

Community College of Baltimore County
FY2023 Adjunct Faculty Pay Scale - Effective January 1, 2023 - June 30, 2023

Credit

Per Credit Hour		
Level I	Level II	Level III
\$935	\$980	\$1,000
Appropriate Degree No experience	Appropriate Degree 18 – 35 credits over at least 3 academic years Evaluated at least twice 6 staff development activities	Appropriate Degree 36 or more credits over at least 6 academic years Evaluated at least four times 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.		

		Clinical Associate	Clinical Associate at 75%	Clinical Associate w/Shift Diff	Clinical Teaching Assistant
Credit Clinical Adjunct Faculty This is an hourly rate and is keyed to the rate for credit instructional adjunct faculty.	Tier 1	\$62.33	\$46.75	\$66.33	\$31.17
	Tier 2	\$65.33	\$49.00	\$69.33	\$32.67
	Tier 3	\$66.67	\$50.00	\$70.67	\$33.34

Music Faculty	
Step	Hourly Rate
Level 1	\$62.33
Level 2	\$65.33
Level 3	\$66.67

Adjunct Librarians		
Step	Hourly Rate	
1	\$28.30	MLS and less than 1 year experience
2	\$31.60	MLS and 1-3 years experience
3	\$32.65	MLS and 4 - 7 years experience
4	\$37.00	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	Hourly Rate	
1	\$28.30	Up to and including Bachelor's degree or relevant certifications and less than 2 years of related experience.
2	\$31.60	Up to and including Bachelor's degree or relevant certifications and 2-4 years of related experience or 2-4 years' teaching experience.
3	\$32.65	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	\$37.00	Master's degree or Ph.D. and minimum 2 years teaching experience; or any degree and 15 or more years of related experience.