

Effective July 1, 2025

**VIRGINIA COMMUNITY COLLEGE SYSTEM
2025-2026 SALARY SCALE
SYSTEM POSITIONS**

<u>Position</u>	<u>College Size</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Executive VP	Very Large	\$155,600	\$210,000	\$264,500
	Large	\$140,700	\$190,000	\$239,200
	Medium	N/A	N/A	N/A
	Small	N/A	N/A	N/A
Provost	Very Large	\$148,100	\$200,000	\$251,800
	Large	\$133,300	\$180,000	\$226,600
	Medium	\$125,900	\$170,000	\$214,000
	Small	\$118,500	\$160,000	\$201,500
Vice President	Very Large	\$140,700	\$190,000	\$239,200
	Large	\$129,600	\$175,000	\$220,300
	Medium	\$118,500	\$160,000	\$201,500
	Small	\$111,100	\$150,000	\$188,900
<u>Position</u>		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Associate Vice President		\$96,300	\$130,000	\$163,700
Assistant Vice President		\$92,600	\$125,000	\$157,400
Dean / Campus Dean		\$86,700	\$130,000	\$173,400
Associate Dean		\$78,300	\$117,500	\$156,600
Executive Director Foundation		\$76,700	\$115,000	\$153,400
Director		\$80,000	\$120,000	\$160,000
Associate Director		\$78,300	\$117,500	\$156,600
Assistant Director		\$76,700	\$115,000	\$153,400
Coordinator		\$74,985	\$112,478	\$149,971
Assistant Coordinator		\$68,293	\$100,732	\$133,171
Administrative Officer		\$68,293	\$100,732	\$133,171
Counselor		\$68,293	\$100,732	\$133,171
Librarian		\$68,293	\$100,732	\$133,171

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**VIRGINIA COMMUNITY COLLEGE SYSTEM
2025-2026 SALARY SCALE
TEACHING FACULTY**

<u>Twelve Month Salary Ranges by Rank</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Professor	\$101,325	\$136,789	\$172,253
Associate Professor	\$91,063	\$122,936	\$154,808
Assistant Professor	\$80,802	\$109,082	\$137,363
Instructor	\$70,541	\$95,230	\$119,919
Assistant Instructor	\$52,276	\$69,265	\$86,255

<u>Ten Month Salary Ranges by Rank</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Professor	\$84,437	\$113,990	\$143,543
Associate Professor	\$75,885	\$102,445	\$129,005
Assistant Professor	\$67,334	\$90,901	\$114,468
Instructor	\$58,784	\$79,358	\$99,932
Assistant Instructor	\$43,563	\$57,721	\$71,879

<u>Nine Month Salary Ranges by Rank</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Professor	\$75,993	\$102,591	\$129,189
Associate Professor	\$68,297	\$92,200	\$116,104
Assistant Professor	\$60,601	\$81,811	\$103,021
Instructor	\$52,905	\$71,422	\$89,939
Assistant Instructor	\$39,207	\$51,949	\$64,691

<u>Associate Instructor Salary Range</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Associate Instructor 2	\$54,481	\$73,549	\$92,618
Associate Instructor 1	\$41,910	\$56,578	\$71,246