

BUTTE-GLENN COMMUNITY COLLEGE DISTRICT
ACADEMIC SALARY SCHEDULE
12-month, 221-day Schedule
2.87% COLA granted 2026-2027

STEPS	COLUMN I	COLUMN II	COLUMN III	COLUMN IV
1	85,646.34	93,287.11	100,937.00	108,582.35
2	90,228.10	97,880.26	105,518.72	113,175.49
3	94,816.64	102,466.55	110,118.66	117,759.46
4	99,402.90	107,052.85	114,698.10	122,345.72
5	103,996.06	111,634.51	119,291.28	126,936.59
6	108,580.03	116,216.23	123,870.66	131,520.59
7	113,159.46	120,811.69	128,450.11	136,097.76
8	117,752.59	125,400.20	133,043.26	140,697.68
9	122,332.04	129,981.91	137,636.39	145,284.01
10	126,934.31	134,575.03	142,220.40	149,872.58
11	126,934.31	139,161.34	146,813.53	154,630.07
12	126,934.31	139,161.34	146,813.53	159,047.41
13	126,934.31	139,161.34	146,813.53	163,631.40
14	126,934.31	139,161.34	146,813.53	163,631.40
15	126,934.31	139,161.34	146,813.53	163,631.40

LONGEVITY (LONGEVITY STEPS ARE 16, 20 AND 24)

16	133,103.99	145,925.32	153,949.45	171,584.75
17	133,103.99	145,925.32	153,949.45	171,584.75
18	133,103.99	145,925.32	153,949.45	171,584.75
19	133,103.99	145,925.32	153,949.45	171,584.75
20	139,273.68	152,689.30	161,085.37	179,538.13
21	139,273.68	152,689.30	161,085.37	179,538.13
22	139,273.68	152,689.30	161,085.37	179,538.13
23	139,273.68	152,689.30	161,085.37	179,538.13
24	145,443.36	159,453.28	168,221.29	187,491.47

Department Chair Reassigned Time/Stipends

Department Chair I	50%	18,295.81
Department Chair II	40%	17,838.41
Department Chair III	30%	15,246.52
Department Chair IV	20%	9,910.24

Doctorate Stipend 4,710.55

INITIAL SALARY SCHEDULE PLACEMENT

Maximum initial placement on the salary schedule shall be Step 6 of the appropriate column. Unit members shall receive appropriate credit for previous full-time teaching, instructional support services and related work experience that may allow them a maximum of five (5) steps on the salary schedule, therefore placing them on Step 6. One (1) year step credit will be granted for each two (2) years of full-time work experience related to their initial employment assignment to a maximum of ten (10) years full-time related work experience. A combination of full-time teaching and related work experience may be used for initial placement but the maximum initial salary placement shall be Step 6. The Administration may place above the sixth (6th) step when deemed necessary for the purpose of hiring qualified applicants.

DOCTORAL STIPEND

To receive the doctor's degree stipend (see 13.7), the doctor's degree shall be earned, not honorary, from an institution recognized by either the Council on Post-Secondary Accreditation or on the International Accrediting Association list of recognized agencies published by the U.S. Department of Education, Division of Eligibility and Agency Evaluation.

COLUMN MOVEMENT UNITS

1. Units taken must be job-related and have prior approval of the SPA Committee and by the applicable Vice President.
2. Other experiences may be used in lieu of college units with prior approval of the SPA Committee and confirmed by the applicable Vice President. The SPA Committee confirmed by the applicable Vice President will convert these experiences to a unit value.
3. See SPA Committee guidelines for submission.
4. The number of units required for column movement is 24.
5. Upon initial placement, any units in excess of Column requirement are counted toward the 24 units needed to move to the next Column.

COLUMN AND STEP REQUIREMENTS

A = Placement of academic instructors and those vocational instructors who qualify - initial placement on salary schedule.

B = Placement of vocational instructors only. Programs designated annually by the Board of Trustees for initial placement on salary schedule

COLUMN I (UNIT EQUIVALENT - 136) - A valid California teaching credential appropriate for the community college or meets minimum qualifications for the discipline.

- A.
 - 1. B.A. Degree + 12 semester units.
- B.
 - 1. H.S. diploma + 6 years of related work experience + 64 semester units to
H.S. diploma + 10 years related work experience + 16 semester units
 - 2. A.A. Degree + 4 years related work experience + 28 semester units to
A.A. Degree + 5 years related work experience + 16 semester units

COLUMN II (UNIT EQUIVALENT - 160) - A valid California Teaching Credential appropriate for the community college or meets minimum qualifications for the discipline.

- A.
 - 1. M.A. Degree
 - 2. B.A. Degree + 36 semester units, including M.A. Degree
- B.
 - 1. A.A. Degree + 4 years related work experience + 52 semester units to
A.A. Degree + 7 years related work experience + 16 semester units
 - 2. B.A. Degree + 2 years related work experience + 12 semester units to
B.A. Degree + 3 years related work experience + 0 semester units

COLUMN III (UNIT EQUIVALENT - 184) - A valid California Teaching Credential appropriate for the community college or meets minimum qualifications for the discipline.

- A.
 - 1. M.A. Degree + 24 semester units.
 - 2. B.A. Degree + 60 semester units, including M.A. Degree
- B.
 - 1. A.A. Degree + 4 years related work experience + 76 semester units to
A.A. Degree + 7 years related work experience + 40 semester units
 - 2. B.A. Degree + 2 years related work experience + 36 semester units to
B.A. Degree + 4 years related work experience + 12 semester units
 - 3. M.A. Degree + 2 years related work experience + 0 semester units

COLUMN IV (UNIT EQUIVALENT - 208) - A valid California Teaching Credential appropriate for the community college or meets minimum qualifications for the discipline.

- A.
 - 1. M.A. Degree + 48 semester units.
 - 2. B.A. Degree + 84 semester units, including M.A. degree.
- B.
 - 1. B.A. Degree + 2 years related work experience + 60 semester units to
B.A. Degree + 5 years related work experience + 24 semester units (with M.A.
Degree equivalent.*)
 - 2. M.A. Degree + 2 years related work experience + 24 semester units to
M.A. Degree + 3 years related work experience + 12 semester units.

*M.A. Degree equivalent as determined by the College. Refers to a planned or coordinated program leading to a specific objective related to the instructor's assigned area of teaching. The program shall be determined by the Chief Instruction Officer, the instructional dean and the instructor involved.