

**Community College of Baltimore County
FY2021 Adjunct Faculty Pay Scales**

Credit

Level I	Level II	Level III
\$865.00 per credit hour	\$915.00 per credit hour	\$945.00 per credit hour
Appropriate Degree	Appropriate Degree	Appropriate Degree
No experience	18 – 35 credits over at least 3 academic years Evaluated at least twice	36 or more credits over at least 6 academic years Evaluated at least four times
	6 staff development activities	12 staff development activities

		Clinical Associate	Clinical Associate at 75%	Clinical Associate w/Shift	Clinical Teaching Assistant
Credit Clinical Adjunct Faculty	Tier 1	\$57.50	\$43.00	\$61.00	\$28.75
This rate is keyed to the rate for credit instructional adjunct	Tier 2	\$61.00	\$45.75	\$65.00	\$30.50
	Tier 3	\$63.00	\$47.25	\$67.00	\$31.50

Notes:

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

Music Faculty	Adjunct Librarians		
Level 1 \$57.50 Per Hour	Step 1	\$ 26.40	MLS and less than 1 year experience
Level 2 \$61.00 Per Hour	Step 2	\$ 29.45	MLS and 1-3 years experience
Level 3 \$63.00 Per Hour	Step 3	\$ 30.45	MLS and 4 - 7 years experience
	Step 4	\$ 34.50	MLS + 30 credits and 8 years experience

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.