

**BUTTE COMMUNITY COLLEGE DISTRICT  
ASSOCIATE FACULTY SALARY SCHEDULE**

I. Per Unit Compensation

The following tables apply to teaching assignments meeting the criteria delineated in Article XI.  
*2% COLA effective Fall Semester 2025.*

A. Butte Community College Per-unit Lecture and CDCP Noncredit Salary Schedule

The following table is per-unit compensation for instructional teaching assignments for lecture and Career Development and College Placement noncredit courses for faculty assigned as the instructor of record for a course and responsible for preparation, grading, assessment, and all other duties specified on the associate faculty job description. The lecture and CDCP designations are based on classifications of course hours on the official Course Outline of Record (COR). Each lecture or CDCP unit represents 17 hours of classroom instruction and 17 hours of teaching-related activities, such as preparation, grading, and assessment.

Step	Class 1	Class 2	Class 3
Step 1	1320.44	1386.51	1455.87
Step 2	1386.51	1455.87	1528.69
Step 3	1455.87	1528.69	1605.16
Step 4	1528.69	1605.16	1685.27
Step 5	1605.16	1685.27	1769.03

B. Butte Community College Per-unit Activity Salary Schedule

The following table is per-unit compensation for instructional teaching assignments for courses with hours designated as “Activity” on the COR. This table applies to faculty assigned as the instructor of record for a course and responsible for preparation, grading, assessment, and all other duties specified on the associate faculty job description. Each activity unit represents 34 hours of classroom instruction and 17 hours of teaching-related activities, such as preparation, grading, and assessment.

Step	Class 1	Class 2	Class 3
Step 1	2306.91	2423.44	2543.78
Step 2	2423.44	2543.78	2671.75
Step 3	2543.78	2671.75	2804.92
Step 4	2671.75	2804.92	2945.37

C. Butte Community College Per-unit Lab Salary Schedule

The following table is per-unit compensation for instructional teaching assignments for courses with hours designated as “Lab” on the COR. This table applies to faculty assigned as the instructor of record for a course and responsible for preparation, grading, and assessment. Each lab unit represents 51 hours of classroom instruction and hours of teaching-related activities, such as preparation, grading, and assessment.

Step	Class 1	Class 2	Class 3
Step 1	3460.37	3635.16	3815.67
Step 2	3635.16	3815.67	4007.62
Step 3	3815.67	4007.62	4207.38
Step 4	4007.62	4207.38	4418.06

## II. Hourly Compensation Tables

The following tables apply for all hourly teaching and student development assignments as delineated in Article XI. This includes, but is not limited to, associate instructional faculty teaching in public safety academies, nursing clinicals, or otherwise not assigned as the instructor of record for a section and also includes librarians, counselors, and other non-instructional student development faculty who are only expected to work the assigned hours.

### 2% COLA effective Fall semester 2025

Lecture Hourly Rate			
	Class I	Class II	Class III
Step 1	76.85	80.69	84.73
Step 2	80.69	84.73	88.97
Step 3	84.73	88.97	93.42
Step 4	88.97	93.42	98.08
Step 5	93.42	98.08	102.96

Noncredit, Activity, Lab Hourly Rate			
	Class I	Class II	Class III
Step 1	67.14	70.52	74.02
Step 2	70.52	74.02	77.74
Step 3	74.02	77.74	81.62
Step 4	77.74	81.62	85.71

Student Development Hourly			
	Class I	Class II	Class III
Step 1	61.90	65.01	68.25
Step 2	65.01	68.25	71.69
Step 3	68.25	71.69	75.25
Step 4	71.69	75.25	79.02

## III. Initial Salary Placement\*\*

### Non-Vocational

Initial salary placement for instructors in the non-vocational areas will be established according to degrees and accumulated units.

**Vocational**

Initial salary placement for vocational instructors will be based on a combination of education and work-related experience. One year of full-time related work experience is equated to twelve semester units. This applies only to those programs classified as vocational by the District.

**Only Butte College teaching and/or Student Development experience are considered for step movement. A semester equals a course of 48 hours or more for instructional faculty and an assignment of 150 hours or more for student development faculty. A semester’s credit for the purpose of moving on the salary schedule will be given for hours worked in Fall and Spring semesters only.**

(ONE YEAR OF ADMINISTRATIVE EXPERIENCE AT BUTTE COLLEGE EQUATES TO THREE SEMESTERS OF EXPERIENCE.)

**TEACHING and/or  
STUDENT DEVELOPMENT  
EXPERIENCE:**

- STEP I - 1-6 SEMESTERS**
- STEP II - 7-9 SEMESTERS**
- STEP III – 10-12 SEMESTERS**
- STEP IV – 13-22 SEMESTERS**
- STEP V\*(PT Equity) – 23+ SEMESTERS**

**PLACEMENT:**

- A Track = Placement of both career and non-career area instructors.**
- B Track = Placement of career area instructors only.**

**CLASS I**

- A.** M.A. Degree or Equivalent
- B.** H.S. Diploma + 6 years related work experience

**CLASS II**

- 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 to -
  - 2. B.A. Degree + 2 years related work experience + 36 semester units to -  
B.A. Degree + 4 years related work experience + 12 semester units to -
  - 3. M.A. Degree + 2 years related work experience + 0 semester units

**CLASS III**

- A.**
  - 1. Doctorate in related field
  - 2. M.A. Degree + 48 semester units
  - 3. 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 to -
  - 2. M.A. Degree + 2 years related work experience + 24 semester units to -  
M.A. Degree + 3 years related work experience + 12 semester units

\*\*After the initial placement, all units taken for column movement must have prior approval of the appropriate Vice President.

**III. Other Compensation**

Compensation for all other hourly assignments will be at either the required meeting rate or the ancillary rate, depending on the nature of the assignment. Article XI delineates which rate will apply to each assignment. Unless otherwise specified in this agreement, the District will determine which rate should apply to all other assignments.

- A. Required Meeting Rate**
  - Required meetings and training will be paid at \$29.41 per/hour
- B. Ancillary Rate**
  - Ancillary professional assignments will be paid at \$50.00 per/hour

C. Supervisor / Coordinator Schedule

**2% COLA effective Fall semester 2025**

	<b>STEP A</b> 1-6 Semesters	<b>STEP B</b> 7-12 Semesters	<b>STEP C</b> 13+ Semesters
<b>Public Service Center (PSC)</b>			
<b>Supervisor: Class I</b>	<b>31.18</b>	<b>31.18</b>	<b>31.18</b>
<b>Public Service Center (PSC) Coordinator: Class II</b>	<b>48.74</b>	<b>56.30</b>	<b>56.30</b>
<b>Student Athlete Success Program (SASP) Supervisor</b>	<b>34.82</b>	<b>40.07</b>	<b>40.07</b>

1. Extra duty stipends will not be used when determining load.
2. Serving on additional committees must have the approval of the appropriate vice president.
3. All approved flex activities will be paid at the hourly rate based on the Associate Faculty Salary Schedule.
4. Associate Faculty who are assigned positions referenced in Appendix D with an accompanying stipend will be informed of the stipend at time of assignment.

**Associate Faculty Coaching Stipends**  
**2% COLA effective Fall semester 2025**

<b>Football Head Coach</b>	19,494.32
<b>Football Assistant Coaches</b>	
Offensive Coordinator	12,247.75
Defensive Coordinator	12,247.75
Assistant Coach-Level I	9,523.71
Assistant Coach-Level II	6,805.33
Assistant Coach-Level III	5,444.28
<b>Cross Country Head Coach</b>	11,255.32
<b>Cross Country Assistant Coach</b>	9,430.63
<b>Basketball Head Coach</b>	19,494.32
<b>Basketball Assistant Coach</b>	11,255.32
<b>Volleyball Head Coach</b>	11,255.32
<b>Volleyball Assistant Coach</b>	9,430.63
<b>Softball Head Coach</b>	13,093.04
<b>Softball Assistant Coach</b>	11,255.32
<b>Track And Field Head Coach</b>	12,268.19
<b>Track And Field Assistant Coaches (3)</b>	
Assistant Coach-level I	4,819.31
Assistant Coach-level II	3,723.86
Assistant Coach-level III	1,861.95
<b>Baseball Head Coach</b>	13,093.04
<b>Baseball Assistant Coach</b>	11,255.32

<b>Soccer Head Coach</b>	13,093.04
<b>Soccer Assistant Coach</b>	11,255.32
<b>Journalism</b>	2,562.03
<b>Forensics</b>	13,027.77
<b>Club Advisor</b>	1,282.89
<b>Pep Team</b>	7,216.82
<b>Drama</b>	13,027.77
<b>Band</b>	3,846.74
<b>Choral</b>	3,846.74