

APPENDIX A: FACULTY PAY SCALE

(Effective July 1, 2026 – June 30, 2027)

PROBATIONARY PROFESSOR BASE SALARY

\$74,875.00 annually

TENURED PROFESSOR BASE SALARY

\$79,952.00 annually

- **Tier 1 Faculty Stipends – as identified in Appendix A-1**
\$6,400.00 annually
- **Tier 2 Faculty Stipends – as identified in Appendix A-1**
\$5,000.00 annually
- **Tier 3 Faculty Stipends – as identified in Appendix A-1**
\$3,200.00 annually
- **One Time addition to base pay for tenured faculty hired in 2005 or before**
\$4,000.00

NURSING FACULTY SIX-WEEK SUMMER STIPEND

\$9,000.00

RETENTION AND PROGRESSION SALARY ENHANCEMENT

\$2,000.00 added to salary in the 5th, 10th, 15th, 20th and 25th year after tenure

ADJUNCT PROFESSOR SALARY

\$1,189.00 per credit

- **With demonstration of teaching and learning standards specified in Article XYZ**
\$1,213.00 per credit
- Nursing Clinical premium is an additional 25% per credit

ASSOCIATE PROFESSOR SALARY

\$1,214.00 per credit

- **With demonstration of teaching and learning standards specified in Article XYZ**
\$1,239.00 per credit
- Nursing Clinical premium is an additional 25% per credit

ADDITIONAL SERVICE-WORK RATE

\$1,189.00 per unit or hourly as below

FACULTY HOURLY RATE

\$59.45 per hour

TRAINING RATE

\$20.00 per hour

ADJUNCT TRAINING STIPEND (HR TRAININGS)

\$200.00 one-time stipend

INDEPENDENT STUDY/SPECIAL PROJECT/LOW & OVER ENROLLMENT RATE

\$77.00 per student per credit

CO-OP RATE

\$257.00 per student

PROFESSIONAL DEVELOPMENT FUND

\$3,500.00 maximum for each professor

\$67,538.20 budget per fiscal year (Includes 10% reduction for FY27 per MOU)

\$10,000.00 additional earmarked for Adjunct/Associate faculty until February 15 annually

YEAR END AWARD

10% of operating budget close of up to \$1,000,000 to be split among qualifying Tenured faculty

COLA's

July 1, 2024: 5.84%

July 1, 2025: 3.00%

July 1, 2026: 2.054%

(COLA is equal to the portion funded by Washington State Legislature; Includes reduction for FY27 per MOU)

Appendix A-1

Tier 1 Faculty

- Accounting
- Advanced Manufacturing
- Architecture/Engineering and Construction
- Automotive
- Baking & Pastry Arts
- Computer Information Systems (CIS)
- Culinary Arts
- Cyber Security and Network Administration
- Dental Assisting
- Medical Assisting
- Nursing
- Office Administration
- Paralegal
- Welding

Tier 2 Faculty

- Biology
- Business
- Chemistry
- Digital media (film)
- Math
- Physics

Tier 3 Faculty

- ABE/GED
- Anthropology
- Art
- ASL
- Communication Studies
- Counseling
- Criminal Justice
- Drama
- Early Childhood/Parent Education
- Economics
- English
- ESL/EFL
- History
- Library – Instructional
- Library – Technical
- Music
- Philosophy
- Political Science
- Psychology
- Sociology
- Spanish