



Board Procedure 400.13: Faculty Hiring Guide
 Personnel

2026 – 2027 Faculty New Hire Hiring Guide

Education	Base Salary
Masters	\$53,000
Masters +15	\$54,000
Masters +30	\$55,000
Masters +45	\$56,000
Doctorate	\$58,000

Additional increases may be paid for each year of relative experience up to 10 years teaching experience, 17 years industry experience for career and technical education or a combination up to \$12,000 maximum to determine the salary of a new faculty member as follows:

- \$350 – previous K-12 teaching experience
- \$700 – previous post-secondary teaching experience
- \$700 – previous directly related industry experience

IVCCD retains the right to offer a higher starting salary when circumstances warrant.

Post hiring, Faculty titles will change based on length of service at IVCCD.

Faculty Title Timeline

The following table outlines faculty title progression based on years of experience:

Years of Experience	Position Title
1 – 5	Instructor
6 – 10	Assistant Professor
11 – 15	Associate Professor
16 and over	Professor

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Legal Reference

None

Related Administrative Rules and Regulations

None

Revision History

None