

Title	: Faculty Pay Table	
Number	:	4300.01
Approved	:	05/08/25
Last Reviewed	:	05/08/25
Reference	: GCCCD 4010.00, 4010.01, 4010.03; Federal Regulations 29 CFR 554	

GRAHAM COUNTY COMMUNITY COLLEGE DISTRICT
 FACULTY PAY TABLE
 July 1, 2025 through June 30, 2026

The College recognizes that quality of instruction is dependent upon the quality of the faculty. Therefore, a continued endeavor is made to discover, attract, and hold the best teaching talent available. Consistent with this policy, the following pay table is adopted, with the District Governing Board reserving the right to consider and modify annually.

The pay table is a market-based pay structure.

Salary Range - 9 Month Academic Year				
<i>Description</i>	<i>Level</i>	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>
Cosmetology or Industry, not certified	L1	\$58,957	\$67,800	\$76,644
Bachelor's Degree or Industry, certified	L2	\$61,904	\$71,190	\$80,476
Master's Degree (in field of teaching)	L3	\$66,367	\$81,299	\$96,232
Doctorate	L4	\$74,671	\$91,323	\$107,975

Adjunct Faculty Rate/Load Unit	\$888
Private Lesson Instructor/Student (lower division, half hour)	\$385
Private Lesson Instructor/Student (upper division, one-hour)	\$440

Pay Increases	
L1-L2	\$2,948
L2-L3	\$4,462
L3-L4	\$8,305

Part-time Instructors Rate Per Hour	
Instructional Assistant	\$20.52
EMT Skills Instructor	\$25.85
Paramedic Skills Instructor	\$27.31
Lab Technician or Coordinator	\$29.77
Substitute	\$26.96
Instructional Technician	\$28.27
Cosmetology Instructor	\$28.27
CDL Driving Instructor	\$28.27
CDL Examiner	\$35.50
Phlebotomy Instructor	\$36.40
NA Clinical Instructor	\$36.40
NA Skills Lab	\$36.40
Nursing Skills Lab	\$36.40
Didactic Nursing Instructor	\$50.00
Nursing Clinical Instructor (local)	\$50.00
Nursing Clinical Instructor (metro area)	\$60.00

- I. Initial Placement on the Pay Table
 - A. Education and Experience
 - 1. New faculty will be placed on the pay level with their degree within their field of teaching.



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2. New faculty may be given experience, not to exceed range penetration of twenty-five percent-

II. Movement through the Pay Table

A. Pay level change and pay increases.

1. Faculty will move to a higher pay range on the Faculty Pay Table once they complete an approved degree that is higher than the one currently used for their placement. The new pay level will correspond to the degree earned. Please note that this advancement will only take effect after the degree is completed and official transcripts have been received.

Example

Upon hire, Faculty Member Y holds a bachelor's degree and is placed in Level 2 on the Faculty Pay Table for Bachelor's Degree or Industry Certified. After submitting an approved request to pursue a Master's Degree in their field, the faculty member completes the degree and submits official transcripts as proof. This results in a move to Level 3 on the Faculty Pay Table for Master's Degree (in the field of teaching).

B. Request and Approval Process

1. Faculty who wish to pursue an advanced degree shall submit a request and route to their respective dean. If the dean recommends approval of the request, the request will be forwarded to the Vice President of Academic and Student Affairs for review and recommendation for approval. If the Vice President of Academic and Student Affairs recommends approval, the request will be sent to the College President for review, at which time the request will be approved or denied.
2. General pay increases may be approved through the budget process, based on available budgeted funds, for the next contract renewal and are typically a percentage of base pay.

III. Determination of Adjusted Load Units for Description of Load and Overload Requirements for Full-time Faculty

A. An adjusted semester load for full-time faculty shall be determined as follows:

1. The majority of academic and CTE classes with fewer than 12 students on the Friday before classes start will be cancelled unless extenuating circumstances exist (e.g., auditions into choirs, orchestra, band, etc., have not yet taken place or enrollment in dual enrollment classes is still in progress). Academic Deans, in consultation with the Vice President of Academic and Student Affairs, may guarantee classes of fewer than 12 students for full load. For example, a class may be guaranteed if it is required by a degree program and is only taught once a year. Some allied health programs, like Radiologic Technology, may limit cohort size in response to available clinical sites. New courses may be guaranteed to give time to recruit and grow new courses and programs.

If a full-time faculty member's adjusted semester load is below 15 credits, the faculty member may be assigned additional duties using the Above and Beyond mechanism to meet their contractual responsibility.

2. The Vice President of Academic and Student Affairs as designated by the College President, in consultation with the Academic Deans, shall determine load hours assigned in all circumstances not covered above.
3. Depending upon market conditions, the College President may provide remuneration for instructional service for adjunct faculty and other part-time staff at rates beyond those specified in this schedule.

B. Overload Calculation for Full-time Faculty



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1. Full-time faculty can be assigned overloads equivalent to no more than ten (10) adjusted load hours per semester. Approval by the College President is required if a faculty member is required and/or agrees to teach an overload of more than ten (10) adjusted load hours per semester.
2. An overload shall exist when more than fifteen (15) adjusted load hours are carried by one (1) full-time instructor in the fall semester and a cumulative total of more than thirty (30) in the spring semester.
3. Overload rate unless otherwise specified is \$888 per adjusted load hour.
4. Overload pay shall be authorized based on census day rolls in each semester in which it is incurred.

IV. Release Time for Non-teaching Assignments for Full-time Faculty

A. Band Director	8 credits of release time per year
B. Director of Choral Music	8 credits of release time per year
C. Drama Director	8 credits of release time per year
D. Drama Tech. Director	8 credits of release time per year
E. Music Theater Director	8 credits of release time per year
F. Orchestra Director	8 credits of release time per year
G. EMS Director	8 credits of release time per year
H. Assessment Coordinator	6 credits of release time per year
I. Assistant Nursing Director	4 credits of release time per year
J. Chemical Hygiene Officer	4 credits of release time per year

All other extra duties/projects will be assigned release time based on estimated time required to complete the responsibilities of the task or project as outlined and documented in the Above and Beyond mechanism.

V. Pay Rates for Adjunct Faculty

All adjunct faculty who teach courses that transfer to universities or in degree or certificate programs shall be paid at a rate of \$888 per adjusted load hour for classes within a minimum of 10 students unless the course has been guaranteed. Adjunct faculty who teach activity courses shall be paid at a rate of \$888 per credit hour with a minimum of 10 students in Graham County and 8 students in Greenlee County.

VI. Web Course Development and Instruction

A stipend of \$500 per credit will be paid for development of a new online course comprised substantially of original content. Stipends will be paid upon satisfactory completion and approval from the Director of the Center for Teaching and Learning (CTL). All stipends must be pre-approved by the Vice President of Academic and Student Affairs.

VII. Other

- A. Other extra duties, not specified within this schedule, may be assigned to meet contractual obligations of the District. The conditions for these duties will be in accord with contract specifications.
- B. Eastern Arizona College reserves the right to guarantee classes.



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- C. Eastern Arizona College reserves the right to combine classes when the designated administrator deems it academically appropriate. Combined classes, for purposes of load, will be considered as one class.

VIII. Definitions

A. Load Hours

Load hours are based on the following:

- Lecture: Credit hours
- Online: Credit hours
- Lecture/Lab: (Load Lab *.75) + (Load Lecture *1) (Adjusted Load Hour or ALH)

B. Student Credit Hour (SCH)

Credit awarded to student upon completion of a class.

C. Contact Hour

Period of time in which the instructor is in instructional contact with student(s) as prescribed by the approved course design.

D. Official Count

Full-time Faculty - Enrollment at the end of drop-add period for regular term classes. For open-entry/open-exit and short-term classes, 5 working days prior to the last day to withdraw from a class in accordance with the following formula: (Beginning SCH + SCH generated by students enrolled and participating in class 5 working days prior to the last day to withdraw from a class)/2.

