



OKLAHOMA CITY COMMUNITY COLLEGE

**FACULTY ENTRY LEVEL PAY SCALE**  
**(Based upon a 9-month Contract)**

**EFFECTIVE JULY 1, 2008**

DEGREE	YEARS/EQUATED OF EXPERIENCE								
	0	1	2	3	4	5	6	7	8
Bachelor's	38,500	39,000	39,500	40,000	40,500	41,000	41,500	42,000	42,500
Master's	39,580	40,080	40,580	41,080	41,580	42,080	42,580	43,080	43,580
Master's + 30 Grad Hours	40,660	41,160	41,660	42,160	42,660	43,160	43,660	44,160	44,660
Doctorate	41,740	42,240	42,740	43,240	43,740	44,240	44,740	45,240	45,740

**PROCEDURES FOR IMPLEMENTATION:**

1. The faculty entry level pay scale applies only to entry salaries and is not applicable to current or returning employees.
2. College teaching and related college administrative experience is evaluated for full credit if full-time. Adjunct college teaching experience is evaluated on an FTE basis.
3. High school teaching and university graduate assistant teaching experience is evaluated as one year of credit for two years of experience. Other full-time teaching experience is evaluated as one year of credit for four years of experience, not to exceed two years of credit for such experience.
4. Directly related work experience may be evaluated as one year of credit for two years experience.
5. No more than one year credit for experience will be evaluated for a one year period of time.
6. A maximum of eight years credit will be awarded for experience for entry-level salary consideration.
7. Entry for less than the Bachelor's degree will be determined on an individual basis. Generally, this is only allowed for technical programs where certifications, education and experience may be considered equivalent to a bachelor's degree.
8. The President of the College may grant an exception for entry salary placement.