

Appendix A-2

TILLAMOOK BAY COMMUNITY COLLEGE
2026 - 2027 Regular Full-Time & Regular Part-Time Staff Salary Schedule
249 Day Contract

Grade	Step 1	2	3	4	5	6	7	8	9	10	11	12	13
1	\$24,247	\$24,975	\$25,724	\$26,496	\$27,291	\$28,109	\$28,953	\$29,821	\$30,716	\$31,637	\$32,587	\$33,564	\$34,571
2	\$25,460	\$26,224	\$27,010	\$27,821	\$28,655	\$29,515	\$30,400	\$31,312	\$32,252	\$33,219	\$34,216	\$35,242	\$36,300
3	\$26,733	\$27,535	\$28,361	\$29,212	\$30,088	\$30,991	\$31,920	\$32,878	\$33,864	\$34,880	\$35,927	\$37,005	\$38,115
4	\$28,069	\$28,912	\$29,779	\$30,672	\$31,592	\$32,540	\$33,516	\$34,522	\$35,558	\$36,624	\$37,723	\$38,855	\$40,020
5	\$29,473	\$30,357	\$31,268	\$32,206	\$33,172	\$34,167	\$35,192	\$36,248	\$37,335	\$38,456	\$39,609	\$40,797	\$42,021
6	\$30,947	\$31,875	\$32,831	\$33,816	\$34,831	\$35,876	\$36,952	\$38,060	\$39,202	\$40,378	\$41,590	\$42,837	\$44,122
7	\$32,494	\$33,469	\$34,473	\$35,507	\$36,572	\$37,669	\$38,799	\$39,963	\$41,162	\$42,397	\$43,669	\$44,979	\$46,329
8	\$34,119	\$35,142	\$36,196	\$37,282	\$38,401	\$39,553	\$40,739	\$41,962	\$43,220	\$44,517	\$45,853	\$47,228	\$48,645
9	\$35,825	\$36,899	\$38,006	\$39,146	\$40,321	\$41,530	\$42,776	\$44,060	\$45,381	\$46,743	\$48,145	\$49,590	\$51,077
10	\$37,616	\$38,744	\$39,907	\$41,104	\$42,337	\$43,607	\$44,915	\$46,263	\$47,651	\$49,080	\$50,552	\$52,069	\$53,631
11	\$39,497	\$40,681	\$41,902	\$43,159	\$44,454	\$45,787	\$47,161	\$48,576	\$50,033	\$51,534	\$53,080	\$54,672	\$56,313
12	\$41,471	\$42,716	\$43,997	\$45,317	\$46,676	\$48,077	\$49,519	\$51,005	\$52,535	\$54,111	\$55,734	\$57,406	\$59,128
13	\$43,545	\$44,851	\$46,197	\$47,583	\$49,010	\$50,481	\$51,995	\$53,555	\$55,161	\$56,816	\$58,521	\$60,276	\$62,085
14	\$45,722	\$47,094	\$48,507	\$49,962	\$51,461	\$53,005	\$54,595	\$56,233	\$57,920	\$59,657	\$61,447	\$63,290	\$65,189
15	\$48,008	\$49,449	\$50,932	\$52,460	\$54,034	\$55,655	\$57,324	\$59,044	\$60,816	\$62,640	\$64,519	\$66,455	\$68,448
16	\$50,409	\$51,921	\$53,479	\$55,083	\$56,736	\$58,438	\$60,191	\$61,996	\$63,856	\$65,772	\$67,745	\$69,778	\$71,871
17	\$52,929	\$54,517	\$56,153	\$57,837	\$59,572	\$61,359	\$63,200	\$65,096	\$67,049	\$69,061	\$71,132	\$73,266	\$75,464
18	\$55,576	\$57,243	\$58,960	\$60,729	\$62,551	\$64,427	\$66,360	\$68,351	\$70,402	\$72,514	\$74,689	\$76,930	\$79,238
19	\$58,354	\$60,105	\$61,908	\$63,765	\$65,678	\$67,649	\$69,678	\$71,769	\$73,922	\$76,139	\$78,423	\$80,776	\$83,199
20	\$61,272	\$63,110	\$65,004	\$66,954	\$68,962	\$71,031	\$73,162	\$75,357	\$77,618	\$79,946	\$82,345	\$84,815	\$87,359
21	\$64,336	\$66,266	\$68,254	\$70,301	\$72,410	\$74,583	\$76,820	\$79,125	\$81,499	\$83,944	\$86,462	\$89,056	\$91,727
22	\$67,553	\$69,579	\$71,667	\$73,817	\$76,031	\$78,312	\$80,661	\$83,081	\$85,574	\$88,141	\$90,785	\$93,509	\$96,314
23	\$70,930	\$73,058	\$75,250	\$77,507	\$79,833	\$82,228	\$84,694	\$87,235	\$89,852	\$92,548	\$95,324	\$98,184	\$101,130
24	\$74,477	\$76,711	\$79,012	\$81,383	\$83,824	\$86,339	\$88,929	\$91,597	\$94,345	\$97,175	\$100,090	\$103,093	\$106,186
25	\$78,201	\$80,547	\$82,963	\$85,452	\$88,015	\$90,656	\$93,376	\$96,177	\$99,062	\$102,034	\$105,095	\$108,248	\$111,495
26	\$82,111	\$84,574	\$87,111	\$89,724	\$92,416	\$95,189	\$98,044	\$100,986	\$104,015	\$107,136	\$110,350	\$113,660	\$117,070
27	\$86,216	\$88,803	\$91,467	\$94,211	\$97,037	\$99,948	\$102,947	\$106,035	\$109,216	\$112,492	\$115,867	\$119,343	\$122,924
28	\$90,527	\$93,243	\$96,040	\$98,921	\$101,889	\$104,946	\$108,094	\$111,337	\$114,677	\$118,117	\$121,661	\$125,310	\$129,070
29	\$95,053	\$97,905	\$100,842	\$103,867	\$106,983	\$110,193	\$113,499	\$116,904	\$120,411	\$124,023	\$127,744	\$131,576	\$135,523
30	\$99,806	\$102,800	\$105,884	\$109,061	\$112,332	\$115,702	\$119,173	\$122,749	\$126,431	\$130,224	\$134,131	\$138,155	\$142,299
31	\$104,796	\$107,940	\$111,178	\$114,514	\$117,949	\$121,488	\$125,132	\$128,886	\$132,753	\$136,735	\$140,837	\$145,062	\$149,414
32	\$110,036	\$113,337	\$116,737	\$120,239	\$123,847	\$127,562	\$131,389	\$135,330	\$139,390	\$143,572	\$147,879	\$152,316	\$156,885
33	\$115,538	\$119,004	\$122,574	\$126,251	\$130,039	\$133,940	\$137,958	\$142,097	\$146,360	\$150,751	\$155,273	\$159,931	\$164,729
34	\$121,315	\$124,954	\$128,703	\$132,564	\$136,541	\$140,637	\$144,856	\$149,202	\$153,678	\$158,288	\$163,037	\$167,928	\$172,966
35	\$127,380	\$131,202	\$135,138	\$139,192	\$143,368	\$147,669	\$152,099	\$156,662	\$161,362	\$166,203	\$171,189	\$176,324	\$181,614

INSURANCE BENEFIT AMOUNT

Full-time	\$1,470.00 per month
Part-time	(prorated based on actual FTE)

INSURANCE OPT-OUT BASE AMOUNT

Full-time	per month	\$269.92
Part-time	per month	(prorated based on actual FTE)