

**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
<b>Annual Salary Table for Full-Time Faculty</b>														
175	1	84,608.00	87,570.00	90,635.00	93,809.00	96,998.00	101,495.00	106,017.00	110,455.00	114,893.00				
175	2	90,237.00	93,398.00	96,666.00	100,050.00	102,658.00	107,138.00	111,603.00	116,145.00	120,536.00	125,064.00	129,557.00		
175	3	95,868.00	99,224.00	102,696.00	106,292.00	108,303.00	112,770.00	117,207.00	121,731.00	126,267.00	130,708.00	135,203.00	139,669.00	144,164.00
195	1	94,277.49	97,578.00	100,993.29	104,530.02	108,083.49	113,094.42	118,133.22	123,078.42	128,023.62				
195	2	100,549.80	104,072.07	107,713.53	111,484.29	114,390.33	119,382.33	124,357.62	129,418.71	134,311.53	139,357.02	144,363.51		
195	3	106,824.33	110,563.89	114,432.69	118,439.67	120,680.49	125,658.00	130,602.09	135,643.11	140,697.51	145,646.07	150,654.78	155,631.18	160,639.89
197	1	95,244.44	98,578.80	102,029.12	105,602.13	109,192.04	114,254.37	119,344.85	124,340.77	129,336.69				
197	2	101,581.08	105,139.47	108,818.29	112,627.72	115,563.57	120,606.77	125,633.09	130,746.08	135,689.09	140,786.33	145,844.16		
197	3	107,919.97	111,697.88	115,606.36	119,654.43	121,918.24	126,946.80	131,941.60	137,034.32	142,140.56	147,139.87	152,199.95	157,227.39	162,287.48
214	1	103,463.50	107,085.60	110,833.66	114,715.00	118,614.70	124,113.88	129,643.64	135,070.68	140,497.72				
214	2	110,346.96	114,212.42	118,208.70	122,346.86	125,536.06	131,014.46	136,474.52	142,028.74	147,398.30	152,935.40	158,429.70		
214	3	117,232.86	121,336.78	125,582.54	129,979.94	132,439.10	137,901.60	143,327.42	148,859.62	154,406.50	159,837.22	165,333.96	170,795.24	176,291.98
219	1	105,880.87	109,587.60	113,423.23	117,395.26	121,386.07	127,013.74	132,672.70	138,226.54	143,780.38				
219	2	112,925.16	116,880.94	120,970.58	125,205.43	128,469.14	134,075.54	139,663.18	145,347.17	150,842.18	156,508.66	162,131.33		
219	3	119,971.94	124,171.75	128,516.71	133,016.86	135,533.47	141,123.60	146,676.19	152,337.65	158,014.13	163,571.74	169,196.90	174,785.78	180,410.95
<b>Annual Salary Table for Full-Time Faculty with Professional Growth</b>														
175	1	89,134.00	92,096.00	95,161.00	98,335.00	101,524.00	106,021.00	110,543.00	114,981.00	119,419.00				
175	2	94,763.00	97,924.00	101,192.00	104,576.00	107,184.00	111,664.00	116,129.00	120,671.00	125,062.00	129,590.00	134,083.00		
175	3	100,394.00	103,750.00	107,222.00	110,818.00	112,829.00	117,296.00	121,733.00	126,257.00	130,793.00	135,234.00	139,729.00	144,195.00	148,690.00
195	1	98,803.49	102,104.00	105,519.29	109,056.02	112,609.49	117,620.42	122,659.22	127,604.42	132,549.62				
195	2	105,075.80	108,598.07	112,239.53	116,010.29	118,916.33	123,908.33	128,883.62	133,944.71	138,837.53	143,883.02	148,889.51		
195	3	111,350.33	115,089.89	118,958.69	122,965.67	125,206.49	130,184.00	135,128.09	140,169.11	145,223.51	150,172.07	155,180.78	160,157.18	165,165.89
197	1	99,770.44	103,104.80	106,555.12	110,128.13	113,718.04	118,780.37	123,870.85	128,866.77	133,862.69				
197	2	106,107.08	109,665.47	113,344.29	117,153.72	120,089.57	125,132.77	130,159.09	135,272.08	140,215.09	145,312.33	150,370.16		
197	3	112,445.97	116,223.88	120,132.36	124,180.43	126,444.24	131,472.80	136,467.60	141,560.32	146,666.56	151,665.87	156,725.95	161,753.39	166,813.48
214	1	107,989.50	111,611.60	115,359.66	119,241.00	123,140.70	128,639.88	134,169.64	139,596.68	145,023.72				
214	2	114,872.96	118,738.42	122,734.70	126,872.86	130,062.06	135,540.46	141,000.52	146,554.74	151,924.30	157,461.40	162,955.70		
214	3	121,758.86	125,862.78	130,108.54	134,505.94	136,965.10	142,427.60	147,853.42	153,385.62	158,932.50	164,363.22	169,859.96	175,321.24	180,817.98
219	1	110,406.87	114,113.60	117,949.23	121,921.26	125,912.07	131,539.74	137,198.70	142,752.54	148,306.38				
219	2	117,451.16	121,406.94	125,496.58	129,731.43	132,995.14	138,601.54	144,189.18	149,873.17	155,368.18	161,034.66	166,657.33		
219	3	124,497.94	128,697.75	133,042.71	137,542.86	140,059.47	145,649.60	151,202.19	156,863.65	162,540.13	168,097.74	173,722.90	179,311.78	184,936.95

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**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
<b>Annual Salary Table for Full-Time Faculty with SPOT</b>														
175	1	86,301.00	89,322.00	92,448.00	95,686.00	98,938.00	103,525.00	108,138.00	112,665.00	117,191.00				
175	2	92,042.00	95,266.00	98,600.00	102,051.00	104,712.00	109,281.00	113,836.00	118,468.00	122,947.00	127,566.00	132,149.00		
175	3	97,786.00	101,209.00	104,750.00	108,418.00	110,470.00	115,026.00	119,552.00	124,166.00	128,793.00	133,323.00	137,908.00	142,463.00	147,048.00
195	1	96,163.04	99,529.56	103,013.16	106,620.62	110,245.16	115,356.31	120,495.88	125,539.99	130,584.09				
195	2	102,560.80	106,153.51	109,867.80	113,713.98	116,678.14	121,769.98	126,844.77	132,007.08	136,997.76	142,144.16	147,250.78		
195	3	108,960.82	112,775.17	116,721.34	120,808.46	123,094.10	128,171.16	133,214.13	138,355.97	143,511.46	148,558.99	153,667.88	158,743.80	163,852.69
197	1	97,149.33	100,550.38	104,069.70	107,714.17	111,375.88	116,539.46	121,731.75	126,827.59	131,923.42				
197	2	103,612.70	107,242.26	110,994.66	114,880.27	117,874.84	123,018.91	128,145.75	133,361.00	138,402.87	143,602.06	148,761.04		
197	3	110,078.37	113,931.84	117,918.49	122,047.52	124,356.60	129,485.74	134,580.43	139,775.01	144,983.37	150,082.67	155,243.95	160,371.94	165,533.23
214	1	105,532.77	109,227.31	113,050.33	117,009.30	120,986.99	126,596.16	132,236.51	137,772.09	143,307.67				
214	2	112,553.90	116,496.67	120,572.87	124,793.80	128,046.78	133,634.75	139,204.01	144,869.31	150,346.27	155,994.11	161,598.29		
214	3	119,577.52	123,763.52	128,094.19	132,579.54	135,087.88	140,659.63	146,193.97	151,836.81	157,494.63	163,033.96	168,640.64	174,211.14	179,817.82
219	1	107,998.49	111,779.35	115,691.69	119,743.17	123,813.79	129,554.01	135,326.15	140,991.07	146,655.99				
219	2	115,183.66	119,218.56	123,389.99	127,709.54	131,038.52	136,757.05	142,456.44	148,254.11	153,859.02	159,638.83	165,373.96		
219	3	122,371.38	126,655.19	131,087.04	135,677.20	138,244.14	143,946.07	149,609.71	155,384.40	161,174.41	166,843.17	172,580.84	178,281.50	184,019.17
<b>Annual Salary Grades for Full-Time Faculty with SPOT &amp; Professional Growth</b>														
175	1	90,827.00	93,848.00	96,974.00	100,212.00	103,464.00	108,051.00	112,664.00	117,191.00	121,717.00				
175	2	96,568.00	99,792.00	103,126.00	106,577.00	109,238.00	113,807.00	118,362.00	122,994.00	127,473.00	132,092.00	136,675.00		
175	3	102,312.00	105,735.00	109,276.00	112,944.00	114,996.00	119,552.00	124,078.00	128,692.00	133,319.00	137,849.00	142,434.00	146,989.00	151,574.00
195	1	100,689.04	104,055.56	107,539.16	111,146.62	114,771.16	119,882.31	125,021.88	130,065.99	135,110.09				
195	2	107,086.80	110,679.51	114,393.80	118,239.98	121,204.14	126,295.98	131,370.77	136,533.08	141,523.76	146,670.16	151,776.78		
195	3	113,486.82	117,301.17	121,247.34	125,334.46	127,620.10	132,697.16	137,740.13	142,881.97	148,037.46	153,084.99	158,193.88	163,269.80	168,378.69
197	1	101,675.33	105,076.38	108,595.70	112,240.17	115,901.88	121,065.46	126,257.75	131,353.59	136,449.42				
197	2	108,138.70	111,768.26	115,520.66	119,406.27	122,400.84	127,544.91	132,671.75	137,887.00	142,928.87	148,128.06	153,287.04		
197	3	114,604.37	118,457.84	122,444.49	126,573.52	128,882.60	134,011.74	139,106.43	144,301.01	149,509.37	154,608.67	159,769.95	164,897.94	170,059.23
214	1	110,058.77	113,753.31	117,576.33	121,535.30	125,512.99	131,122.16	136,762.51	142,298.09	147,833.67				
214	2	117,079.90	121,022.67	125,098.87	129,319.80	132,572.78	138,160.75	143,730.01	149,395.31	154,872.27	160,520.11	166,124.29		
214	3	124,103.52	128,289.52	132,620.19	137,105.54	139,613.88	145,185.63	150,719.97	156,362.81	162,020.63	167,559.96	173,166.64	178,737.14	184,343.82
219	1	112,524.49	116,305.35	120,217.69	124,269.17	128,339.79	134,080.01	139,852.15	145,517.07	151,181.99				
219	2	119,709.66	123,744.56	127,915.99	132,235.54	135,564.52	141,283.05	146,982.44	152,780.11	158,385.02	164,164.83	169,899.96		
219	3	126,897.38	131,181.19	135,613.04	140,203.20	142,770.14	148,472.07	154,135.71	159,910.40	165,700.41	171,369.17	177,106.84	182,807.50	188,545.17

**Service Increments (\$453 per month)**

	Annually 10-Month Faculty	Annually 11-Month Faculty	Annually 12-Month Faculty
After 10-Years	4,530	4,983	5,436
After 15-Years*	9,060	9,966	10,872
After 20-Years*	13,590	14,949	16,308
After 25-Years*	18,120	19,932	21,744
After 30-Years*	22,650	24,915	27,180

\*cumulative amounts

**Doctoral Stipend: \$4,317 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
<b>Annual Salary Table for Department Chair</b>														
175	1	95,525.00	98,487.00	101,552.00	104,726.00	107,915.00	112,412.00	116,934.00	121,372.00	125,810.00				
175	2	101,154.00	104,315.00	107,583.00	110,967.00	113,575.00	118,055.00	122,520.00	127,062.00	131,453.00	135,981.00	140,474.00		
175	3	106,785.00	110,141.00	113,613.00	117,209.00	119,220.00	123,687.00	128,124.00	132,648.00	137,184.00	141,625.00	146,120.00	150,586.00	155,081.00
195	1	105,194.49	108,495.00	111,910.29	115,447.02	119,000.49	124,011.42	129,050.22	133,995.42	138,940.62				
195	2	111,466.80	114,989.07	118,630.53	122,401.29	125,307.33	130,299.33	135,274.62	140,335.71	145,228.53	150,274.02	155,280.51		
195	3	117,741.33	121,480.89	125,349.69	129,356.67	131,597.49	136,575.00	141,519.09	146,560.11	151,614.51	156,563.07	161,571.78	166,548.18	171,556.89
197	1	106,161.44	109,495.80	112,946.12	116,519.13	120,109.04	125,171.37	130,261.85	135,257.77	140,253.69				
197	2	112,498.08	116,056.47	119,735.29	123,544.72	126,480.57	131,523.77	136,550.09	141,663.08	146,606.09	151,703.33	156,761.16		
197	3	118,836.97	122,614.88	126,523.36	130,571.43	132,835.24	137,863.80	142,858.60	147,951.32	153,057.56	158,056.87	163,116.95	168,144.39	173,204.48
214	1	114,380.50	118,002.60	121,750.66	125,632.00	129,531.70	135,030.88	140,560.64	145,987.68	151,414.72				
214	2	121,263.96	125,129.42	129,125.70	133,263.86	136,453.06	141,931.46	147,391.52	152,945.74	158,315.30	163,852.40	169,346.70		
214	3	128,149.86	132,253.78	136,499.54	140,896.94	143,356.10	148,818.60	154,244.42	159,776.62	165,323.50	170,754.22	176,250.96	181,712.24	187,208.98
219	1	116,797.87	120,504.60	124,340.23	128,312.26	132,303.07	137,930.74	143,589.70	149,143.54	154,697.38				
219	2	123,842.16	127,797.94	131,887.58	136,122.43	139,386.14	144,992.54	150,580.18	156,264.17	161,759.18	167,425.66	173,048.33		
219	3	130,888.94	135,088.75	139,433.71	143,933.86	146,450.47	152,040.60	157,593.19	163,254.65	168,931.13	174,488.74	180,113.90	185,702.78	191,327.95
<b>Annual Salary Table for Department Chair with Professional Growth</b>														
175	1	100,051.00	103,013.00	106,078.00	109,252.00	112,441.00	116,938.00	121,460.00	125,898.00	130,336.00				
175	2	105,680.00	108,841.00	112,109.00	115,493.00	118,101.00	122,581.00	127,046.00	131,588.00	135,979.00	140,507.00	145,000.00		
175	3	111,311.00	114,667.00	118,139.00	121,735.00	123,746.00	128,213.00	132,650.00	137,174.00	141,710.00	146,151.00	150,646.00	155,112.00	159,607.00
195	1	109,720.49	113,021.00	116,436.29	119,973.02	123,526.49	128,537.42	133,576.22	138,521.42	143,466.62				
195	2	115,992.80	119,515.07	123,156.53	126,927.29	129,833.33	134,825.33	139,800.62	144,861.71	149,754.53	154,800.02	159,806.51		
195	3	122,267.33	126,006.89	129,875.69	133,882.67	136,123.49	141,101.00	146,045.09	151,086.11	156,140.51	161,089.07	166,097.78	171,074.18	176,082.89
197	1	110,687.44	114,021.80	117,472.12	121,045.13	124,635.04	129,697.37	134,787.85	139,783.77	144,779.69				
197	2	117,024.08	120,582.47	124,261.29	128,070.72	131,006.57	136,049.77	141,076.09	146,189.08	151,132.09	156,229.33	161,287.16		
197	3	123,362.97	127,140.88	131,049.36	135,097.43	137,361.24	142,389.80	147,384.60	152,477.32	157,583.56	162,582.87	167,642.95	172,670.39	177,730.48
214	1	118,906.50	122,528.60	126,276.66	130,158.00	134,057.70	139,556.88	145,086.64	150,513.68	155,940.72				
214	2	125,789.96	129,655.42	133,651.70	137,789.86	140,979.06	146,457.46	151,917.52	157,471.74	162,841.30	168,378.40	173,872.70		
214	3	132,675.86	136,779.78	141,025.54	145,422.94	147,882.10	153,344.60	158,770.42	164,302.62	169,849.50	175,280.22	180,776.96	186,238.24	191,734.98
219	1	121,323.87	125,030.60	128,866.23	132,838.26	136,829.07	142,456.74	148,115.70	153,669.54	159,223.38				
219	2	128,368.16	132,323.94	136,413.58	140,648.43	143,912.14	149,518.54	155,106.18	160,790.17	166,285.18	171,951.66	177,574.33		
219	3	135,414.94	139,614.75	143,959.71	148,459.86	150,976.47	156,566.60	162,119.19	167,780.65	173,457.13	179,014.74	184,639.90	190,228.78	195,853.95

**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
<b>Annual Salary Table for Department Chair Faculty with SPOT</b>														
175	1	97,218.00	100,239.00	103,365.00	106,603.00	109,855.00	114,442.00	119,055.00	123,582.00	128,108.00				
175	2	102,959.00	106,183.00	109,517.00	112,968.00	115,629.00	120,198.00	124,753.00	129,385.00	133,864.00	138,483.00	143,066.00		
175	3	108,703.00	112,126.00	115,667.00	119,335.00	121,387.00	125,943.00	130,469.00	135,083.00	139,710.00	144,240.00	148,825.00	153,380.00	157,965.00
195	1	107,080.04	110,446.56	113,930.16	117,537.62	121,162.16	126,273.31	131,412.88	136,456.99	141,501.09				
195	2	113,477.80	117,070.51	120,784.80	124,630.98	127,595.14	132,686.98	137,761.77	142,924.08	147,914.76	153,061.16	158,167.78		
195	3	119,877.82	123,692.17	127,638.34	131,725.46	134,011.10	139,088.16	144,131.13	149,272.97	154,428.46	159,475.99	164,584.88	169,660.80	174,769.69
197	1	108,066.33	111,467.38	114,986.70	118,631.17	122,292.88	127,456.46	132,648.75	137,744.59	142,840.42				
197	2	114,529.70	118,159.26	121,911.66	125,797.27	128,791.84	133,935.91	139,062.75	144,278.00	149,319.87	154,519.06	159,678.04		
197	3	120,995.37	124,848.84	128,835.49	132,964.52	135,273.60	140,402.74	145,497.43	150,692.01	155,900.37	160,999.67	166,160.95	171,288.94	176,450.23
214	1	116,449.77	120,144.31	123,967.33	127,926.30	131,903.99	137,513.16	143,153.51	148,689.09	154,224.67				
214	2	123,470.90	127,413.67	131,489.87	135,710.80	138,963.78	144,551.75	150,121.01	155,786.31	161,263.27	166,911.11	172,515.29		
214	3	130,494.52	134,680.52	139,011.19	143,496.54	146,004.88	151,576.63	157,110.97	162,753.81	168,411.63	173,950.96	179,557.64	185,128.14	190,734.82
219	1	118,915.49	122,696.35	126,608.69	130,660.17	134,730.79	140,471.01	146,243.15	151,908.07	157,572.99				
219	2	126,100.66	130,135.56	134,306.99	138,626.54	141,955.52	147,674.05	153,373.44	159,171.11	164,776.02	170,555.83	176,290.96		
219	3	133,288.38	137,572.19	142,004.04	146,594.20	149,161.14	154,863.07	160,526.71	166,301.40	172,091.41	177,760.17	183,497.84	189,198.50	194,936.17
<b>Annual Salary Grades for Department Chair with SPOT &amp; Professional Growth</b>														
175	1	101,744.00	104,765.00	107,891.00	111,129.00	114,381.00	118,968.00	123,581.00	128,108.00	132,634.00				
175	2	107,485.00	110,709.00	114,043.00	117,494.00	120,155.00	124,724.00	129,279.00	133,911.00	138,390.00	143,009.00	147,592.00		
175	3	113,229.00	116,652.00	120,193.00	123,861.00	125,913.00	130,469.00	134,995.00	139,609.00	144,236.00	148,766.00	153,351.00	157,906.00	162,491.00
195	1	111,606.04	114,972.56	118,456.16	122,063.62	125,688.16	130,799.31	135,938.88	140,982.99	146,027.09				
195	2	118,003.80	121,596.51	125,310.80	129,156.98	132,121.14	137,212.98	142,287.77	147,450.08	152,440.76	157,587.16	162,693.78		
195	3	124,403.82	128,218.17	132,164.34	136,251.46	138,537.10	143,614.16	148,657.13	153,798.97	158,954.46	164,001.99	169,110.88	174,186.80	179,295.69
197	1	112,592.33	115,993.38	119,512.70	123,157.17	126,818.88	131,982.46	137,174.75	142,270.59	147,366.42				
197	2	119,055.70	122,685.26	126,437.66	130,323.27	133,317.84	138,461.91	143,588.75	148,804.00	153,845.87	159,045.06	164,204.04		
197	3	125,521.37	129,374.84	133,361.49	137,490.52	139,799.60	144,928.74	150,023.43	155,218.01	160,426.37	165,525.67	170,686.95	175,814.94	180,976.23
214	1	120,975.77	124,670.31	128,493.33	132,452.30	136,429.99	142,039.16	147,679.51	153,215.09	158,750.67				
214	2	127,996.90	131,939.67	136,015.87	140,236.80	143,489.78	149,077.75	154,647.01	160,312.31	165,789.27	171,437.11	177,041.29		
214	3	135,020.52	139,206.52	143,537.19	148,022.54	150,530.88	156,102.63	161,636.97	167,279.81	172,937.63	178,476.96	184,083.64	189,654.14	195,260.82
219	1	123,441.49	127,222.35	131,134.69	135,186.17	139,256.79	144,997.01	150,769.15	156,434.07	162,098.99				
219	2	130,626.66	134,661.56	138,832.99	143,152.54	146,481.52	152,200.05	157,899.44	163,697.11	169,302.02	175,081.83	180,816.96		
219	3	137,814.38	142,098.19	146,530.04	151,120.20	153,687.14	159,389.07	165,052.71	170,827.40	176,617.41	182,286.17	188,023.84	193,724.50	199,462.17

**Service Increments (\$453 per month)**

	Annually 10-Month Faculty	Annually 11-Month Faculty	Annually 12-Month Faculty
After 10-Years	4,530	4,983	5,436
After 15-Years*	9,060	9,966	10,872
After 20-Years*	13,590	14,949	16,308
After 25-Years*	18,120	19,932	21,744
After 30-Years*	22,650	24,915	27,180

\*cumulative amounts

**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
<b>Annual Salary Table for Department Co-Chair</b>														
175	1	90,067.00	93,029.00	96,094.00	99,268.00	102,457.00	106,954.00	111,476.00	115,914.00	120,352.00				
175	2	95,696.00	98,857.00	102,125.00	105,509.00	108,117.00	112,597.00	117,062.00	121,604.00	125,995.00	130,523.00	135,016.00		
175	3	101,327.00	104,683.00	108,155.00	111,751.00	113,762.00	118,229.00	122,666.00	127,190.00	131,726.00	136,167.00	140,662.00	145,128.00	149,623.00
195	1	99,736.49	103,037.00	106,452.29	109,989.02	113,542.49	118,553.42	123,592.22	128,537.42	133,482.62				
195	2	106,008.80	109,531.07	113,172.53	116,943.29	119,849.33	124,841.33	129,816.62	134,877.71	139,770.53	144,816.02	149,822.51		
195	3	112,283.33	116,022.89	119,891.69	123,898.67	126,139.49	131,117.00	136,061.09	141,102.11	146,156.51	151,105.07	156,113.78	161,090.18	166,098.89
197	1	100,703.44	104,037.80	107,488.12	111,061.13	114,651.04	119,713.37	124,803.85	129,799.77	134,795.69				
197	2	107,040.08	110,598.47	114,277.29	118,086.72	121,022.57	126,065.77	131,092.09	136,205.08	141,148.09	146,245.33	151,303.16		
197	3	113,378.97	117,156.88	121,065.36	125,113.43	127,377.24	132,405.80	137,400.60	142,493.32	147,599.56	152,598.87	157,658.95	162,686.39	167,746.48
214	1	108,922.50	112,544.60	116,292.66	120,174.00	124,073.70	129,572.88	135,102.64	140,529.68	145,956.72				
214	2	115,805.96	119,671.42	123,667.70	127,805.86	130,995.06	136,473.46	141,933.52	147,487.74	152,857.30	158,394.40	163,888.70		
214	3	122,691.86	126,795.78	131,041.54	135,438.94	137,898.10	143,360.60	148,786.42	154,318.62	159,865.50	165,296.22	170,792.96	176,254.24	181,750.98
219	1	111,339.87	115,046.60	118,882.23	122,854.26	126,845.07	132,472.74	138,131.70	143,685.54	149,239.38				
219	2	118,384.16	122,339.94	126,429.58	130,664.43	133,928.14	139,534.54	145,122.18	150,806.17	156,301.18	161,967.66	167,590.33		
219	3	125,430.94	129,630.75	133,975.71	138,475.86	140,992.47	146,582.60	152,135.19	157,796.65	163,473.13	169,030.74	174,655.90	180,244.78	185,869.95
<b>Annual Salary Table for Department Co-Chair with Professional Growth</b>														
175	1	94,593.00	97,555.00	100,620.00	103,794.00	106,983.00	111,480.00	116,002.00	120,440.00	124,878.00				
175	2	100,222.00	103,383.00	106,651.00	110,035.00	112,643.00	117,123.00	121,588.00	126,130.00	130,521.00	135,049.00	139,542.00		
175	3	105,853.00	109,209.00	112,681.00	116,277.00	118,288.00	122,755.00	127,192.00	131,716.00	136,252.00	140,693.00	145,188.00	149,654.00	154,149.00
195	1	104,262.49	107,563.00	110,978.29	114,515.02	118,068.49	123,079.42	128,118.22	133,063.42	138,008.62				
195	2	110,534.80	114,057.07	117,698.53	121,469.29	124,375.33	129,367.33	134,342.62	139,403.71	144,296.53	149,342.02	154,348.51		
195	3	116,809.33	120,548.89	124,417.69	128,424.67	130,665.49	135,643.00	140,587.09	145,628.11	150,682.51	155,631.07	160,639.78	165,616.18	170,624.89
197	1	105,229.44	108,563.80	112,014.12	115,587.13	119,177.04	124,239.37	129,329.85	134,325.77	139,321.69				
197	2	111,566.08	115,124.47	118,803.29	122,612.72	125,548.57	130,591.77	135,618.09	140,731.08	145,674.09	150,771.33	155,829.16		
197	3	117,904.97	121,682.88	125,591.36	129,639.43	131,903.24	136,931.80	141,926.60	147,019.32	152,125.56	157,124.87	162,184.95	167,212.39	172,272.48
214	1	113,448.50	117,070.60	120,818.66	124,700.00	128,599.70	134,098.88	139,628.64	145,055.68	150,482.72				
214	2	120,331.96	124,197.42	128,193.70	132,331.86	135,521.06	140,999.46	146,459.52	152,013.74	157,383.30	162,920.40	168,414.70		
214	3	127,217.86	131,321.78	135,567.54	139,964.94	142,424.10	147,886.60	153,312.42	158,844.62	164,391.50	169,822.22	175,318.96	180,780.24	186,276.98
219	1	115,865.87	119,572.60	123,408.23	127,380.26	131,371.07	136,998.74	142,657.70	148,211.54	153,765.38				
219	2	122,910.16	126,865.94	130,955.58	135,190.43	138,454.14	144,060.54	149,648.18	155,332.17	160,827.18	166,493.66	172,116.33		
219	3	129,956.94	134,156.75	138,501.71	143,001.86	145,518.47	151,108.60	156,661.19	162,322.65	167,999.13	173,556.74	179,181.90	184,770.78	190,395.95

**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
<b>Annual Salary Table for Department Co-Chair Faculty with SPOT</b>														
175	1	91,760.00	94,781.00	97,907.00	101,145.00	104,397.00	108,984.00	113,597.00	118,124.00	122,650.00				
175	2	97,501.00	100,725.00	104,059.00	107,510.00	110,171.00	114,740.00	119,295.00	123,927.00	128,406.00	133,025.00	137,608.00		
175	3	103,245.00	106,668.00	110,209.00	113,877.00	115,929.00	120,485.00	125,011.00	129,625.00	134,252.00	138,782.00	143,367.00	147,922.00	152,507.00
195	1	101,622.04	104,988.56	108,472.16	112,079.62	115,704.16	120,815.31	125,954.88	130,998.99	136,043.09				
195	2	108,019.80	111,612.51	115,326.80	119,172.98	122,137.14	127,228.98	132,303.77	137,466.08	142,456.76	147,603.16	152,709.78		
195	3	114,419.82	118,234.17	122,180.34	126,267.46	128,553.10	133,630.16	138,673.13	143,814.97	148,970.46	154,017.99	159,126.88	164,202.80	169,311.69
197	1	102,608.33	106,009.38	109,528.70	113,173.17	116,834.88	121,998.46	127,190.75	132,286.59	137,382.42				
197	2	109,071.70	112,701.26	116,453.66	120,339.27	123,333.84	128,477.91	133,604.75	138,820.00	143,861.87	149,061.06	154,220.04		
197	3	115,537.37	119,390.84	123,377.49	127,506.52	129,815.60	134,944.74	140,039.43	145,234.01	150,442.37	155,541.67	160,702.95	165,830.94	170,992.23
214	1	110,991.77	114,686.31	118,509.33	122,468.30	126,445.99	132,055.16	137,695.51	143,231.09	148,766.67				
214	2	118,012.90	121,955.67	126,031.87	130,252.80	133,505.78	139,093.75	144,663.01	150,328.31	155,805.27	161,453.11	167,057.29		
214	3	125,036.52	129,222.52	133,553.19	138,038.54	140,546.88	146,118.63	151,652.97	157,295.81	162,953.63	168,492.96	174,099.64	179,670.14	185,276.82
219	1	113,457.49	117,238.35	121,150.69	125,202.17	129,272.79	135,013.01	140,785.15	146,450.07	152,114.99				
219	2	120,642.66	124,677.56	128,848.99	133,168.54	136,497.52	142,216.05	147,915.44	153,713.11	159,318.02	165,097.83	170,832.96		
219	3	127,830.38	132,114.19	136,546.04	141,136.20	143,703.14	149,405.07	155,068.71	160,843.40	166,633.41	172,302.17	178,039.84	183,740.50	189,478.17
<b>Annual Salary Grades for Department Co-Chair with SPOT &amp; Professional Growth</b>														
175	1	96,286.00	99,307.00	102,433.00	105,671.00	108,923.00	113,510.00	118,123.00	122,650.00	127,176.00				
175	2	102,027.00	105,251.00	108,585.00	112,036.00	114,697.00	119,266.00	123,821.00	128,453.00	132,932.00	137,551.00	142,134.00		
175	3	107,771.00	111,194.00	114,735.00	118,403.00	120,455.00	125,011.00	129,537.00	134,151.00	138,778.00	143,308.00	147,893.00	152,448.00	157,033.00
195	1	106,148.04	109,514.56	112,998.16	116,605.62	120,230.16	125,341.31	130,480.88	135,524.99	140,569.09				
195	2	112,545.80	116,138.51	119,852.80	123,698.98	126,663.14	131,754.98	136,829.77	141,992.08	146,982.76	152,129.16	157,235.78		
195	3	118,945.82	122,760.17	126,706.34	130,793.46	133,079.10	138,156.16	143,199.13	148,340.97	153,496.46	158,543.99	163,652.88	168,728.80	173,837.69
197	1	107,134.33	110,535.38	114,054.70	117,699.17	121,360.88	126,524.46	131,716.75	136,812.59	141,908.42				
197	2	113,597.70	117,227.26	120,979.66	124,865.27	127,859.84	133,003.91	138,130.75	143,346.00	148,387.87	153,587.06	158,746.04		
197	3	120,063.37	123,916.84	127,903.49	132,032.52	134,341.60	139,470.74	144,565.43	149,760.01	154,968.37	160,067.67	165,228.95	170,356.94	175,518.23
214	1	115,517.77	119,212.31	123,035.33	126,994.30	130,971.99	136,581.16	142,221.51	147,757.09	153,292.67				
214	2	122,538.90	126,481.67	130,557.87	134,778.80	138,031.78	143,619.75	149,189.01	154,854.31	160,331.27	165,979.11	171,583.29		
214	3	129,562.52	133,748.52	138,079.19	142,564.54	145,072.88	150,644.63	156,178.97	161,821.81	167,479.63	173,018.96	178,625.64	184,196.14	189,802.82
219	1	117,983.49	121,764.35	125,676.69	129,728.17	133,798.79	139,539.01	145,311.15	150,976.07	156,640.99				
219	2	125,168.66	129,203.56	133,374.99	137,694.54	141,023.52	146,742.05	152,441.44	158,239.11	163,844.02	169,623.83	175,358.96		
219	3	132,356.38	136,640.19	141,072.04	145,662.20	148,229.14	153,931.07	159,594.71	165,369.40	171,159.41	176,828.17	182,565.84	188,266.50	194,004.17

**Service Increments (\$453 per month)**

	Annually 10-Month Faculty	Annually 11-Month Faculty	Annually 12-Month Faculty
After 10-Years	4,530	4,983	5,436
After 15-Years*	9,060	9,966	10,872
After 20-Years*	13,590	14,949	16,308
After 25-Years*	18,120	19,932	21,744
After 30-Years*	22,650	24,915	27,180

\*cumulative amounts

**APPENDIX C: FACULTY OVERLOAD AND OTHER THAN CONTRACT SALARY RATES**

**Hourly Rates  
Effective July 01, 2023**

<b>Professors Teaching Credit Course</b>				
<b>Column</b>	<b>Step 1 (0 - 29.9 LHE)</b>	<b>Step 2 (30 - 59.9 LHE)</b>	<b>Step 3 (60 - 89.9 LHE)</b>	<b>Step 4 (90+ LHE)</b>
1	97.70	101.08	104.65	108.28
2	101.08	104.65	108.28	112.09
3	104.65	108.28	112.09	116.04
<b>Professors Teaching Credit Course with SPOT</b>				
1	99.65	103.10	106.74	110.45
2	103.10	106.74	110.45	114.33
3	106.74	110.45	114.33	118.36

<b>Counselors, Librarian, Instructional Specialists (credit and noncredit)</b>				
<b>Column</b>	<b>Step 1 (0 - 29.9 LHE)</b>	<b>Step 2 (30 - 59.9 LHE)</b>	<b>Step 3 (60 - 89.9 LHE)</b>	<b>Step 4 (90+ LHE)</b>
1	63.51	65.70	68.02	70.38
2	65.70	68.02	70.38	72.86
3	68.02	70.38	72.86	75.43
<b>Counselors, Librarian, Instructional Specialists (credit and noncredit) with SPOT</b>				
1	64.78	67.01	69.38	71.79
2	67.01	69.38	71.79	74.32
3	69.38	71.79	74.32	76.94

<b>Non-Teaching Faculty Assignments and Non-Teaching Grants Projects Specialists (credit and noncredit)</b>				
<b>Column</b>	<b>Step 1 (0 - 29.9 LHE)</b>	<b>Step 2 (30 - 59.9 LHE)</b>	<b>Step 3 (60 - 89.9 LHE)</b>	<b>Step 4 (90+ LHE)</b>
1	58.62	60.65	62.79	64.97
2	60.65	62.79	64.97	67.25
3	62.79	64.97	67.25	69.62
<b>Non-Teaching Faculty Assignments and Non-Teaching Grants Projects Specialists (credit and noncredit) with SPOT</b>				
1	59.79	61.86	64.05	66.27
2	61.86	64.05	66.27	68.60
3	64.05	66.27	68.60	71.01

<b>Continuing Education Professors</b>				
<b>Column</b>	<b>Step 1 (0 - 29.9 LHE)</b>	<b>Step 2 (30 - 59.9 LHE)</b>	<b>Step 3 (60 - 89.9 LHE)</b>	<b>Step 4 (90+ LHE)</b>
1	68.93	71.36	73.85	76.42
2	71.36	73.85	76.42	79.11
3	73.85	76.42	79.11	81.88
<b>Continuing Education Professors with SPOT</b>				
1	70.31	72.79	75.33	77.95
2	72.79	75.33	77.95	80.69
3	75.33	77.95	80.69	83.52