

APPENDIX A: SALARY SCHEDULE FOR UNIT MEMBERS ON CONTRACT
Effective July 01, 2023

Contract Days	Column	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Annual Salary Table for Full-Time Faculty														
175	1	81,395.00	84,244.00	87,193.00	90,246.00	93,314.00	97,640.00	101,991.00	106,260.00	110,530.00				
175	2	86,810.00	89,851.00	92,995.00	96,250.00	98,759.00	103,069.00	107,365.00	111,734.00	115,958.00	120,314.00	124,637.00		
175	3	92,227.00	95,456.00	98,796.00	102,255.00	104,190.00	108,487.00	112,756.00	117,108.00	121,472.00	125,744.00	130,068.00	134,365.00	138,689.00
195	1	90,697.29	93,871.89	97,157.92	100,559.83	103,978.47	108,798.87	113,647.12	118,404.00	123,162.00				
195	2	96,731.14	100,119.69	103,623.00	107,250.00	110,045.74	114,848.32	119,635.29	124,503.60	129,210.34	134,064.18	138,881.23		
195	3	102,767.23	106,365.27	110,086.98	113,941.29	116,097.43	120,885.52	125,642.40	130,491.78	135,354.52	140,114.74	144,932.92	149,721.00	154,539.18
197	1	91,627.52	94,834.68	98,154.41	101,591.21	105,044.92	109,914.76	114,812.73	119,618.40	124,425.20				
197	2	97,723.25	101,146.56	104,685.80	108,350.00	111,174.41	116,026.25	120,862.32	125,780.56	130,535.57	135,439.20	140,305.65		
197	3	103,821.25	107,456.20	111,216.08	115,109.92	117,288.17	122,125.37	126,931.04	131,830.16	136,742.77	141,551.81	146,419.41	151,256.60	156,124.20
214	1	99,534.47	103,018.39	106,624.58	110,357.96	114,109.71	119,399.79	124,720.42	129,940.80	135,162.40				
214	2	106,156.22	109,874.95	113,719.60	117,700.00	120,768.14	126,038.66	131,292.07	136,634.72	141,800.06	147,126.85	152,413.24		
214	3	112,780.44	116,729.07	120,813.41	125,043.27	127,409.48	132,664.10	137,884.48	143,206.37	148,542.90	153,766.94	159,054.58	164,309.20	169,596.85
219	1	101,860.04	105,425.36	109,115.81	112,936.42	116,775.82	122,189.50	127,634.45	132,976.80	138,320.40				
219	2	108,636.51	112,442.12	116,376.60	120,450.00	123,589.83	128,983.49	134,359.64	139,827.12	145,113.15	150,564.39	155,974.30		
219	3	115,415.50	119,456.38	123,636.15	127,964.84	130,386.34	135,763.73	141,106.08	146,552.31	152,013.53	157,359.63	162,770.81	168,148.20	173,559.39
Annual Salary Table for Full-Time Faculty with Professional Growth														
175	1	85,749.00	88,598.00	91,547.00	94,600.00	97,668.00	101,994.00	106,345.00	110,614.00	114,884.00				
175	2	91,164.00	94,205.00	97,349.00	100,604.00	103,113.00	107,423.00	111,719.00	116,088.00	120,312.00	124,668.00	128,991.00		
175	3	96,581.00	99,810.00	103,150.00	106,609.00	108,544.00	112,841.00	117,110.00	121,462.00	125,826.00	130,098.00	134,422.00	138,719.00	143,043.00
195	1	95,051.29	98,225.89	101,511.92	104,913.83	108,332.47	113,152.87	118,001.12	122,758.00	127,516.00				
195	2	101,085.14	104,473.69	107,977.00	111,604.00	114,399.74	119,202.32	123,989.29	128,857.60	133,564.34	138,418.18	143,235.23		
195	3	107,121.23	110,719.27	114,440.98	118,295.29	120,451.43	125,239.52	129,996.40	134,845.78	139,708.52	144,468.74	149,286.92	154,075.00	158,893.18
197	1	95,981.52	99,188.68	102,508.41	105,945.21	109,398.92	114,268.76	119,166.73	123,972.40	128,779.20				
197	2	102,077.25	105,500.56	109,039.80	112,704.00	115,528.41	120,380.25	125,216.32	130,134.56	134,889.57	139,793.20	144,659.65		
197	3	108,175.25	111,810.20	115,570.08	119,463.92	121,642.17	126,479.37	131,285.04	136,184.16	141,096.77	145,905.81	150,773.41	155,610.60	160,478.20
214	1	103,888.47	107,372.39	110,978.58	114,711.96	118,463.71	123,753.79	129,074.42	134,294.80	139,516.40				
214	2	110,510.22	114,228.95	118,073.60	122,054.00	125,122.14	130,392.66	135,646.07	140,988.72	146,154.06	151,480.85	156,767.24		
214	3	117,134.44	121,083.07	125,167.41	129,397.27	131,763.48	137,018.10	142,238.48	147,560.37	152,896.90	158,120.94	163,408.58	168,663.20	173,950.85
219	1	106,214.04	109,779.36	113,469.81	117,290.42	121,129.82	126,543.50	131,988.45	137,330.80	142,674.40				
219	2	112,990.51	116,796.12	120,730.60	124,804.00	127,943.83	133,337.49	138,713.64	144,181.12	149,467.15	154,918.39	160,328.30		
219	3	119,769.50	123,810.38	127,990.15	132,318.84	134,740.34	140,117.73	145,460.08	150,906.31	156,367.53	161,713.63	167,124.81	172,502.20	177,913.39

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Annual Salary Table for Full-Time Faculty with SPOT														
175	1	83,023.00	85,929.00	88,937.00	92,051.00	95,181.00	99,593.00	104,031.00	108,386.00	112,741.00				
175	2	88,547.00	91,649.00	94,855.00	98,175.00	100,735.00	105,131.00	109,513.00	113,969.00	118,278.00	122,721.00	127,130.00		
175	3	94,072.00	97,366.00	100,772.00	104,301.00	106,274.00	110,657.00	115,012.00	119,451.00	123,902.00	128,259.00	132,670.00	137,053.00	141,463.00
195	1	92,511.34	95,749.47	99,101.23	102,571.12	106,058.83	110,975.07	115,920.27	120,772.98	125,625.69				
195	2	98,666.67	102,123.18	105,695.58	109,395.00	112,247.58	117,145.98	122,028.78	126,994.03	131,795.49	136,746.27	141,659.14		
195	3	104,823.09	108,493.54	112,288.80	116,221.12	118,419.60	123,303.52	128,156.23	133,102.54	138,062.23	142,917.18	147,832.29	152,716.20	157,630.20
197	1	93,460.17	96,731.52	100,117.65	103,623.13	107,146.61	112,113.28	117,109.20	122,011.68	126,914.16				
197	2	99,678.64	103,170.60	106,779.64	110,517.00	113,398.84	118,347.48	123,280.36	128,296.53	133,147.24	138,148.80	143,112.05		
197	3	105,898.20	109,606.29	113,440.48	117,413.13	119,634.16	124,568.17	129,470.65	134,467.69	139,478.25	144,383.00	149,348.52	154,282.52	159,246.92
214	1	101,525.26	105,078.91	108,757.24	112,565.22	116,392.76	121,788.03	127,215.07	132,540.61	137,866.15				
214	2	108,280.35	112,073.65	115,994.13	120,054.00	123,184.53	128,560.21	133,918.77	139,367.80	144,637.11	150,070.27	155,461.82		
214	3	115,036.63	119,064.70	123,229.76	127,545.22	129,957.92	135,317.70	140,643.24	146,071.50	151,514.44	156,842.45	162,236.47	167,596.24	172,989.04
219	1	103,897.35	107,534.02	111,298.30	115,195.25	119,112.22	124,633.54	130,187.38	135,637.35	141,087.32				
219	2	110,810.26	114,692.19	118,704.27	122,859.00	126,062.67	131,563.95	137,047.71	142,624.06	148,016.48	153,576.58	159,094.11		
219	3	117,724.40	121,846.59	126,108.96	130,525.25	132,994.32	138,479.33	143,929.30	149,484.39	155,054.50	160,506.99	166,027.04	171,512.04	177,030.84
Annual Salary Grades for Full-Time Faculty with SPOT & Professional Growth														
175	1	87,377.00	90,283.00	93,291.00	96,405.00	99,535.00	103,947.00	108,385.00	112,740.00	117,095.00				
175	2	92,901.00	96,003.00	99,209.00	102,529.00	105,089.00	109,485.00	113,867.00	118,323.00	122,632.00	127,075.00	131,484.00		
175	3	98,426.00	101,720.00	105,126.00	108,655.00	110,628.00	115,011.00	119,366.00	123,805.00	128,256.00	132,613.00	137,024.00	141,407.00	145,817.00
195	1	96,865.34	100,103.47	103,455.23	106,925.12	110,412.83	115,329.07	120,274.27	125,126.98	129,979.69				
195	2	103,020.67	106,477.18	110,049.58	113,749.00	116,601.58	121,499.98	126,382.78	131,348.03	136,149.49	141,100.27	146,013.14		
195	3	109,177.09	112,847.54	116,642.80	120,575.12	122,773.60	127,657.52	132,510.23	137,456.54	142,416.23	147,271.18	152,186.29	157,070.20	161,984.20
197	1	97,814.17	101,085.52	104,471.65	107,977.13	111,500.61	116,467.28	121,463.20	126,365.68	131,268.16				
197	2	104,032.64	107,524.60	111,133.64	114,871.00	117,752.84	122,701.48	127,634.36	132,650.53	137,501.24	142,502.80	147,466.05		
197	3	110,252.20	113,960.29	117,794.48	121,767.13	123,988.16	128,922.17	133,824.65	138,821.69	143,832.25	148,737.00	153,702.52	158,636.52	163,600.92
214	1	105,879.26	109,432.91	113,111.24	116,919.22	120,746.76	126,142.03	131,569.07	136,894.61	142,220.15				
214	2	112,634.35	116,427.65	120,348.13	124,408.00	127,538.53	132,914.21	138,272.77	143,721.80	148,991.11	154,424.27	159,815.82		
214	3	119,390.63	123,418.70	127,583.76	131,899.22	134,311.92	139,671.70	144,997.24	150,425.50	155,868.44	161,196.45	166,590.47	171,950.24	177,343.04
219	1	108,251.35	111,888.02	115,652.30	119,549.25	123,466.22	128,987.54	134,541.38	139,991.35	145,441.32				
219	2	115,164.26	119,046.19	123,058.27	127,213.00	130,416.67	135,917.95	141,401.71	146,978.06	152,370.48	157,930.58	163,448.11		
219	3	122,078.40	126,200.59	130,462.96	134,879.25	137,348.32	142,833.33	148,283.30	153,838.39	159,408.50	164,860.99	170,381.04	175,866.04	181,384.84

Service Increments (\$436 per month)

	Annually 10-Month Faculty	Annually 11-Month Faculty	Annually 12-Month Faculty
After 10-Years	4,360	4,796	5,232
After 20-Years*	8,720	9,592	10,464
After 25-Years*	13,080	14,388	15,696
After 30-Years*	17,440	19,184	20,928

*cumulative amounts

Doctoral Stipend: \$4,153 Annually

APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME
Effective July 01, 2023

Contract Days	Column	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Annual Salary Table for Department Chair														
175	1	91,483.00	94,332.00	97,281.00	100,334.00	103,402.00	107,728.00	112,079.00	116,348.00	120,618.00				
175	2	96,898.00	99,939.00	103,083.00	106,338.00	108,847.00	113,157.00	117,453.00	121,822.00	126,046.00	130,402.00	134,725.00		
175	3	102,315.00	105,544.00	108,884.00	112,343.00	114,278.00	118,575.00	122,844.00	127,196.00	131,560.00	135,832.00	140,156.00	144,453.00	148,777.00
195	1	100,785.29	103,959.89	107,245.92	110,647.83	114,066.47	118,886.87	123,735.12	128,492.00	133,250.00				
195	2	106,819.14	110,207.69	113,711.00	117,338.00	120,133.74	124,936.32	129,723.29	134,591.60	139,298.34	144,152.18	148,969.23		
195	3	112,855.23	116,453.27	120,174.98	124,029.29	126,185.43	130,973.52	135,730.40	140,579.78	145,442.52	150,202.74	155,020.92	159,809.00	164,627.18
197	1	101,715.52	104,922.68	108,242.41	111,679.21	115,132.92	120,002.76	124,900.73	129,706.40	134,513.20				
197	2	107,811.25	111,234.56	114,773.80	118,438.00	121,262.41	126,114.25	130,950.32	135,868.56	140,623.57	145,527.20	150,393.65		
197	3	113,909.25	117,544.20	121,304.08	125,197.92	127,376.17	132,213.37	137,019.04	141,918.16	146,830.77	151,639.81	156,507.41	161,344.60	166,212.20
214	1	109,622.47	113,106.39	116,712.58	120,445.96	124,197.71	129,487.79	134,808.42	140,028.80	145,250.40				
214	2	116,244.22	119,962.95	123,807.60	127,788.00	130,856.14	136,126.66	141,380.07	146,722.72	151,888.06	157,214.85	162,501.24		
214	3	122,868.44	126,817.07	130,901.41	135,131.27	137,497.48	142,752.10	147,972.48	153,294.37	158,630.90	163,854.94	169,142.58	174,397.20	179,684.85
219	1	111,948.04	115,513.36	119,203.81	123,024.42	126,863.82	132,277.50	137,722.45	143,064.80	148,408.40				
219	2	118,724.51	122,530.12	126,464.60	130,538.00	133,677.83	139,071.49	144,447.64	149,915.12	155,201.15	160,652.39	166,062.30		
219	3	125,503.50	129,544.38	133,724.15	138,052.84	140,474.34	145,851.73	151,194.08	156,640.31	162,101.53	167,447.63	172,858.81	178,236.20	183,647.39
Annual Salary Table for Department Chair with Professional Growth														
175	1	95,837.00	98,686.00	101,635.00	104,688.00	107,756.00	112,082.00	116,433.00	120,702.00	124,972.00				
175	2	101,252.00	104,293.00	107,437.00	110,692.00	113,201.00	117,511.00	121,807.00	126,176.00	130,400.00	134,756.00	139,079.00		
175	3	106,669.00	109,898.00	113,238.00	116,697.00	118,632.00	122,929.00	127,198.00	131,550.00	135,914.00	140,186.00	144,510.00	148,807.00	153,131.00
195	1	105,139.29	108,313.89	111,599.92	115,001.83	118,420.47	123,240.87	128,089.12	132,846.00	137,604.00				
195	2	111,173.14	114,561.69	118,065.00	121,692.00	124,487.74	129,290.32	134,077.29	138,945.60	143,652.34	148,506.18	153,323.23		
195	3	117,209.23	120,807.27	124,528.98	128,383.29	130,539.43	135,327.52	140,084.40	144,933.78	149,796.52	154,556.74	159,374.92	164,163.00	168,981.18
197	1	106,069.52	109,276.68	112,596.41	116,033.21	119,486.92	124,356.76	129,254.73	134,060.40	138,867.20				
197	2	112,165.25	115,588.56	119,127.80	122,792.00	125,616.41	130,468.25	135,304.32	140,222.56	144,977.57	149,881.20	154,747.65		
197	3	118,263.25	121,898.20	125,658.08	129,551.92	131,730.17	136,567.37	141,373.04	146,272.16	151,184.77	155,993.81	160,861.41	165,698.60	170,566.20
214	1	113,976.47	117,460.39	121,066.58	124,799.96	128,551.71	133,841.79	139,162.42	144,382.80	149,604.40				
214	2	120,598.22	124,316.95	128,161.60	132,142.00	135,210.14	140,480.66	145,734.07	151,076.72	156,242.06	161,568.85	166,855.24		
214	3	127,222.44	131,171.07	135,255.41	139,485.27	141,851.48	147,106.10	152,326.48	157,648.37	162,984.90	168,208.94	173,496.58	178,751.20	184,038.85
219	1	116,302.04	119,867.36	123,557.81	127,378.42	131,217.82	136,631.50	142,076.45	147,418.80	152,762.40				
219	2	123,078.51	126,884.12	130,818.60	134,892.00	138,031.83	143,425.49	148,801.64	154,269.12	159,555.15	165,006.39	170,416.30		
219	3	129,857.50	133,898.38	138,078.15	142,406.84	144,828.34	150,205.73	155,548.08	160,994.31	166,455.53	171,801.63	177,212.81	182,590.20	188,001.39

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Effective July 01, 2023

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Annual Salary Table for Department Chair Faculty with SPOT														
175	1	93,111.00	96,017.00	99,025.00	102,139.00	105,269.00	109,681.00	114,119.00	118,474.00	122,829.00				
175	2	98,635.00	101,737.00	104,943.00	108,263.00	110,823.00	115,219.00	119,601.00	124,057.00	128,366.00	132,809.00	137,218.00		
175	3	104,160.00	107,454.00	110,860.00	114,389.00	116,362.00	120,745.00	125,100.00	129,539.00	133,990.00	138,347.00	142,758.00	147,141.00	151,551.00
195	1	102,599.34	105,837.47	109,189.23	112,659.12	116,146.83	121,063.07	126,008.27	130,860.98	135,713.69				
195	2	108,754.67	112,211.18	115,783.58	119,483.00	122,335.58	127,233.98	132,116.78	137,082.03	141,883.49	146,834.27	151,747.14		
195	3	114,911.09	118,581.54	122,376.80	126,309.12	128,507.60	133,391.52	138,244.23	143,190.54	148,150.23	153,005.18	157,920.29	162,804.20	167,718.20
197	1	103,548.17	106,819.52	110,205.65	113,711.13	117,234.61	122,201.28	127,197.20	132,099.68	137,002.16				
197	2	109,766.64	113,258.60	116,867.64	120,605.00	123,486.84	128,435.48	133,368.36	138,384.53	143,235.24	148,236.80	153,200.05		
197	3	115,986.20	119,694.29	123,528.48	127,501.13	129,722.16	134,656.17	139,558.65	144,555.69	149,566.25	154,471.00	159,436.52	164,370.52	169,334.92
214	1	111,613.26	115,166.91	118,845.24	122,653.22	126,480.76	131,876.03	137,303.07	142,628.61	147,954.15				
214	2	118,368.35	122,161.65	126,082.13	130,142.00	133,272.53	138,648.21	144,006.77	149,455.80	154,725.11	160,158.27	165,549.82		
214	3	125,124.63	129,152.70	133,317.76	137,633.22	140,045.92	145,405.70	150,731.24	156,159.50	161,602.44	166,930.45	172,324.47	177,684.24	183,077.04
219	1	113,985.35	117,622.02	121,386.30	125,283.25	129,200.22	134,721.54	140,275.38	145,725.35	151,175.32				
219	2	120,898.26	124,780.19	128,792.27	132,947.00	136,150.67	141,651.95	147,135.71	152,712.06	158,104.48	163,664.58	169,182.11		
219	3	127,812.40	131,934.59	136,196.96	140,613.25	143,082.32	148,567.33	154,017.30	159,572.39	165,142.50	170,594.99	176,115.04	181,600.04	187,118.84
Annual Salary Grades for Department Chair with SPOT & Professional Growth														
175	1	97,465.00	100,371.00	103,379.00	106,493.00	109,623.00	114,035.00	118,473.00	122,828.00	127,183.00				
175	2	102,989.00	106,091.00	109,297.00	112,617.00	115,177.00	119,573.00	123,955.00	128,411.00	132,720.00	137,163.00	141,572.00		
175	3	108,514.00	111,808.00	115,214.00	118,743.00	120,716.00	125,099.00	129,454.00	133,893.00	138,344.00	142,701.00	147,112.00	151,495.00	155,905.00
195	1	106,953.34	110,191.47	113,543.23	117,013.12	120,500.83	125,417.07	130,362.27	135,214.98	140,067.69				
195	2	113,108.67	116,565.18	120,137.58	123,837.00	126,689.58	131,587.98	136,470.78	141,436.03	146,237.49	151,188.27	156,101.14		
195	3	119,265.09	122,935.54	126,730.80	130,663.12	132,861.60	137,745.52	142,598.23	147,544.54	152,504.23	157,359.18	162,274.29	167,158.20	172,072.20
197	1	107,902.17	111,173.52	114,559.65	118,065.13	121,588.61	126,555.28	131,551.20	136,453.68	141,356.16				
197	2	114,120.64	117,612.60	121,221.64	124,959.00	127,840.84	132,789.48	137,722.36	142,738.53	147,589.24	152,590.80	157,554.05		
197	3	120,340.20	124,048.29	127,882.48	131,855.13	134,076.16	139,010.17	143,912.65	148,909.69	153,920.25	158,825.00	163,790.52	168,724.52	173,688.92
214	1	115,967.26	119,520.91	123,199.24	127,007.22	130,834.76	136,230.03	141,657.07	146,982.61	152,308.15				
214	2	122,722.35	126,515.65	130,436.13	134,496.00	137,626.53	143,002.21	148,360.77	153,809.80	159,079.11	164,512.27	169,903.82		
214	3	129,478.63	133,506.70	137,671.76	141,987.22	144,399.92	149,759.70	155,085.24	160,513.50	165,956.44	171,284.45	176,678.47	182,038.24	187,431.04
219	1	118,339.35	121,976.02	125,740.30	129,637.25	133,554.22	139,075.54	144,629.38	150,079.35	155,529.32				
219	2	125,252.26	129,134.19	133,146.27	137,301.00	140,504.67	146,005.95	151,489.71	157,066.06	162,458.48	168,018.58	173,536.11		
219	3	132,166.40	136,288.59	140,550.96	144,967.25	147,436.32	152,921.33	158,371.30	163,926.39	169,496.50	174,948.99	180,469.04	185,954.04	191,472.84

Service Increments (\$436 per month)

	Annually 10-Month Faculty	Annually 11-Month Faculty	Annually 12-Month Faculty
After 10-Years	4,360	4,796	5,232
After 20-Years*	8,720	9,592	10,464
After 25-Years*	13,080	14,388	15,696
After 30-Years*	17,440	19,184	20,928

*cumulative amounts

Doctoral Stipend: \$4,153 Annually

APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME

Effective July 01, 2023

Contract Days	Column	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Annual Salary Table for Department Co-Chair														
175	1	86,439.00	89,288.00	92,237.00	95,290.00	98,358.00	102,684.00	107,035.00	111,304.00	115,574.00				
175	2	91,854.00	94,895.00	98,039.00	101,294.00	103,803.00	108,113.00	112,409.00	116,778.00	121,002.00	125,358.00	129,681.00		
175	3	97,271.00	100,500.00	103,840.00	107,299.00	109,234.00	113,531.00	117,800.00	122,152.00	126,516.00	130,788.00	135,112.00	139,409.00	143,733.00
195	1	95,741.29	98,915.89	102,201.92	105,603.83	109,022.47	113,842.87	118,691.12	123,448.00	128,206.00				
195	2	101,775.14	105,163.69	108,667.00	112,294.00	115,089.74	119,892.32	124,679.29	129,547.60	134,254.34	139,108.18	143,925.23		
195	3	107,811.23	111,409.27	115,130.98	118,985.29	121,141.43	125,929.52	130,686.40	135,535.78	140,398.52	145,158.74	149,976.92	154,765.00	159,583.18
197	1	96,671.52	99,878.68	103,198.41	106,635.21	110,088.92	114,958.76	119,856.73	124,662.40	129,469.20				
197	2	102,767.25	106,190.56	109,729.80	113,394.00	116,218.41	121,070.25	125,906.32	130,824.56	135,579.57	140,483.20	145,349.65		
197	3	108,865.25	112,500.20	116,260.08	120,153.92	122,332.17	127,169.37	131,975.04	136,874.16	141,786.77	146,595.81	151,463.41	156,300.60	161,168.20
214	1	104,578.47	108,062.39	111,668.58	115,401.96	119,153.71	124,443.79	129,764.42	134,984.80	140,206.40				
214	2	111,200.22	114,918.95	118,763.60	122,744.00	125,812.14	131,082.66	136,336.07	141,678.72	146,844.06	152,170.85	157,457.24		
214	3	117,824.44	121,773.07	125,857.41	130,087.27	132,453.48	137,708.10	142,928.48	148,250.37	153,586.90	158,810.94	164,098.58	169,353.20	174,640.85
219	1	106,904.04	110,469.36	114,159.81	117,980.42	121,819.82	127,233.50	132,678.45	138,020.80	143,364.40				
219	2	113,680.51	117,486.12	121,420.60	125,494.00	128,633.83	134,027.49	139,403.64	144,871.12	150,157.15	155,608.39	161,018.30		
219	3	120,459.50	124,500.38	128,680.15	133,008.84	135,430.34	140,807.73	146,150.08	151,596.31	157,057.53	162,403.63	167,814.81	173,192.20	178,603.39
Annual Salary Table for Department Co-Chair with Professional Growth														
175	1	90,793.00	93,642.00	96,591.00	99,644.00	102,712.00	107,038.00	111,389.00	115,658.00	119,928.00				
175	2	96,208.00	99,249.00	102,393.00	105,648.00	108,157.00	112,467.00	116,763.00	121,132.00	125,356.00	129,712.00	134,035.00		
175	3	101,625.00	104,854.00	108,194.00	111,653.00	113,588.00	117,885.00	122,154.00	126,506.00	130,870.00	135,142.00	139,466.00	143,763.00	148,087.00
195	1	100,095.29	103,269.89	106,555.92	109,957.83	113,376.47	118,196.87	123,045.12	127,802.00	132,560.00				
195	2	106,129.14	109,517.69	113,021.00	116,648.00	119,443.74	124,246.32	129,033.29	133,901.60	138,608.34	143,462.18	148,279.23		
195	3	112,165.23	115,763.27	119,484.98	123,339.29	125,495.43	130,283.52	135,040.40	139,889.78	144,752.52	149,512.74	154,330.92	159,119.00	163,937.18
197	1	101,025.52	104,232.68	107,552.41	110,989.21	114,442.92	119,312.76	124,210.73	129,016.40	133,823.20				
197	2	107,121.25	110,544.56	114,083.80	117,748.00	120,572.41	125,424.25	130,260.32	135,178.56	139,933.57	144,837.20	149,703.65		
197	3	113,219.25	116,854.20	120,614.08	124,507.92	126,686.17	131,523.37	136,329.04	141,228.16	146,140.77	150,949.81	155,817.41	160,654.60	165,522.20
214	1	108,932.47	112,416.39	116,022.58	119,755.96	123,507.71	128,797.79	134,118.42	139,338.80	144,560.40				
214	2	115,554.22	119,272.95	123,117.60	127,098.00	130,166.14	135,436.66	140,690.07	146,032.72	151,198.06	156,524.85	161,811.24		
214	3	122,178.44	126,127.07	130,211.41	134,441.27	136,807.48	142,062.10	147,282.48	152,604.37	157,940.90	163,164.94	168,452.58	173,707.20	178,994.85
219	1	111,258.04	114,823.36	118,513.81	122,334.42	126,173.82	131,587.50	137,032.45	142,374.80	147,718.40				
219	2	118,034.51	121,840.12	125,774.60	129,848.00	132,987.83	138,381.49	143,757.64	149,225.12	154,511.15	159,962.39	165,372.30		
219	3	124,813.50	128,854.38	133,034.15	137,362.84	139,784.34	145,161.73	150,504.08	155,950.31	161,411.53	166,757.63	172,168.81	177,546.20	182,957.39

APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME
Effective July 01, 2023

Contract Days	Column	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Annual Salary Table for Department Co-Chair Faculty with SPOT														
175	1	88,067.00	90,973.00	93,981.00	97,095.00	100,225.00	104,637.00	109,075.00	113,430.00	117,785.00				
175	2	93,591.00	96,693.00	99,899.00	103,219.00	105,779.00	110,175.00	114,557.00	119,013.00	123,322.00	127,765.00	132,174.00		
175	3	99,116.00	102,410.00	105,816.00	109,345.00	111,318.00	115,701.00	120,056.00	124,495.00	128,946.00	133,303.00	137,714.00	142,097.00	146,507.00
195	1	97,555.34	100,793.47	104,145.23	107,615.12	111,102.83	116,019.07	120,964.27	125,816.98	130,669.69				
195	2	103,710.67	107,167.18	110,739.58	114,439.00	117,291.58	122,189.98	127,072.78	132,038.03	136,839.49	141,790.27	146,703.14		
195	3	109,867.09	113,537.54	117,332.80	121,265.12	123,463.60	128,347.52	133,200.23	138,146.54	143,106.23	147,961.18	152,876.29	157,760.20	162,674.20
197	1	98,504.17	101,775.52	105,161.65	108,667.13	112,190.61	117,157.28	122,153.20	127,055.68	131,958.16				
197	2	104,722.64	108,214.60	111,823.64	115,561.00	118,442.84	123,391.48	128,324.36	133,340.53	138,191.24	143,192.80	148,156.05		
197	3	110,942.20	114,650.29	118,484.48	122,457.13	124,678.16	129,612.17	134,514.65	139,511.69	144,522.25	149,427.00	154,392.52	159,326.52	164,290.92
214	1	106,569.26	110,122.91	113,801.24	117,609.22	121,436.76	126,832.03	132,259.07	137,584.61	142,910.15				
214	2	113,324.35	117,117.65	121,038.13	125,098.00	128,228.53	133,604.21	138,962.77	144,411.80	149,681.11	155,114.27	160,505.82		
214	3	120,080.63	124,108.70	128,273.76	132,589.22	135,001.92	140,361.70	145,687.24	151,115.50	156,558.44	161,886.45	167,280.47	172,640.24	178,033.04
219	1	108,941.35	112,578.02	116,342.30	120,239.25	124,156.22	129,677.54	135,231.38	140,681.35	146,131.32				
219	2	115,854.26	119,736.19	123,748.27	127,903.00	131,106.67	136,607.95	142,091.71	147,668.06	153,060.48	158,620.58	164,138.11		
219	3	122,768.40	126,890.59	131,152.96	135,569.25	138,038.32	143,523.33	148,973.30	154,528.39	160,098.50	165,550.99	171,071.04	176,556.04	182,074.84
Annual Salary Grades for Department Co-Chair with SPOT & Professional Growth														
175	1	92,421.00	95,327.00	98,335.00	101,449.00	104,579.00	108,991.00	113,429.00	117,784.00	122,139.00				
175	2	97,945.00	101,047.00	104,253.00	107,573.00	110,133.00	114,529.00	118,911.00	123,367.00	127,676.00	132,119.00	136,528.00		
175	3	103,470.00	106,764.00	110,170.00	113,699.00	115,672.00	120,055.00	124,410.00	128,849.00	133,300.00	137,657.00	142,068.00	146,451.00	150,861.00
195	1	101,909.34	105,147.47	108,499.23	111,969.12	115,456.83	120,373.07	125,318.27	130,170.98	135,023.69				
195	2	108,064.67	111,521.18	115,093.58	118,793.00	121,645.58	126,543.98	131,426.78	136,392.03	141,193.49	146,144.27	151,057.14		
195	3	114,221.09	117,891.54	121,686.80	125,619.12	127,817.60	132,701.52	137,554.23	142,500.54	147,460.23	152,315.18	157,230.29	162,114.20	167,028.20
197	1	102,858.17	106,129.52	109,515.65	113,021.13	116,544.61	121,511.28	126,507.20	131,409.68	136,312.16				
197	2	109,076.64	112,568.60	116,177.64	119,915.00	122,796.84	127,745.48	132,678.36	137,694.53	142,545.24	147,546.80	152,510.05		
197	3	115,296.20	119,004.29	122,838.48	126,811.13	129,032.16	133,966.17	138,868.65	143,865.69	148,876.25	153,781.00	158,746.52	163,680.52	168,644.92
214	1	110,923.26	114,476.91	118,155.24	121,963.22	125,790.76	131,186.03	136,613.07	141,938.61	147,264.15				
214	2	117,678.35	121,471.65	125,392.13	129,452.00	132,582.53	137,958.21	143,316.77	148,765.80	154,035.11	159,468.27	164,859.82		
214	3	124,434.63	128,462.70	132,627.76	136,943.22	139,355.92	144,715.70	150,041.24	155,469.50	160,912.44	166,240.45	171,634.47	176,994.24	182,387.04
219	1	113,295.35	116,932.02	120,696.30	124,593.25	128,510.22	134,031.54	139,585.38	145,035.35	150,485.32				
219	2	120,208.26	124,090.19	128,102.27	132,257.00	135,460.67	140,961.95	146,445.71	152,022.06	157,414.48	162,974.58	168,492.11		
219	3	127,122.40	131,244.59	135,506.96	139,923.25	142,392.32	147,877.33	153,327.30	158,882.39	164,452.50	169,904.99	175,425.04	180,910.04	186,428.84

Service Increments (\$436 per month)

	Annually 10-Month Faculty	Annually 11-Month Faculty	Annually 12-Month Faculty
After 10-Years	4,360	4,796	5,232
After 20-Years*	8,720	9,592	10,464
After 25-Years*	13,080	14,388	15,696
After 30-Years*	17,440	19,184	20,928

*cumulative amounts

Doctoral Stipend: \$4,153 Annually

APPENDIX C: FACULTY OVERLOAD AND OTHER THAN CONTRACT SALARY RATES

**Hourly Rates
Effective July 01, 2023**

Professors Teaching Credit Course				
Column	Step 1 (0 - 29.9 LHE)	Step 2 (30 - 59.9 LHE)	Step 3 (60 - 89.9 LHE)	Step 4 (90+ LHE)
1	93.99	97.24	100.67	104.17
2	97.24	100.67	104.17	107.84
3	100.67	104.17	107.84	111.64
Professors Teaching Credit Course with SPOT				
1	95.87	99.18	102.68	106.25
2	99.18	102.68	106.25	110.00
3	102.68	106.25	110.00	113.87

Counselors, Librarian, Instructional Specialists (credit and noncredit)				
Column	Step 1 (0 - 29.9 LHE)	Step 2 (30 - 59.9 LHE)	Step 3 (60 - 89.9 LHE)	Step 4 (90+ LHE)
1	61.09	63.21	65.44	67.71
2	63.21	65.44	67.71	70.10
3	65.44	67.71	70.10	72.57
Counselors, Librarian, Instructional Specialists (credit and noncredit) with SPOT				
1	62.31	64.47	66.75	69.06
2	64.47	66.75	69.06	71.50
3	66.75	69.06	71.50	74.02

Non-Teaching Faculty Assignments and Non-Teaching Grants Projects Specialists (credit and noncredit)				
Column	Step 1 (0 - 29.9 LHE)	Step 2 (30 - 59.9 LHE)	Step 3 (60 - 89.9 LHE)	Step 4 (90+ LHE)
1	56.39	58.34	60.40	62.50
2	58.34	60.40	62.50	64.70
3	60.40	62.50	64.70	66.98
Non-Teaching Faculty Assignments and Non-Teaching Grants Projects Specialists (credit and noncredit) with SPOT				
1	57.52	59.51	61.61	63.75
2	59.51	61.61	63.75	65.99
3	61.61	63.75	65.99	68.32

Continuing Education Professors				
Column	Step 1 (0 - 29.9 LHE)	Step 2 (30 - 59.9 LHE)	Step 3 (60 - 89.9 LHE)	Step 4 (90+ LHE)
1	66.31	68.65	71.04	73.52
2	68.65	71.04	73.52	76.10
3	71.04	73.52	76.10	78.77
Continuing Education Professors with SPOT				
1	67.64	70.02	72.46	74.99
2	70.02	72.46	74.99	77.62
3	72.46	74.99	77.62	80.35

ATHLETIC COACHES

Each of the following positions shall be paid the indicated amount for the coaching assignment:

ATHLETIC ACTIVITY	Stipend	ATHLETIC ACTIVITY	Stipend
Baseball (M)	\$13,723	Soccer (W)	\$13,723
Baseball Assistant (M)	\$11,813	Soccer Assistant (W)	\$11,813
Baseball Assistant (M)	\$11,813	Soccer Assistant (W)	\$11,813
Basketball (M)	\$13,723	Softball (W)	\$13,723
Basketball Assistant (M)	\$11,813	Softball Assistant (W)	\$11,813
Basketball (W)	\$13,723	Softball Assistant (W)	\$11,813
Basketball Assistant (W)	\$11,813	Swimming and Diving (M)	\$13,723
Beach Volleyball	\$13,723	Swimming Assistant (M)	\$11,813
Beach Volleyball Assistant	\$11,813	Swimming Assistant (W)	\$11,813
Cheer/Spirit	\$13,723	Diving Assistant (M/W)	\$11,813
Cheer/Spirit Assistant	\$11,813	Swimming and Diving (W)	\$13,723
Cross Country (M)	\$13,723	Tennis (M)	\$13,723
Cross Country Assistant (M)	\$11,813	Tennis (W)	\$13,723
Cross Country (W)	\$13,723	Track & Field (M)	\$13,723
Cross Country Assistant (W)	\$11,813	Track & Field Assistant (M)	\$11,813
Fire Agility	\$11,813	Track & Field Assistant (M)	\$11,813
Football (M)	\$13,723	Track & Field Assistant (M)	\$11,813
Football Assistant (M)	\$11,813	Track & Field (W)	\$13,723
Football Assistant (M)	\$11,813	Track & Field Assistant (W)	\$11,813
Football Assistant (M)	\$11,813	Track & Field Assistant (W)	\$11,813
Football Assistant (M)	\$11,813	Volleyball(W)	\$13,723
Football Assistant (M)	\$11,813	Volleyball Assistant (W)	\$11,813
Football Assistant (M)	\$11,813	Water Polo (M)	\$13,723
Football Assistant (M)	\$11,813	Water Polo Assistant (M)	\$11,813
Football Assistant (M)	\$11,813	Water Polo Assistant (W)	\$11,813
Golf (M)	\$13,723	Water Polo (W)	\$13,723
Golf (W)	\$13,723	Wrestling (M)	\$13,723
Soccer (M)	\$13,723	Wrestling (W)	\$13,723
Soccer Assistant (M)	\$11,813	Wrestling Assistant (M)	\$11,813
Soccer Assistant (M)	\$11,813	Wrestling Assistant (W)	\$11,813
		Wrestling Assistant (M)	\$11,813
		Wrestling Assistant (W)	\$11,813

Stipend Limitation: No unit member may be awarded more than two (2) athletic coaching stipends (excluding summer and winter extensions) in an academic year.

PERFORMING ARTS COACHES

Each of the following positions shall be paid the indicated amount for the coaching assignment:

PERFORMANCE ACTIVITY	Stipend	PERFORMANCE ACTIVITY	Stipend
Forensics - Director	\$19,210	Band Supervisor	\$19,210
Debate - Director	\$19,210	Choral Supervisor	\$19,210
Individual Events – Director	\$19,210	Vocal Jazz	\$19,210
Readers Theater – Director	\$19,210	Dance - Director	\$19,210
Band – Concerts, etc.	\$19,210	Theater – Director	\$19,210

Stipend Limitation: No unit member may be awarded more than one (1) performing arts coaching stipend (excluding summer and winter extensions) in an academic year.

Purchasing Reassigned Time:

Each coach shall have the option to use their stipend to purchase up to 4 LHE of reassigned time each semester.

Winter and Summer Intersession Assignments and Compensation:

Athletic and Performing Arts Coaches with reassigned time may request an extension of assignment to cover winter intersession, summer intersession, or both. Extensions of assignments must be approved by the division dean and the Vice President of Instruction. Written requests for extensions of assignment with rationale for summer intersession must be submitted to the division dean by October 1, for winter and May 1 for summer assignments. Compensation for winter and summer extensions will be 10% of the annual stipend computed for the special assignment for each extension. Any coach on an 11-month contract is not entitled to winter and/or summer intersession stipends.