

## What are the Full-time pay rates and promotion schedule?

Effective July 1, 2023, the full-time faculty salary schedule is as follows:

<b>Range A ASSISTANT/ TEMP FT</b>		<b>Range B ASSOCIATE</b>		<b>Range C SR ASSOCIATE</b>		<b>Range D FULL PROFESSOR</b>	
A1	\$77,250.30	B1	\$81,003.71	C1	\$85,393.61	D1	\$92,876.29
A2	\$80,040.83	B2	\$82,831.36	C2	\$87,221.30	D2	\$92,876.29
A3	\$82,831.36	B3	\$85,667.26	C3	\$90,057.18	D3	\$95,712.18
A4	\$85,667.26	B4	\$88,501.68	C4	\$92,891.59	D4	\$98,546.60
A5	\$88,501.68	B5	\$91,337.58	C5	\$95,727.49	D5	\$101,382.50
A6	\$91,337.58	B6	\$94,170.52	C6	\$98,560.46	D6	\$104,215.45
A7	\$94,170.52	B7	\$97,007.89	C7	\$101,397.80	D7	\$107,052.82
A8	\$97,007.89	B8	\$99,840.84	C8	\$104,230.78	D8	\$109,885.77
A9	\$99,840.84	B9	\$102,678.21	C9	\$107,068.14	D9	\$112,723.13
A10	\$102,678.21	B10	\$105,509.70	C10	\$109,899.63	D10	\$115,554.62
A11	\$105,509.70	B11	\$108,345.60	C11	\$112,735.51	D11	\$118,390.51
A12	\$108,344.14	B12	\$111,181.47	C12	\$115,571.41	D12	\$121,226.40

Full-time Tenure track, Full-time Lead and Full Time Temporary faculty are assigned to Range A. Promotion to Range B is automatic with the granting of tenure.

Promotion to the next Range can occur through an application process that coincides with either Post-tenure Evaluation, or the similar process for Full-time Lead Faculty three years following the previous promotion (or hire in the case of Lead Faculty). Most Faculty who apply for Range B-C are successful in their application. Details on the promotion process can be found in the Collective Bargaining Agreement, and the applicable forms can be found on the Human Resources SharePoint site and on <https://bcahe.org/resources>.

In addition to teaching a full schedule of courses, Full-time faculty are required to attend all President's days, hold 5 hours per week of office hours, complete governance work and other duties as outlined in the Collective Bargaining Agreement.