunct Faculty Pay Scales**

Credit			
Per Credit Hour: 8/15/25-12/31/25			
Level I	Level II	Level III	Retiree
\$1,085	\$1,140	\$1,206	\$1,275
appropriate degree	appropriate degree	appropriate degree	
no experience	minimum of 18 credits taught over minimum of three academic years	minimum of 36 credits taught over minimum of six academic years	continue to teach as an adjunct faculty member in retirement
	evaluated at least twice	evaluated at least four times	
	completion of six staff development activities	completion of twelve staff development activities	
<b>NOTES:</b> 1. All new Adjunct Faculty members start at Level I. 2. Pay is calculated per semester and paid bi-weekly. 3. One class is generally three credit hours. (Not applicable to Music.) 4. Classes with fewer than twelve students will be prorated. 5. Maximum credit load is: 11 credits for Fall; 11 credits for Winter/Spring; 6 credits for Summer.			

Music Faculty	
	Hourly Rate
Step	8/15/25-12/31/25
Level 1	\$72.33
Level 2	\$76.00
Level 3	\$80.40
Retiree	\$85.00

Continuing Education & Economic Development (Non-Credit)		
Salary Step	Hourly Rate	7/1/25-12/31/25
1	\$32.90	Up to and including Bachelor's degree or relevant certifications and less than 2 years of related experience.
2	\$36.75	Up to and including Bachelor's degree or relevant certifications and 2-4 years of related experience or 2-4 years' teaching experience.
3	\$38.00	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 PhD with no experience.
4	\$43.00	Master's degree or PhD and minimum 2 years teaching experience; or any degree and 15 or more years of related experience.
<b>NOTE:</b> Pay rates for non-credit courses in some specialized areas vary from amounts listed above.		

Credit Clinical: 8/15/25-12/31/25				
	Clinical Associate	Clinical Associate w/shift	Clinical Associate 75%*	Clinical Teaching Assistant
Tier I	\$72.33	\$76.33	\$54.25	\$36.17
Tier II	\$76.00	\$80.00	\$57.00	\$38.00
Tier III	\$80.40	\$84.40	\$60.30	\$40.20
Retiree	\$85.00	\$89.00	\$63.75	\$42.50

\* Dental Hygiene; Veterinary Technology; Respiratory Care Therapist

Adjunct Librarians: 7/1/25-12/31/25		
Salary Step	Hourly Rate	
1	\$32.90	MLS and less than 1 year experience
2	\$36.75	MLS and 1-3 years experience
3	\$38.00	MLS and 4 - 7 years experience
4	\$43.00	MLS + 30 credits and 8 years experience

Approved by the Board of Trustees June 11, 2025