

**FACULTY SALARY SCALES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1986**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$16,450	\$31,390	\$13,800	\$26,330	\$11,780	\$22,470	\$9,870	\$18,860	\$9,290	\$17,710
Carroll										
Cecil	\$24,010	\$40,772	\$21,154	\$34,351	\$18,296	\$28,673	\$15,478	\$23,269	\$12,580	\$18,268
Chesapeake	22,030	32,659	20,123	29,222	17,371	24,967	15,635	21,710	13,899	18,435
Hagerstown	25,743	38,685	22,329	33,508	19,001	28,669	15,622	24,798		
Garrett	24,000	28,000	21,000	25,000	18,000	22,000	15,000	19,000		
Wor-Wic	20,610	36,934	19,159	32,797	17,782	28,954	16,475	25,938	15,154	22,133
Small-Size Range	\$16,450	\$40,772	\$13,800	\$34,351	\$11,780	\$28,954	\$9,870	\$25,938	\$9,290	\$22,133
<u>Medium</u>										
Charles	\$26,053	\$38,250	\$22,589	\$33,227	\$19,201	\$28,202	\$15,813	\$23,177		
Frederick	25,520	38,312	20,135	34,273	16,769	25,184	14,076	19,798	11,720	16,096
Harford	17,545	36,081	16,593	31,013	15,625	26,266	14,043	22,359		
Howard	27,813	42,812	23,976	36,909	20,317	31,277	17,055	26,191	11,756	20,456
Medium-Size Range	\$17,545	\$42,812	\$16,593	\$36,909	\$15,625	\$31,277	\$14,043	\$26,191	\$11,720	\$20,456
<u>Large</u>										
Anne Arundel	\$34,019	\$40,596	\$28,446	\$33,944	\$21,989	\$29,515	\$18,385	\$25,665		
Baltimore City	27,750	38,153	23,115	31,767	19,407	26,514	17,759	22,085	11,682	23,115
Baltimore County	29,948	42,564	25,886	36,402	22,328	30,737	18,885	25,192	14,438	18,647
Montgomery	26,662	40,828	25,102	40,828	19,629	30,559	20,010	22,768		
Prince George's	26,789	35,945	23,735	32,576	20,455	28,979	17,983	26,191	14,552	21,349
Large-Size Range	\$26,662	\$42,564	\$23,115	\$40,828	\$19,407	\$30,737	\$17,759	\$26,191	\$11,682	\$23,115
SYSTEMWIDE RANGE	\$16,450	\$42,812	\$13,800	\$40,828	\$11,780	\$31,277	\$9,870	\$26,191	\$9,290	\$23,115

Source: Approved Salary Schedule, 7/1/86

Note: As of October 1, 1998, the Community College of Baltimore County (Catonsville, Dundalk, & Essex Campuses) is shown as one college.

**FACULTY SALARY SCALES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1987**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$17,710	\$40,610	\$14,910	\$34,070	\$12,730	\$29,070	\$10,660	\$24,400	\$10,040	\$22,900
Carroll										
Cecil	25,499	42,981	22,466	36,491	19,430	30,451	16,438	24,712	13,360	19,401
Chesapeake	23,572	34,948	21,532	31,270	18,587	26,714	16,729	23,227	14,872	19,723
Hagerstown	28,340	41,929	24,638	36,376	20,426	30,577	16,222	26,257		
Garrett	24,000	28,000	21,000	25,000	18,000	22,000	15,000	19,000		
Wor-Wic	21,641	38,781	20,117	34,437	18,671	30,402	17,299	26,668	15,912	23,240
Small-Size Range	\$17,710	\$42,981	\$14,910	\$36,491	\$12,730	\$30,577	\$10,660	\$26,668	\$10,040	\$23,240
<u>Medium</u>										
Charles	\$27,095	\$39,780	\$23,493	\$34,556	\$19,969	\$29,330	\$16,446	\$24,104		
Frederick	27,179	42,236	22,878	37,933	19,292	29,334	17,146	22,881	13,557	17,860
Harford	18,598	38,246	17,589	32,874	16,563	27,842	14,866	23,701		
Howard	30,437	44,757	26,239	38,583	22,620	33,262	19,500	28,674	14,442	21,785
Medium-Size Range	\$18,598	\$44,757	\$17,589	\$38,583	\$16,563	\$33,262	\$14,866	\$28,674	\$13,557	\$21,785
<u>Large</u>										
Anne Arundel	\$37,504	\$44,360	\$30,756	\$35,980	\$22,860	\$31,462	\$19,789	\$27,204		
Baltimore City	28,860	39,679	24,040	33,038	20,183	27,575	18,469	22,968	12,149	16,970
Baltimore County	31,445	44,692	27,180	38,222	23,444	32,274	19,829	26,452	15,160	19,579
Montgomery	29,120	43,000	25,895	39,430	21,735	33,825	21,000	26,880		
Prince George's	27,593	37,023	24,447	33,553	21,069	29,848	18,552	26,977	14,989	21,989
Large-Size Range	\$27,593	\$44,692	\$24,040	\$39,430	\$20,183	\$33,825	\$18,469	\$27,204	\$12,149	\$21,989
SYSTEMWIDE RANGE	\$17,710	\$44,757	\$14,910	\$39,430	\$12,730	\$33,825	\$10,660	\$28,674	\$10,040	\$23,240

Source: Approved Salary Schedule, 7/1/87

Note: As of October 1, 1998, the Community College of Baltimore County (Catonsville, Dundalk, & Essex Campuses) is shown as one college.

**FACULTY SALARY SCALES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1988**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$18,750	\$42,860	\$15,740	\$35,930	\$13,430	\$30,680	\$11,260	\$25,760	\$10,600	\$24,220
Carroll										
Cecil	27,080	45,646	23,859	41,359	20,635	34,832	17,457	28,672	14,188	22,943
Chesapeake	26,078	38,021	23,745	33,969	20,465	28,997	18,324	25,146	16,182	21,276
Hagerstown	31,067	45,335	27,063	39,388	21,922	32,581	17,672	27,789		
Garrett	24,720	28,840	21,630	25,750	18,540	22,660	15,450	19,570		
Wor-Wic	22,507	40,332	20,922	35,814	19,418	31,618	17,991	27,735	16,548	24,170
Small-Size Range	\$18,750	\$45,646	\$15,740	\$41,359	\$13,430	\$34,832	\$11,260	\$28,672	\$10,600	\$24,220
<u>Medium</u>										
Charles	\$27,637	\$40,576	\$23,963	\$35,247	\$20,368	\$29,917	\$16,775	\$24,586		
Frederick	29,431	43,803	24,893	39,264	21,867	31,706	24,139	24,139		
Harford	19,156	40,843	18,117	40,667	17,060	39,543	15,333	24,412		
Howard	32,326	46,550	27,868	40,129	24,024	34,594	20,710	29,882	15,338	23,129
Medium-Size Range	\$19,156	\$46,550	\$18,117	\$40,667	\$17,060	\$39,543	\$15,333	\$29,882	\$15,338	\$23,129
<u>Large</u>										
Anne Arundel	\$40,564	\$46,595	\$33,264	\$37,418	\$25,714	\$32,537	\$19,879	\$28,774	\$18,954	\$18,954
Baltimore City	28,860	39,679	24,040	33,038	20,183	27,575	18,469	22,968	12,149	24,040
Baltimore County	31,445	44,692	27,180	38,222	23,444	32,274	19,829	26,452	15,160	19,579
Montgomery	31,320	45,900	28,345	42,330	22,000	36,725	22,000	29,080		
Prince George's	28,973	46,538	25,669	42,176	\$22,122	\$37,519	\$19,448	\$33,910	\$15,738	\$27,640
Large-Size Range	\$28,860	\$46,595	\$24,040	\$42,330	\$20,183	\$37,519	\$18,469	\$33,910	\$12,149	\$27,640
SYSTEMWIDE RANGE	\$18,750	\$46,595	\$15,740	\$42,330	\$13,430	\$39,543	\$11,260	\$33,910	\$10,600	\$27,640

Source: Approved Salary Schedule, 7/1/88

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MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1989**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$27,549	\$45,534	\$24,731	\$39,686	\$21,554	\$34,588	\$18,239	\$30,146	\$18,239	\$30,146
Carroll										
Cecil	27,956	47,123	24,631	42,697	21,302	35,930	18,022	29,634	14,647	23,718
Chesapeake	28,479	40,534	25,318	36,035	22,508	32,035	20,010	28,479	17,790	25,318
Hagerstown	31,067	45,335	27,063	39,388	21,922	32,581	17,672	27,789		
Garrett	24,720	28,840	21,630	25,750	18,540	22,660	15,450	19,570		
Wor-Wic	23,576	42,248	21,916	37,515	20,340	33,120	18,846	29,052	17,334	25,318
Small-Size Range	\$23,576	\$47,123	\$21,630	\$42,697	\$18,540	\$35,930	\$15,450	\$30,146	\$14,647	\$30,146
<u>Medium</u>										
Charles	\$32,824	\$46,223	\$28,531	\$40,153	\$24,240	\$34,082	\$19,948	\$28,008		
Frederick	30,108	46,787	25,343	42,020	21,371	33,291	18,989	26,141	15,018	22,169
Harford	31,614	40,969	24,789	35,214	20,826	29,824	15,946	22,634		
Howard	34,980	48,972	30,441	42,585	26,450	37,030	23,000	32,200	17,033	25,394
Medium-Size Range	\$30,108	\$48,972	\$24,789	\$42,585	\$20,826	\$37,030	\$15,946	\$32,200	\$15,018	\$25,394
<u>Large</u>										
Anne Arundel	\$30,826	\$57,392	\$26,805	\$38,915	\$23,309	\$33,840	\$20,269	\$29,424		
Baltimore City	30,016	42,919	25,002	35,734	20,991	29,826	19,209	26,002	12,636	27,215
Baltimore County	34,011	48,339	29,398	41,341	25,357	34,908	21,447	28,610	16,397	21,176
Montgomery	32,000	47,966	27,533	45,610	24,000	39,678	24,000	31,364		
Prince George's	31,335	48,865	27,761	44,285	23,925	39,395	21,033	35,606	17,021	29,022
Large-Size Range	\$30,016	\$57,392	\$25,002	\$45,610	\$20,991	\$39,678	\$19,209	\$35,606	\$12,636	\$29,022
SYSTEMWIDE RANGE	\$23,576	\$57,392	\$21,630	\$45,610	\$18,540	\$39,678	\$15,450	\$35,606	\$12,636	\$30,146

Source: Approved Salary Schedule, 7/1/89

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MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1990**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$28,596	\$47,264	\$25,671	\$41,194	\$22,373	\$35,902	\$18,932	\$31,292		
Carroll										
Cecil	29,130	49,102	25,665	44,490	22,197	37,439	18,779	30,879	15,262	24,714
Chesapeake	29,905	42,564	26,586	37,839	23,635	33,639	21,012	29,905	18,680	26,586
Hagerstown	36,228	52,408	31,687	45,663	25,857	37,945	22,065	32,510		
Garrett	25,974	28,456	23,758	25,620	22,251	23,492	21,365	22,074		
Wor-Wic	24,755	44,360	23,012	39,391	21,357	34,776	19,788	30,505	18,201	26,584
Small-Size Range	\$24,755	\$52,408	\$23,012	\$45,663	\$21,357	\$37,945	\$18,779	\$32,510	\$15,262	\$26,586
<u>Medium</u>										
Charles	\$34,137	\$48,072	\$29,672	\$41,759	\$25,210	\$35,445	\$20,746	\$29,128		
Frederick	31,764	47,684	26,737	42,658	22,546	36,803	20,033	27,579	15,844	23,388
Harford	21,317	43,837	20,161	37,679	18,984	31,912	17,062	27,165		
Howard	37,039	54,030	32,490	46,578	28,500	40,153	25,000	34,615	17,885	27,299
Medium-Size Range	\$21,317	\$54,030	\$20,161	\$46,578	\$18,984	\$40,153	\$17,062	\$34,615	\$15,844	\$27,299
<u>Large</u>										
Anne Arundel	\$32,367	\$51,906	\$28,149	\$40,860	\$24,474	\$35,530	\$21,282	\$30,897		
Baltimore City	31,380	44,869	26,139	37,358	21,945	31,182	20,082	27,184	13,210	28,451
Baltimore County	35,371	50,273	30,574	42,995	26,371	36,304	22,305	29,754	17,053	22,023
Montgomery	31,446	50,484	30,041	45,625	26,518	47,000	26,518	29,577		
Prince George's	33,889	51,308	30,024	46,499	25,875	41,365	22,747	37,386	18,409	30,473
Large-Size Range	\$31,380	\$51,906	\$26,139	\$46,499	\$41,365	\$22,747	\$37,386	\$18,409	\$13,210	\$30,473
SYSTEMWIDE RANGE	\$21,317	\$54,030	\$20,161	\$46,578	\$18,984	\$47,000	\$17,062	\$37,386	\$13,210	\$30,473

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FACULTY SALARY SCALES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1991

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$29,453	\$48,682	\$26,441	\$42,430	\$23,045	\$36,979	\$19,500	\$32,231		
Carroll										
Cecil	30,237	50,968	46,640	46,182	23,040	38,862	19,492	32,053	15,842	25,653
Chesapeake	32,656	46,479	29,032	41,321	25,809	36,735	22,945	32,659	20,399	29,037
Hagerstown	38,039	55,028	33,271	47,946	27,150	39,842	23,168	34,136		
Garrett	27,454	30,732	24,526	26,985	22,536	24,175	21,365	22,302		
Wor-Wic	26,240	52,892	24,393	41,754	22,638	36,863	20,975	32,335	19,293	28,179
Small-Size Range	\$26,240	\$55,028	\$24,393	\$47,946	\$22,536	\$39,842	\$19,492	\$34,136	\$15,842	\$29,037
<u>Medium</u>										
Charles	\$35,878	\$50,821	\$31,185	\$44,174	\$26,496	\$37,531	\$21,804	\$30,885		
Frederick	33,829	50,783	28,475	45,431	25,797	40,969	23,121	31,157	18,659	26,689
Harford	22,596	46,467	21,371	39,940	20,123	33,827	18,086	28,795		
Howard	38,668	57,541	33,919	49,605	29,754	42,762	26,100	36,864	18,671	29,073
Medium-Size Range	\$22,596	\$57,541	\$21,371	\$49,605	\$20,123	\$42,762	\$18,086	\$36,864	\$18,659	\$29,073
<u>Large</u>										
Anne Arundel	\$33,986	\$55,018	\$29,553	\$43,747	\$25,698	\$38,041	\$22,346	\$33,078		
Baltimore City	31,844	45,532	26,525	37,911	22,269	31,643	20,379	27,586	13,406	28,872
Baltimore County	35,371	50,273	30,574	42,995	26,371	36,304	22,305	29,754	17,053	22,023
Montgomery	35,350	53,311	32,907	45,648	29,345	46,917	28,000	33,250		
Prince George's	36,302	53,360	32,162	48,359	27,717	43,020	24,366	38,881	19,719	31,692
Large-Size Range	\$31,844	\$55,018	\$26,525	\$48,359	\$22,269	\$46,917	\$20,379	\$38,881	\$13,406	\$31,692
SYSTEMWIDE RANGE	\$22,596	\$57,541	\$21,371	\$49,605	\$20,123	\$46,917	\$18,086	\$38,881	\$13,406	\$31,692

Source: Approved Salary Schedule, 7/1/90

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FISCAL YEAR 1992**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$29,453	\$51,647	\$26,441	\$45,014	\$23,045	\$39,231	\$19,500	\$34,194		
Carroll										
Cecil	30,237	51,733	26,640	48,875	23,040	39,444	19,492	32,533	15,842	26,038
Chesapeake	33,962	48,339	30,193	42,974	26,841	38,204	23,863	33,964	21,215	30,196
Hagerstown	38,974	55,963	34,206	48,881	28,085	40,777	24,103	35,071		
Garrett	27,454	30,732	24,526	26,985	22,536	24,175	21,365	22,302		
Wor-Wic	26,240	52,892	24,393	41,754	22,638	36,863	20,975	32,335	19,293	28,179
Small-Size Range	\$26,240	\$55,963	\$24,393	\$48,881	\$22,536	\$40,777	\$19,492	\$35,071	\$15,842	\$30,196
<u>Medium</u>										
Charles	\$35,878	\$50,821	\$31,185	\$44,174	\$26,496	\$37,531	\$21,804	\$30,885		
Frederick	34,844	52,306	29,329	46,794	26,571	42,198	23,815	32,092	19,219	27,490
Harford	22,596	46,467	21,371	39,940	20,123	33,827	18,086	28,795		
Howard	38,668	57,541	33,919	49,605	29,754	42,762	26,100	36,864	18,671	29,073
Medium-Size Range	\$22,596	\$57,541	\$21,371	\$49,605	\$20,123	\$42,762	\$18,086	\$36,864	\$18,671	\$29,073
<u>Large</u>										
Anne Arundel	\$33,986	\$55,018	\$29,553	\$43,747	\$25,698	\$38,041	\$22,346	\$33,078		
Baltimore City	33,118	47,353	27,586	39,427	23,160	32,909	21,194	28,689	13,942	30,027
Baltimore County	36,786	52,284	31,797	44,715	27,426	37,756	23,197	30,944	17,735	22,904
Montgomery	36,587	53,311	31,150	51,497	30,100	48,559	28,000	33,538		
Prince George's	36,302	53,360	32,162	48,359	27,717	43,020	24,366	38,881	19,719	31,692
Large-Size Range	\$33,118	\$55,018	\$27,586	\$51,497	\$23,160	\$48,559	\$21,194	\$38,881	\$13,942	\$31,692
SYSTEMWIDE RANGE	\$22,596	\$57,541	\$21,371	\$51,497	\$20,123	\$48,559	\$18,086	\$38,881	\$13,942	\$31,692

Source: Approved Salary Schedule, 7/1/91

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FISCAL YEAR 1993**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	29,453	54,792	26,441	47,755	23,045	41,620	19,500	36,276		
Carroll										
Cecil	37,409	49,184	36,106	46,220	26,456	40,405	24,515	30,544		
Chesapeake	33,962	48,339	30,193	42,974	26,841	38,203	23,863	33,964	21,215	30,196
Hagerstown	40,515	53,677	35,541	41,563	28,085	31,715	24,103	29,602		
Garrett	26,689	33,027	26,709	29,212	24,682	26,351	23,490	24,444		
Wor-Wic	26,594	49,562	24,722	43,629	22,944	38,575	21,258	33,892	19,553	29,589
Small-Size Range	\$26,594	\$54,792	\$24,722	\$47,755	\$22,944	\$41,620	\$19,500	\$36,276	\$19,553	\$30,196
<u>Medium</u>										
Charles	\$35,878	\$50,821	\$31,185	\$44,174	\$26,496	\$37,531	\$21,804	\$30,885		
Frederick	34,844	52,306	29,329	46,794	26,571	42,189	23,815	32,089	19,219	27,501
Harford	22,935	47,164	21,692	40,539	20,425	34,334	18,357	29,227		
Howard	36,668	58,590	33,919	50,845	29,754	43,831	26,100	37,786	18,671	29,800
Medium-Size Range	\$22,935	\$58,590	\$21,692	\$50,845	\$20,425	\$43,831	\$18,357	\$37,786	\$18,671	\$29,800
<u>Large</u>										
Anne Arundel	\$33,986	\$55,018	\$29,553	\$43,747	\$25,698	\$38,041	\$22,346	\$33,078		
Baltimore City	33,118	47,353	27,586	39,427	23,160	32,909	21,194	28,687	13,942	30,027
Baltimore County	36,786	52,284	31,797	44,715	27,426	37,756	23,197	30,944	17,735	22,904
Montgomery	33,106	55,177	34,421	53,299	31,435	50,259	31,200	37,493		
Prince George's	36,747	55,515	33,773	50,312	30,396	43,880	25,341	43,524		
Large-Size Range	\$33,106	\$55,515	\$27,586	\$53,299	\$23,160	\$50,259	\$21,194	\$43,524	\$13,942	\$30,027
SYSTEMWIDE RANGE	\$22,935	\$58,590	\$21,692	\$53,299	\$20,425	\$50,259	\$18,357	\$43,524	\$13,942	\$30,196

Source: Approved Salary Schedule, 7/1/92

Note: As of October 1, 1998, the Community College of Baltimore County (Catonsville, Dundalk, & Essex Campuses) is shown as one college.

**FACULTY SALARY SCALES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1994**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$30,338	\$56,436	\$27,234	\$49,188	\$23,736	\$42,869	\$20,085	\$37,364		
Carroll	37,890	53,853	32,751	46,056	28,249	38,889	23,893	31,872	18,267	23,591
Cecil	29,909	56,383	26,351	51,088	22,790	42,990	19,280	35,458	15,670	28,378
Chesapeake	34,641	49,305	30,794	43,834	27,378	38,967	24,340	34,644	21,639	30,799
Hagerstown	40,515	55,963	36,944	43,270	28,085	34,454	25,098	30,866		
Garrett	33,992	38,360	30,092	33,368	27,440	29,624				
Wor-Wic	35,812	49,011	33,111	43,570	27,215	41,894	26,168	30,613	21,508	29,032
Small-Size Range	\$29,909	\$56,436	\$26,351	\$51,088	\$22,790	\$42,990	\$19,280	\$37,364	\$15,670	\$30,799
<u>Medium</u>										
Charles	\$36,596	\$51,838	\$31,809	\$45,057	\$27,026	\$28,282	\$22,240	\$31,503		
Frederick	35,367	53,091	29,769	47,496	26,970	42,822	4,172	33,503	19,507	27,914
Harford	23,623	48,579	22,343	41,755	20,366	35,364	18,908	26,838		
Howard	39,635	60,454	34,767	52,116	30,498	44,927	26,752	38,731	23,466	33,388
Medium-Size Range	\$23,623	\$60,454	\$22,343	\$52,116	\$20,366	\$44,927	\$4,172	\$38,731	\$19,507	\$33,388
<u>Large</u>										
Anne Arundel	\$33,986	\$55,018	\$29,553	\$43,747	\$25,698	\$38,041	\$22,346	\$33,078		
Baltimore City	33,118	47,353	27,586	37,427	23,160	32,709	21,194	28,689	13,942	30,027
Baltimore County	36,786	52,284	31,797	44,715	27,426	37,756	23,197	30,944	17,735	22,904
Montgomery	39,193	57,108	33,909	55,164	30,200	52,018	31,400	35,708		
Prince George's	36,302	53,360	32,162	48,359	27,717	43,020	24,366	38,881	19,719	31,692
Large-Size Range	\$33,118	\$57,108	\$27,586	\$55,164	\$23,160	\$52,018	\$21,194	\$38,881	\$13,942	\$31,692
SYSTEMWIDE RANGE	\$23,623	\$60,454	\$22,343	\$55,164	\$20,366	\$52,018	\$4,172	\$38,881	\$13,942	\$33,388

Source: Approved Salary Schedule, 7/1/93

Note: As of October 1, 1998, the Community College of Baltimore County (Catonsville, Dundalk, & Essex Campuses) is shown as one college.

**FACULTY SALARY SCALES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1995**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$30,945	\$54,564	\$27,779	\$50,171	\$24,211	\$43,726	\$20,487	\$38,111		
Carroll	40,206	58,337	36,185	52,502	29,968	43,482	25,647	37,212		
Cecil	32,225	56,834	28,392	51,089	24,555	42,990	20,774	35,458	16,884	28,379
Chesapeake	34,641	49,305	30,797	43,834	27,378	38,967	24,340	34,644	21,639	30,799
Hagerstown	38,974	55,963	34,206	48,881	28,085	40,777	24,103	35,071		
Garrett	33,992	38,360	30,092	33,368	27,440	29,624	26,880	27,128		
Wor-Wic	38,361	52,500	34,104	46,672	29,153	44,877	26,953	32,793	23,039	34,104
Small-Size Range	\$30,945	\$58,337	\$27,779	\$52,502	\$24,211	\$44,877	\$20,487	\$38,111	\$16,884	\$34,104
<u>Medium</u>										
Charles	\$37,328	\$52,875	\$32,445	\$45,958	\$27,567	\$39,048	\$22,685	\$32,133		
Frederick	36,966	55,491	31,115	49,644	28,189	44,759	25,265	34,044	20,390	29,176
Harford	24,332	50,036	23,013	43,008	21,669	36,425	19,475	31,007		
Howard	41,321	63,026	36,246	54,333	31,795	46,838	27,890	40,378	24,465	34,809
Medium-Size Range	\$24,332	\$63,026	\$23,013	\$54,333	\$21,669	\$46,838	\$19,475	\$40,378	\$20,390	\$34,809
<u>Large</u>										
Anne Arundel	\$36,053	\$58,369	\$31,350	\$46,406	\$27,261	\$40,353	\$23,705	\$35,091		
Baltimore City	35,131	49,931	30,366	42,703	26,192	36,057	22,153	29,552		
Baltimore County	38,257	54,375	33,069	46,504	28,523	39,266	24,125	32,182	18,444	23,820
Montgomery	41,642	58,821	36,319	58,692	32,430	55,391	29,000	38,900		
Prince George's	36,302	53,360	32,162	48,359	27,717	43,020	24,366	38,881	19,719	31,692
Large-Size Range	\$35,131	\$58,821	\$30,366	\$58,692	\$26,192	\$55,391	\$22,153	\$38,900	\$18,444	\$31,692
SYSTEMWIDE RANGE	\$24,332	\$63,026	\$23,013	\$58,692	\$21,669	\$55,391	\$19,475	\$40,378	\$16,884	\$34,809

Source: Approved Salary Schedule, 7/1/94

Note: As of October 1, 1998, the Community College of Baltimore County (Catonsville, Dundalk, & Essex Campuses) is shown as one college.

**FACULTY SALARY RANGES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1996**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$31,687	\$58,946	\$28,445	\$51,375	\$24,792	\$44,775	\$20,978	\$39,026		
Carroll	40,206	58,337	36,185	52,502	29,968	43,482	25,647	37,212		
Cecil	34,158	60,244	30,095	54,154	26,028	45,569	22,020	37,585	17,897	30,082
Chesapeake	34,987	49,798	31,105	44,272	27,652	39,357	24,583	34,990	21,855	31,107
Hagerstown	38,974	55,963	34,206	48,881	28,085	40,777	24,103	35,071		
Garrett	33,992	38,360	30,092	33,368	27,440	29,624				
Wor-Wic	30,546	64,352	28,242	55,010	26,111	47,022	24,141	40,195	22,319	34,360
Small-Size Range	\$30,546	\$64,352	\$28,242	\$55,010	\$24,792	\$47,022	\$20,978	\$40,195	\$17,897	\$34,360
<u>Medium</u>										
Charles	39,984	62,255	34,754	54,115	29,529	45,977	24,300	37,836		
Dundalk	38,257	54,375	33,069	46,504	28,523	39,266	24,125	32,182	18,444	23,820
Frederick	36,966	55,491	31,115	49,644	28,189	44,759	25,265	34,044	20,390	29,176
Harford	24,332	50,036	23,013	43,008	21,669	36,425	19,475	31,007		
Howard	42,251	64,444	37,062	55,555	32,510	47,892	25,518	41,287	25,015	35,592
Medium-Size Range	\$24,332	\$64,444	\$23,013	\$55,555	\$21,669	\$47,892	\$19,475	\$41,287	\$18,444	\$35,592
<u>Large</u>										
Anne Arundel	\$36,053	\$58,369	\$31,350	\$46,406	\$27,261	\$40,353	\$23,705	\$35,091		
Baltimore	35,834	50,930	30,973	43,557	26,716	36,778	22,596	30,143		
Catonsville	38,257	54,375	33,069	46,504	28,523	39,266	24,125	32,182	18,444	23,820
Essex	38,257	54,375	33,069	46,504	28,523	39,266	24,125	32,182	18,444	23,820
Montgomery	39,705	58,821	34,844	56,194	32,430	55,391	29,000	38,900		
Prince George's	36,302	53,360	32,162	48,359	27,717	43,020	24,366	38,881	19,719	31,692
Large-Size Range	\$35,834	\$58,821	\$30,973	\$56,194	\$26,716	\$55,391	\$22,596	\$38,900	\$18,444	\$31,692
SYSTEMWIDE RANGE	\$24,332	\$64,444	\$23,013	\$56,194	\$21,669	\$55,391	\$19,475	\$41,287	\$17,897	\$35,592

Source: Approved Salary Schedule, 7/1/95

**FACULTY SALARY RANGES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1997**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$31,687	\$58,946	\$28,445	\$51,375	\$24,792	\$44,775	\$20,978	\$39,026		
Carroll	\$40,206	\$58,337	36,185	52,502	29,968	43,482	25,647	37,212		
Cecil	\$34,841	\$61,449	30,697	55,237	26,549	46,480	22,460	38,337	18,255	30,684
Chesapeake	\$36,400	\$51,800	32,300	46,000	28,800	40,900	25,600	36,400	22,700	32,400
Hagerstown	\$40,515	\$58,202	35,541	50,826	29,242	42,408	25,098	36,474		
Garrett	\$38,428	\$43,160	34,203	37,752	31,668	33,696	29,640	30,992		
Wor-Wic	\$33,379	\$79,106	30,861	60,114	28,533	51,386	26,380	43,925	24,390	37,547
Small-Size Range	\$31,687	\$79,106	\$28,445	\$60,114	\$24,792	\$51,386	\$20,978	\$43,925	\$18,255	\$37,547
<u>Medium</u>										
Charles	39,984	60,369	34,754	52,476	29,529	48,083	24,300	26,399		
Dundalk	38,257	54,375	33,069	46,504	28,523	39,266	24,125	32,182	18,444	23,820
Frederick	36,966	55,491	31,115	49,644	28,189	44,759	25,265	34,044	20,390	29,176
Harford	24,819	51,037	23,473	43,868	22,102	37,154	21,397	31,627		
Howard	42,251	64,444	37,062	55,555	32,510	47,892	25,518	41,287	25,015	35,592
Medium-Size Range	\$24,819	\$64,444	\$23,473	\$55,555	\$22,102	\$48,083	\$21,397	\$41,287	\$18,444	\$35,592
<u>Large</u>										
Anne Arundel	\$36,053	\$60,739	\$31,350	\$46,406	\$27,261	\$40,353	\$23,705	\$35,091		
Baltimore	37,720	52,713	32,546	45,081	27,974	38,065	23,674	31,198		
Catonsville	38,257	54,375	33,069	46,504	28,523	39,266	24,125	32,182	18,444	23,820
Essex	38,257	54,375	33,069	46,504	28,523	39,266	24,125	32,182	18,444	23,820
Montgomery	43,292	62,188	38,022	60,259	35,405	56,761	30,425	42,420		
Prince George's	36,302	53,360	32,162	48,359	27,717	43,020	24,366	38,881	19,719	31,692
Large-Size Range	\$36,053	\$62,188	\$31,350	\$60,259	\$27,261	\$56,761	\$23,674	\$42,420	\$18,444	\$31,692
SYSTEMWIDE RANGE	\$24,819	\$79,106	\$23,473	\$60,259	\$22,102	\$56,761	\$20,978	\$43,925	\$18,255	\$37,547

Source: Approved Salary Schedule, 7/1/96

**FACULTY SALARY SCALES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1998**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$32,638	\$60,716	\$29,298	\$52,916	\$25,536	\$46,120	\$21,607	\$40,196		
Carroll	48,122	61,067	42,669	62,281	29,356	50,067	33,766	38,607		
Cecil	35,886	63,292	31,618	56,894	27,345	47,874	23,134	39,487	18,803	31,605
Chesapeake	37,490	53,360	33,270	47,350	29,660	42,220	26,370	37,530	23,380	33,280
Hagerstown	41,730	59,948	36,607	52,351	31,927	46,301	27,661	40,198		
Garrett	39,078	43,992	34,691	38,376	31,707	34,164	29,952	31,356		
Wor-Wic	33,830	80,173	31,277	60,925	28,918	52,079	26,736	44,517	24,719	38,054
Small-Size Range	\$32,638	\$80,173	\$29,298	\$62,281	\$25,536	\$52,079	\$21,607	\$44,517	\$18,803	\$38,054
<u>Medium</u>										
Charles	\$42,991	\$63,237	\$37,368	\$54,969	\$31,750	\$45,920	\$26,127	\$28,468		
Dundalk	38,257	59,813	33,069	51,154	29,094	43,193	25,090	35,400		
Frederick	36,966	55,941	31,115	49,644	28,189	44,759	25,265	34,044	20,390	29,176
Harford	25,191	51,803	23,825	44,526	22,434	37,711	21,718	32,101		
Howard	42,251	64,444	37,062	55,555	32,510	47,892	25,518	41,287	25,015	35,592
Medium-Size Range	\$25,191	\$64,444	\$23,825	\$55,555	\$22,434	\$47,892	\$21,718	\$41,287	\$20,390	\$35,592
<u>Large</u>										
Anne Arundel	\$42,276	\$65,081	\$36,762	\$56,592	\$31,967	\$49,213	\$27,797	\$42,794		
Baltimore	40,394	55,490	34,906	47,489	30,018	40,138	25,539	33,061		
Catonsville	38,257	54,375	33,069	46,504	28,523	39,266	24,125	32,182	18,444	23,820
Essex	38,257	54,375	33,069	46,504	28,523	39,266	24,125	32,182	18,444	23,820
Montgomery	44,451	64,054	38,475	63,242	32,225	61,298	30,975	42,152		
Prince George's	42,295	62,169	37,471	56,342	32,293	50,122	28,387	45,299	22,973	36,923
Large-Size Range	\$38,257	\$65,081	\$33,069	\$63,242	\$28,523	\$61,298	\$24,125	\$45,299	\$18,444	\$36,923
SYSTEMWIDE RANGE	\$25,191	\$80,173	\$23,825	\$63,242	\$22,434	\$61,298	\$21,607	\$45,299	\$18,444	\$38,054

Source: Approved Salary Schedule, 7/1/97

**FACULTY SALARY SCALES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 1999**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$32,638	\$60,716	\$29,298	\$52,916	\$25,536	\$46,120	\$21,607	\$40,196		
Carroll	49,768	62,221	36,909	55,999	29,469	40,561	29,033	33,197		
Cecil	36,604	64,558	32,250	58,032	27,892	48,831	23,597	40,277	19,179	32,237
Chesapeake	40,490	57,630	35,930	51,140	32,035	45,600	28,480	40,530	25,250	35,940
Hagerstown	38,823	62,117	33,857	54,172	29,527	47,243	25,750	41,200		
Garrett	40,987	46,562	36,009	40,191	32,624	35,412	30,633	32,226		
Wor-Wic	34,793	73,304	32,168	62,660	29,741	53,562	27,498	45,785	25,423	39,138
Small-Size Range	\$32,638	\$73,304	\$29,298	\$62,660	\$25,536	\$53,562	\$21,607	\$45,785	\$19,179	\$39,138
<u>Medium</u>										
Charles	\$46,621	\$69,191	\$40,670	\$60,359	\$34,721	\$50,669	\$28,772	\$30,211		
Frederick	37,705	56,601	31,737	50,637	28,753	45,654	25,770	34,725	20,798	29,760
Harford	28,055	54,497	26,514	46,841	24,938	39,672	24,061	33,770	22,378	30,107
Howard	42,674	65,733	37,803	56,666	33,485	48,850	29,659	42,113	26,016	36,304
Medium-Size Range	\$28,055	\$69,191	\$26,514	\$60,359	\$24,938	\$50,669	\$24,061	\$42,113	\$20,798	\$36,304
<u>Large</u>										
Anne Arundel	\$48,982	\$67,035	\$39,380	\$51,821	\$34,243	\$45,063	\$29,776	\$39,183		
Baltimore City	41,294	56,390	35,806	48,389	30,918	41,038	26,439	33,961		
Baltimore County	39,405	61,607	34,061	52,689	29,967	44,489	25,843	36,462		
Montgomery	39,600	65,495	38,350	65,495	35,778	53,567	32,100	44,725		
Prince George's	43,648	48,848	38,670	43,870	33,326	38,526	29,295	34,495		
Large-Size Range	\$39,600	\$67,035	\$38,350	\$65,495	\$29,967	\$53,567	\$29,295	\$44,725		
SYSTEMWIDE RANGE	\$28,055	\$73,304	\$26,514	\$65,495	\$24,938	\$53,567	\$21,607	\$45,785	\$19,179	\$39,138

Source: Approved Salary Schedule, 7/1/98

Note: As of October 1, 1998, the Community College of Baltimore County (Catonsville, Dundalk, & Essex Campuses) is shown as one college.

**FACULTY SALARY SCALES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 2000**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$33,617	\$62,537	\$30,177	\$54,504	\$26,302	\$47,504	\$22,256	\$41,402		
Carroll	41,010	62,221	36,909	55,999	30,567	46,377	26,160	39,690		
Cecil	37,336	65,849	32,895	59,193	28,450	49,808	24,069	41,083	19,563	32,882
Chesapeake	41,705	59,359	37,008	52,674	32,996	46,968	29,334	41,746	26,008	37,018
Hagerstown	38,823	62,117	33,857	54,172	29,527	47,243	25,750	41,200		
Garrett	41,994	47,707	36,894	41,178	33,426	36,282	31,386	33,018		
Wor-Wic	35,141	74,036	32,490	63,287	30,038	54,098	27,772	46,243	25,677	39,529
Small-Size Range	\$33,617	\$74,036	\$30,177	\$63,287	\$26,302	\$54,098	\$22,256	\$46,243	\$19,563	\$39,529
<u>Medium</u>										
Charles	\$47,320	\$75,218	\$41,280	\$62,122	\$35,242	\$50,420		\$32,105		
Frederick	41,321	64,454	36,068	56,260	30,806	48,057	30,073	40,899	26,513	36,057
Harford	28,897	56,132	27,310	48,247	25,687	40,863	24,783	34,784	23,906	31,011
Howard	43,419	69,471	37,543	60,069	32,462	51,938	28,068	44,908	24,269	38,831
Medium-Size Range	\$28,897	\$75,218	\$27,310	\$62,122	\$25,687	\$40,863	\$24,783	\$44,908	\$23,906	\$38,831
<u>Large</u>										
Anne Arundel	\$52,469	\$69,046	\$42,183	\$55,510	\$36,682	\$48,270	\$31,897	\$41,974		
Baltimore City	46,081	61,599	36,819	49,402	31,931	48,051	27,452	34,974		
Baltimore County	40,193	62,840	34,742	53,742	30,566	45,379	26,360	37,191		
Montgomery	44,850	67,198	39,850	67,198	33,600	55,261	33,600	47,468		
Prince George's	45,830	67,365	40,603	61,051	34,992	54,311	30,759	49,085		
Large-Size Range	\$40,193	\$69,046	\$34,742	\$67,198	\$30,566	\$55,261	\$26,360	\$49,085		
SYSTEMWIDE RANGE	\$28,897	\$75,218	\$27,310	\$67,198	\$25,687	\$55,261	\$22,256	\$49,085	\$19,563	\$39,529

Source: Approved Salary Schedule, 7/1/99

Note: As of October 1, 1998, the Community College of Baltimore County (Catonsville, Dundalk, & Essex Campuses) is shown as one college.

**FACULTY SALARY SCALES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 2001**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$33,617	\$62,537	\$30,177	\$54,504	\$26,302	\$47,504	\$22,256	\$41,402		
Carroll	41,010	62,221	36,909	55,999	30,567	46,377	26,160	39,690		
Cecil	38,083	67,166	33,553	60,377	29,019	50,804	24,550	41,905	19,954	33,540
Chesapeake	42,956	66,129	38,118	54,254	33,986	48,377	30,214	42,998	26,788	38,129
Hagerstown	40,752	65,235	35,540	56,892	30,994	49,615	27,029	43,268		
Garrett	42,606	48,648	37,212	41,743	33,544	36,568	31,386	33,112		
Wor-Wic	36,779	77,488	34,004	66,237	31,439	56,619	29,067	48,399	26,874	41,371
Small-Size Range	\$33,617	\$77,488	\$30,177	\$66,237	\$26,302	\$56,619	\$22,256	\$48,399	\$19,954	\$41,371
<u>Medium</u>										
College of S. MD	\$48,030	\$72,279	\$41,899	\$63,054	\$35,771	\$53,831	\$29,642	\$44,607		
Frederick	43,180	67,358	37,692	58,804	32,193	50,225	31,426	42,739	27,706	37,678
Harford	29,981	58,251	28,335	50,057	26,651	42,396	25,713	36,089	24,806	32,174
Howard	43,419	69,471	37,543	60,069	32,462	51,938	28,068	44,908	24,269	38,831
Medium-Size Range	\$29,981	\$72,279	\$28,335	\$63,054	\$26,651	\$50,225	\$25,713	\$44,908	\$24,269	\$38,831
<u>Large</u>										
Anne Arundel	\$45,748	\$70,425	\$39,781	\$61,241	\$34,592	\$53,253	\$30,080	\$46,305		
Baltimore City	48,605	64,508	39,028	51,880	33,826	44,157	29,168	36,839		
Baltimore County	40,997	64,096	35,437	54,818	31,178	46,287	26,888	37,935		
Montgomery	35,150	68,452	41,100	68,542	34,606	56,087	33,600	45,197		
Prince George's	46,746	68,712	41,415	62,272	35,691	55,397	31,374	50,066		
Large-Size Range	\$35,150	\$64,508	\$35,437	\$68,542	\$31,178	\$56,087	\$26,888	\$50,066		

SYSTEMWIDE RANGE

Source: Approved Salary Schedule, 7/1/00

Note: As of October 1, 1998, the Community College of Baltimore County (Catonsville, Dundalk, & Essex Campuses) is shown as one college.

**FACULTY SALARY SCALES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 2002**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$34,625	\$64,413	\$31,083	\$56,139	\$27,091	\$48,929	\$22,923	\$42,644		
Carroll	41,830	69,999	37,647	62,999	31,178	52,174	26,683	44,652		
Cecil	41,504	70,563	35,194	64,976	29,841	55,093	25,302	46,713	21,453	39,607
Chesapeake	44,245	68,113	39,262	55,882	35,005	49,828	31,120	44,288	27,592	39,272
Hagerstown	40,752	65,235	35,540	56,892	30,994	49,615	27,029	43,268		
Garrett	42,606	48,648	37,212	41,743	33,544	36,565	31,386	33,112		
Wor-Wic	37,514	79,036	34,684	67,560	32,067	57,751	29,648	49,366	27,411	42,198
Small-Size Range	\$34,625	\$79,036	\$31,083	\$67,560	\$27,091	\$57,751	\$22,923	\$49,366	\$21,453	\$42,198
<u>Medium</u>										
College of S. MD	\$79,231	\$74,086	\$42,946	\$64,630	\$36,665	\$55,177	\$30,383	\$45,722		
Frederick	45,340	70,722	39,576	61,731	33,802	52,730	32,997	44,876	29,091	39,564
Harford	58,274	67,827	43,668	66,833	43,668	65,120	36,296	51,559		
Howard	46,893	75,028	40,547	64,874	35,058	56,094	33,449	48,501	28,922	41,937
Medium-Size Range	\$45,340	\$75,028	\$39,576	\$66,833	\$33,802	\$65,120	\$30,383	\$44,876	\$28,922	\$41,937
<u>Large</u>										
Anne Arundel	\$57,435	\$72,842	\$43,481	\$63,343	\$39,337	\$63,343	\$32,879	\$47,901		
Baltimore City	50,549	67,088	40,589	53,959	35,179	45,923	30,335	38,313		
Baltimore County	38,198	68,519	39,000	63,477	35,000	51,072	35,019	44,633		
Montgomery	36,344	72,688	31,204	72,688	36,565	66,762	16,800	50,494		
Prince George's	48,148	70,773	42,657	64,140	36,761	57,058	32,315	51,567		
Large-Size Range	\$36,344	\$72,842	\$31,204	\$72,688	\$35,000	\$66,762	\$16,800	\$51,567		

SYSTEMWIDE RANGE

Source: Approved Salary Schedule, 7/1/01

Note: As of October 1, 1998, the Community College of Baltimore County (Catonsville, Dundalk, & Essex Campuses) is shown as one college.

**FACULTY SALARY SCALES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 2003**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
<u>Small</u>										
Allegany	\$34,971	\$65,057	\$31,393	\$56,700	\$27,362	\$49,418	\$23,152	\$43,070	\$0	\$0
Carroll	41,830	69,999	37,647	62,999	31,178	52,174	26,683	44,652	0	0
Cecil	42,334	71,974	35,898	66,276	30,438	56,195	25,808	47,647	21,882	40,399
Chesapeake	45,572	70,156	40,440	57,558	36,055	51,323	32,054	45,617	28,420	40,450
Hagerstown	42,790	68,497	37,317	59,736	32,544	52,095	28,380	45,432	0	0
Garrett	44,345	50,598	38,762	43,452	34,966	38,092	32,733	34,519	0	0
Wor-Wic	46,556	79,144	39,791	67,645	34,009	57,816	29,068	49,415	24,844	42,235
Small-Size Range	\$34,971	\$79,144	\$31,393	\$67,645	\$27,362	\$57,816	\$23,152	\$49,415	\$21,882	\$42,235
<u>Medium</u>										
College of S. MD	\$50,314	\$75,716	\$43,891	\$66,052	\$37,472	\$56,391	\$33,536	\$50,466	\$0	\$0
Frederick	46,700	72,844	40,763	63,583	34,816	54,312	33,987	46,222	29,964	40,751
Harford	61,185	69,165	37,916	68,171	37,022	66,424	29,740	52,591	0	0
Howard	46,893	75,028	40,547	64,874	35,058	56,094	33,449	48,501	28,922	41,937
Medium-Size Range	\$46,700	\$75,716	\$37,916	\$68,171	\$34,816	\$66,424	\$29,740	\$52,591	\$28,922	\$41,937
<u>Large</u>										
Anne Arundel	\$56,861	\$75,027	\$46,595	\$65,243	\$41,328	\$65,243	\$35,234	\$49,338	\$0	\$0
Baltimore City	52,571	69,772	42,213	56,117	36,586	47,760	31,548	39,846	0	0
Baltimore County	49,821	83,823	43,118	70,433	38,088	59,094	33,267	48,501	0	0
Montgomery	40,490	76,363	40,490	76,363	39,724	71,210	37,044	54,336	0	0
Prince George's	49,110	72,188	43,510	65,422	37,496	58,199	32,961	52,598	0	0
Large-Size Range	\$40,490	\$83,823	\$40,490	\$76,363	\$36,586	\$71,210	\$31,548	\$54,336	\$0	\$0
SYSTEMWIDE RANGE	\$34,971	\$83,823	\$31,393	\$76,363	\$27,362	\$71,210	\$23,152	\$54,336	\$21,882	\$42,235

Source: Approved Salary Schedule,

**FACULTY SALARY SCALES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 2004**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
Small										
Allegany	\$35,020	\$67,009	\$32,335	\$58,401	\$28,183	\$50,901	\$23,847	\$44,302	\$0	\$0
Carroll	59,744	69,999	39,951	62,999	28,353	46,329	30,049	38,872	0	0
Cecil	42,334	78,207	35,898	66,276	30,438	56,195	25,808	47,647	21,882	40,399
Chesapeake	46,028	70,858	40,844	58,134	36,416	51,836	32,375	46,073	28,704	40,855
Hagerstown	44,930	71,922	39,183	62,723	34,171	54,700	29,799	47,704	0	0
Garrett	44,980	51,323	39,317	44,074	35,466	38,637	33,200	35,013	0	0
Wor-Wic	46,556	79,144	39,791	67,645	34,009	57,816	29,068	49,415	24,844	42,235
Small-Size Range	\$35,020	\$79,144	\$32,335	\$67,645	\$28,183	\$57,816	\$23,847	\$49,415	\$21,882	\$42,235
Medium										
College of S. MD	\$50,314	\$75,716	\$43,891	\$66,052	\$37,472	\$56,391	\$33,536	\$50,466	\$0	\$0
Frederick	48,568	75,758	42,394	66,127	36,209	56,485	35,347	48,072	0	0
Harford	61,186	69,165	37,916	68,171	37,022	66,423	52,591	52,591	0	0
Howard	50,464	78,779	44,721	68,118	39,631	58,899	35,121	50,926	30,368	44,034
Medium-Size Range	\$48,568	\$78,779	\$37,916	\$68,171	\$36,209	\$66,423	\$33,536	\$52,591	\$30,368	\$44,034
Large										
Anne Arundel	\$57,988	\$77,027	\$47,527	\$66,548	\$42,158	\$66,548	\$34,865	\$50,325	\$0	\$0
Baltimore City	52,571	69,772	42,213	56,117	36,586	47,760	31,548	39,846	0	0
Baltimore County	49,821	83,823	43,118	70,433	38,088	59,094	33,267	48,501	0	0
Montgomery	30,897	78,029	37,557	78,029	40,197	73,969	37,872	56,717	0	0
Prince George's	49,110	72,188	43,510	65,422	37,496	58,199	32,961	52,598	0	0
Large-Size Range	\$30,897	\$83,823	\$37,557	\$78,029	\$36,586	\$73,969	\$31,548	\$56,717	\$0	\$0
SYSTEMWIDE RANGE	\$30,897	\$83,823	\$32,335	\$78,029	\$28,183	\$73,969	\$23,847	\$56,717	\$21,882	\$44,034

Source: Employee Data System. Approved Salary Schedule, provided by individual institutions

**CREDIT FACULTY SALARY SCALES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 2005**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
Small										
Allegany	\$38,214	\$71,090	\$33,305	\$61,958	\$29,028	\$54,001	\$26,840	\$49,930	\$0	\$0
Carroll	62,157	79,154	41,565	62,999	29,809	48,201	33,177	35,912	0	0
Cecil	43,177	79,138	36,609	67,102	31,041	56,898	26,319	48,243	22,316	40,905
Chesapeake	46,949	72,275	41,661	59,297	37,144	52,873	33,023	46,994	29,278	41,672
Hagerstown	45,829	73,360	39,967	63,518	37,118	55,794	34,269	49,612	0	0
Garrett	45,557	51,982	39,821	44,639	35,920	39,132	33,625	35,461	0	0
Wor-Wic	47,486	80,726	40,586	68,997	34,689	58,972	29,649	50,403	25,341	43,080
Small-Size Range	\$38,214	\$80,726	\$33,305	\$68,997	\$29,028	\$58,972	\$26,319	\$50,403	\$22,316	\$43,080
Medium										
College of S. MD	\$51,069	\$76,582	\$44,549	\$67,043	\$38,034	\$57,237	\$34,039	\$51,223	\$0	\$0
Frederick	49,539	77,273	43,242	67,450	36,933	57,615	36,054	49,033	31,785	43,228
Harford	52,550	77,700	42,000	65,400	36,050	57,650	35,000	51,200	0	0
Howard	50,464	78,779	44,721	68,118	39,631	58,899	35,121	50,926	30,368	44,034
Medium-Size Range	\$49,539	\$78,779	\$42,000	\$68,118	\$36,050	\$58,899	\$34,039	\$51,223	\$30,368	\$44,034
Large										
Anne Arundel	\$50,493	\$79,623	\$43,907	\$69,242	\$38,810	\$60,207	\$33,200	\$52,355	\$0	\$0
Baltimore City	53,323	83,726	46,368	40,807	37,944	68,243	38,104	43,025	0	0
Baltimore County	50,942	85,709	44,088	72,018	38,945	60,424	34,016	49,592	0	0
Montgomery	44,490	81,955	45,500	80,355	42,900	64,816	39,000	48,650	0	0
Prince George's	50,092	78,048	44,380	70,733	38,245	62,923	33,620	56,867	0	0
Large-Size Range	\$44,490	\$85,709	\$43,907	\$80,355	\$37,944	\$68,243	\$33,200	\$56,867	\$0	\$0
SYSTEMWIDE RANGE	\$38,214	\$85,709	\$33,305	\$80,355	\$29,028	\$68,243	\$26,319	\$56,867	\$22,316	\$44,034

Source: Approved Salary Schedule, provided by individual institutions

**CREDIT FACULTY SALARY SCALES: TEN-MONTH CONTRACTS
MARYLAND COMMUNITY COLLEGES
FISCAL YEAR 2006**

College	Professor		Associate Professor		Assistant Professor		Instructor		Assistant Instructor	
	Low	High	Low	High	Low	High	Low	High	Low	High
Small										
Allegany	\$39,538	\$73,946	\$34,629	\$64,814	\$32,120	\$60,136	\$30,653	\$57,408	\$0	\$0
Carroll	48,315	79,721	43,577	69,022	38,639	57,572	35,449	49,274	0	0
Cecil	43,177	79,138	36,609	67,102	31,041	56,898	26,319	48,243	22,316	40,905
Chesapeake	49,296	75,889	43,744	62,262	39,002	55,516	34,674	49,344	30,742	43,756
Hagerstown	50,411	77,028	42,365	66,059	37,489	57,468	34,269	50,604	0	0
Garrett	48,251	55,057	42,172	47,278	38,041	41,444	35,610	37,554	0	0
Wor-Wic	47,486	80,726	40,586	68,997	34,689	58,972	29,649	50,403	25,341	43,080
Small-Size Range	\$39,538	\$80,726	\$34,629	\$69,022	\$31,041	\$60,136	\$26,319	\$57,408	\$22,316	\$43,756
Medium										
College of S. MD	\$60,312	\$90,936	\$52,614	\$79,239	\$44,918	\$67,725	\$40,199	\$60,495	\$0	\$0
Frederick	51,026	79,591	44,539	69,473	38,041	59,343	37,136	50,504	0	0
Harford	63,345	76,323	46,968	68,853	42,694	67,087	39,758	48,466	0	0
Howard	54,479	82,718	48,433	71,524	43,058	61,844	39,030	53,972	34,032	46,236
Medium-Size Range	\$51,026	\$90,936	\$44,539	\$79,239	\$38,041	\$67,725	\$37,136	\$60,495	\$34,032	\$46,236
Large										
Anne Arundel	\$51,504	\$81,216	\$44,786	\$70,628	\$38,944	\$61,411	\$33,864	\$53,402	\$0	\$0
Baltimore City	54,123	75,963	43,609	70,882	37,898	60,447	32,785	52,058	0	0
Baltimore County	54,893	85,917	46,640	74,744	39,916	63,968	35,308	53,823	0	0
Montgomery	52,273	84,165	50,873	81,856	41,423	68,529	40,073	45,473	0	0
Prince George's	50,092	79,608	44,380	72,147	38,245	64,181	33,620	58,004	0	0
Large-Size Range	\$50,092	\$85,917	\$43,609	\$81,856	\$37,898	\$68,529	\$32,785	\$58,004	\$0	\$0
SYSTEMWIDE RANGE	\$39,538	\$90,936	\$34,629	\$81,856	\$31,041	\$68,529	\$26,319	\$60,495	\$22,316	\$46,236

Source: Approved Salary Schedule, provided by individual institutions