

APPENDIX A: SALARY SCHEDULE FOR UNIT MEMBERS ON CONTRACT
Effective July 01, 2026

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	90,339.00	93,502.00	96,773.00	100,163.00	103,568.00	108,370.00	113,199.00	117,937.00	122,675.00				
175	2	96,349.00	99,725.00	103,214.00	106,827.00	109,612.00	114,394.00	119,162.00	124,012.00	128,700.00	133,534.00	138,332.00		
175	3	102,362.00	105,945.00	109,652.00	113,492.00	115,639.00	120,409.00	125,146.00	129,977.00	134,820.00	139,561.00	144,361.00	149,129.00	153,929.00
195	1	100,663.47	104,187.93	107,832.78	111,610.20	115,404.33	120,755.13	126,136.02	131,415.51	136,695.00				
195	2	107,360.31	111,122.13	115,009.89	119,035.80	122,139.09	127,467.60	132,780.51	138,184.80	143,408.58	148,795.02	154,141.38		
195	3	114,060.51	118,053.00	122,183.67	126,462.51	128,854.89	134,170.02	139,448.40	144,831.51	150,228.00	155,510.82	160,859.40	166,172.31	171,520.89
197	1	101,695.91	105,256.53	108,938.75	112,754.92	116,587.97	121,993.65	127,429.73	132,763.36	138,097.00				
197	2	108,461.44	112,261.85	116,189.48	120,256.68	123,391.80	128,774.96	134,142.36	139,602.08	144,879.43	150,321.13	155,722.31		
197	3	115,230.36	119,263.80	123,436.83	127,759.56	130,176.48	135,546.13	140,878.64	146,316.96	151,768.80	157,105.81	162,509.24	167,876.64	173,280.08
214	1	110,471.70	114,339.58	118,339.56	122,485.04	126,648.86	132,521.02	138,426.20	144,220.10	150,014.00				
214	2	117,821.06	121,949.42	126,215.98	130,634.16	134,039.82	139,887.52	145,718.10	151,648.96	157,381.72	163,293.00	169,160.28		
214	3	125,174.10	129,555.60	134,088.74	138,784.50	141,409.98	147,243.00	153,035.68	158,943.30	164,865.60	170,663.16	176,532.88	182,363.46	188,233.18
219	1	113,052.82	117,011.06	121,104.50	125,346.84	129,607.94	135,617.30	141,660.46	147,589.73	153,519.00				
219	2	120,573.89	124,798.70	129,164.95	133,686.36	137,171.59	143,155.92	149,122.73	155,192.16	161,058.86	167,108.26	173,112.62		
219	3	128,098.73	132,582.60	137,221.66	142,027.13	144,713.95	150,683.26	156,611.28	162,656.93	168,717.60	174,650.62	180,657.48	186,624.29	192,631.15
Annual Salary Table for Full-Time Faculty with Professional Growth (DEISA)														
175	1	95,172.00	98,335.00	101,606.00	104,996.00	108,401.00	113,203.00	118,032.00	122,770.00	127,508.00				
175	2	101,182.00	104,558.00	108,047.00	111,660.00	114,445.00	119,227.00	123,995.00	128,845.00	133,533.00	138,367.00	143,165.00		
175	3	107,195.00	110,778.00	114,485.00	118,325.00	120,472.00	125,242.00	129,979.00	134,810.00	139,653.00	144,394.00	149,194.00	153,962.00	158,762.00
195	1	105,496.47	109,020.93	112,665.78	116,443.20	120,237.33	125,588.13	130,969.02	136,248.51	141,528.00				
195	2	112,193.31	115,955.13	119,842.89	123,868.80	126,972.09	132,300.60	137,613.51	143,017.80	148,241.58	153,628.02	158,974.38		
195	3	118,893.51	122,886.00	127,016.67	131,295.51	133,687.89	139,003.02	144,281.40	149,664.51	155,061.00	160,343.82	165,692.40	171,005.31	176,353.89
197	1	106,528.91	110,089.53	113,771.75	117,587.92	121,420.97	126,826.65	132,262.73	137,596.36	142,930.00				
197	2	113,294.44	117,094.85	121,022.48	125,089.68	128,224.80	133,607.96	138,975.36	144,435.08	149,712.43	155,154.13	160,555.31		
197	3	120,063.36	124,096.80	128,269.83	132,592.56	135,009.48	140,379.13	145,711.64	151,149.96	156,601.80	161,938.81	167,342.24	172,709.64	178,113.08
214	1	115,304.70	119,172.58	123,172.56	127,318.04	131,481.86	137,354.02	143,259.20	149,053.10	154,847.00				
214	2	122,654.06	126,782.42	131,048.98	135,467.16	138,872.82	144,720.52	150,551.10	156,481.96	162,214.72	168,126.00	173,993.28		
214	3	130,007.10	134,388.60	138,921.74	143,617.50	146,242.98	152,076.00	157,868.68	163,776.30	169,698.60	175,496.16	181,365.88	187,196.46	193,066.18
219	1	117,885.82	121,844.06	125,937.50	130,179.84	134,440.94	140,450.30	146,493.46	152,422.73	158,352.00				
219	2	125,406.89	129,631.70	133,997.95	138,519.36	142,004.59	147,988.92	153,955.73	160,025.16	165,891.86	171,941.26	177,945.62		
219	3	132,931.73	137,415.60	142,054.66	146,860.13	149,546.95	155,516.26	161,444.28	167,489.93	173,550.60	179,483.62	185,490.48	191,457.29	197,464.15

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Annual Salary Table for Full-Time Faculty with Professional Growth														
175	1	95,172.00	98,335.00	101,606.00	104,996.00	108,401.00	113,203.00	118,032.00	122,770.00	127,508.00	0	0	0	0
175	2	101,182.00	104,558.00	108,047.00	111,660.00	114,445.00	119,227.00	123,995.00	128,845.00	133,533.00	138,367.00	143,165.00	0	0
175	3	107,195.00	110,778.00	114,485.00	118,325.00	120,472.00	125,242.00	129,979.00	134,810.00	139,653.00	144,394.00	149,194.00	153,962.00	158,762.00
195	1	105,496.47	109,020.93	112,665.78	116,443.20	120,237.33	125,588.13	130,969.02	136,248.51	141,528.00	0	0	0	0
195	2	112,193.31	115,955.13	119,842.89	123,868.80	126,972.09	132,300.60	137,613.51	143,017.80	148,241.58	153,628.02	158,974.38	0	0
195	3	118,893.51	122,886.00	127,016.67	131,295.51	133,687.89	139,003.02	144,281.40	149,664.51	155,061.00	160,343.82	165,692.40	171,005.31	176,353.89
197	1	106,528.91	110,089.53	113,771.75	117,587.92	121,420.97	126,826.65	132,262.73	137,596.36	142,930.00	0	0	0	0
197	2	113,294.44	117,094.85	121,022.48	125,089.68	128,224.80	133,607.96	138,975.36	144,435.08	149,712.43	155,154.13	160,555.31	0	0
197	3	120,063.36	124,096.80	128,269.83	132,592.56	135,009.48	140,379.13	145,711.64	151,149.96	156,601.80	161,938.81	167,342.24	172,709.64	178,113.08
214	1	115,304.70	119,172.58	123,172.56	127,318.04	131,481.86	137,354.02	143,259.20	149,053.10	154,847.00	0	0	0	0
214	2	122,654.06	126,782.42	131,048.98	135,467.16	138,872.82	144,720.52	150,551.10	156,481.96	162,214.72	168,126.00	173,993.28	0	0
214	3	130,007.10	134,388.60	138,921.74	143,617.50	146,242.98	152,076.00	157,868.68	163,776.30	169,698.60	175,496.16	181,365.88	187,196.46	193,066.18
219	1	117,885.82	121,844.06	125,937.50	130,179.84	134,440.94	140,450.30	146,493.46	152,422.73	158,352.00	0	0	0	0
219	2	125,406.89	129,631.70	133,997.95	138,519.36	142,004.59	147,988.92	153,955.73	160,025.16	165,891.86	171,941.26	177,945.62	0	0
219	3	132,931.73	137,415.60	142,054.66	146,860.13	149,546.95	155,516.26	161,444.28	167,489.93	173,550.60	179,483.62	185,490.48	191,457.29	197,464.15
Annual Salary Table for Full-Time Faculty with SPOT														
175	1	92,146.00	95,373.00	98,709.00	102,167.00	105,640.00	110,538.00	115,463.00	120,296.00	125,129.00	0	0	0	0
175	2	98,276.00	101,720.00	105,279.00	108,964.00	111,805.00	116,682.00	121,546.00	126,493.00	131,274.00	136,205.00	141,099.00	0	0
175	3	104,410.00	108,064.00	111,846.00	115,762.00	117,952.00	122,818.00	127,649.00	132,577.00	137,517.00	142,353.00	147,249.00	152,112.00	157,008.00
195	1	102,676.74	106,271.69	109,989.44	113,842.40	117,712.42	123,170.23	128,658.74	134,043.82	139,428.90	0	0	0	0
195	2	109,507.52	113,344.57	117,310.09	121,416.52	124,581.87	130,016.95	135,436.12	140,948.50	146,276.75	151,770.92	157,224.21	0	0
195	3	116,341.72	120,414.06	124,627.34	128,991.76	131,431.99	136,853.42	142,237.37	147,728.14	153,232.56	158,621.04	164,076.59	169,495.76	174,951.31
197	1	103,729.83	107,361.66	111,117.53	115,010.02	118,919.73	124,433.52	129,978.32	135,418.63	140,858.94	0	0	0	0
197	2	110,630.67	114,507.09	118,513.27	122,661.81	125,859.64	131,350.46	136,825.21	142,394.12	147,777.02	153,327.55	158,836.76	0	0
197	3	117,534.97	121,649.08	125,905.57	130,314.75	132,780.01	138,257.05	143,696.21	149,243.30	154,804.18	160,247.93	165,759.42	171,234.17	176,745.68
214	1	112,681.13	116,626.37	120,706.35	124,934.74	129,181.84	135,171.44	141,194.72	147,104.50	153,014.28	0	0	0	0
214	2	120,177.48	124,388.41	128,740.30	133,246.84	136,720.62	142,685.27	148,632.46	154,681.94	160,529.35	166,558.86	172,543.49	0	0
214	3	127,677.58	132,146.71	136,770.51	141,560.19	144,238.18	150,187.86	156,096.39	162,122.17	168,162.91	174,076.42	180,063.54	186,010.73	191,997.84
219	1	115,313.88	119,351.28	123,526.59	127,853.78	132,200.10	138,329.65	144,493.67	150,541.52	156,589.38	0	0	0	0
219	2	122,985.37	127,294.67	131,748.25	136,360.09	139,915.02	146,019.04	152,105.18	158,296.00	164,280.04	170,450.43	176,574.87	0	0
219	3	130,660.70	135,234.25	139,966.09	144,867.67	147,608.23	153,696.93	159,743.51	165,910.07	172,091.95	178,143.63	184,270.63	190,356.78	196,483.77

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Annual Salary Grades for Full-Time Faculty with Professional Growth (DEISA) and SPOT														
175	1	96,979.00	100,206.00	103,542.00	107,000.00	110,473.00	115,371.00	120,296.00	125,129.00	129,962.00	0	0	0	0
175	2	103,109.00	106,553.00	110,112.00	113,797.00	116,638.00	121,515.00	126,379.00	131,326.00	136,107.00	141,038.00	145,932.00	0	0
175	3	109,243.00	112,897.00	116,679.00	120,595.00	122,785.00	127,651.00	132,482.00	137,410.00	142,350.00	147,186.00	152,082.00	156,945.00	161,841.00
195	1	107,509.74	111,104.69	114,822.44	118,675.40	122,545.42	128,003.23	133,491.74	138,876.82	144,261.90	0	0	0	0
195	2	114,340.52	118,177.57	122,143.09	126,249.52	129,414.87	134,849.95	140,269.12	145,781.50	151,109.75	156,603.92	162,057.21	0	0
195	3	121,174.72	125,247.06	129,460.34	133,824.76	136,264.99	141,686.42	147,070.37	152,561.14	158,065.56	163,454.04	168,909.59	174,328.76	179,784.31
197	1	108,562.83	112,194.66	115,950.53	119,843.02	123,752.73	129,266.52	134,811.32	140,251.63	145,691.94	0	0	0	0
197	2	115,463.67	119,340.09	123,346.27	127,494.81	130,692.64	136,183.46	141,658.21	147,227.12	152,610.02	158,160.55	163,669.76	0	0
197	3	122,367.97	126,482.08	130,738.57	135,147.75	137,613.01	143,090.05	148,529.21	154,076.30	159,637.18	165,080.93	170,592.42	176,067.17	181,578.68
214	1	117,514.13	121,459.37	125,539.35	129,767.74	134,014.84	140,004.44	146,027.72	151,937.50	157,847.28	0	0	0	0
214	2	125,010.48	129,221.41	133,573.30	138,079.84	141,553.62	147,518.27	153,465.46	159,514.94	165,362.35	171,391.86	177,376.49	0	0
214	3	132,510.58	136,979.71	141,603.51	146,393.19	149,071.18	155,020.86	160,929.39	166,955.17	172,995.91	178,909.42	184,896.54	190,843.73	196,830.84
219	1	120,146.88	124,184.28	128,359.59	132,686.78	137,033.10	143,162.65	149,326.67	155,374.52	161,422.38	0	0	0	0
219	2	127,818.37	132,127.67	136,581.25	141,193.09	144,748.02	150,852.04	156,938.18	163,129.00	169,113.04	175,283.43	181,407.87	0	0
219	3	135,493.70	140,067.25	144,799.09	149,700.67	152,441.23	158,529.93	164,576.51	170,743.07	176,924.95	182,976.63	189,103.63	195,189.78	201,316.77
Annual Salary Grades for Full-Time Faculty with Professional Growth and SPOT														
175	1	96,979.00	100,206.00	103,542.00	107,000.00	110,473.00	115,371.00	120,296.00	125,129.00	129,962.00	0	0	0	0
175	2	103,109.00	106,553.00	110,112.00	113,797.00	116,638.00	121,515.00	126,379.00	131,326.00	136,107.00	141,038.00	145,932.00	0	0
175	3	109,243.00	112,897.00	116,679.00	120,595.00	122,785.00	127,651.00	132,482.00	137,410.00	142,350.00	147,186.00	152,082.00	156,945.00	161,841.00
195	1	107,509.74	111,104.69	114,822.44	118,675.40	122,545.42	128,003.23	133,491.74	138,876.82	144,261.90	0	0	0	0
195	2	114,340.52	118,177.57	122,143.09	126,249.52	129,414.87	134,849.95	140,269.12	145,781.50	151,109.75	156,603.92	162,057.21	0	0
195	3	121,174.72	125,247.06	129,460.34	133,824.76	136,264.99	141,686.42	147,070.37	152,561.14	158,065.56	163,454.04	168,909.59	174,328.76	179,784.31
197	1	108,562.83	112,194.66	115,950.53	119,843.02	123,752.73	129,266.52	134,811.32	140,251.63	145,691.94	0	0	0	0
197	2	115,463.67	119,340.09	123,346.27	127,494.81	130,692.64	136,183.46	141,658.21	147,227.12	152,610.02	158,160.55	163,669.76	0	0
197	3	122,367.97	126,482.08	130,738.57	135,147.75	137,613.01	143,090.05	148,529.21	154,076.30	159,637.18	165,080.93	170,592.42	176,067.17	181,578.68
214	1	117,514.13	121,459.37	125,539.35	129,767.74	134,014.84	140,004.44	146,027.72	151,937.50	157,847.28	0	0	0	0
214	2	125,010.48	129,221.41	133,573.30	138,079.84	141,553.62	147,518.27	153,465.46	159,514.94	165,362.35	171,391.86	177,376.49	0	0
214	3	132,510.58	136,979.71	141,603.51	146,393.19	149,071.18	155,020.86	160,929.39	166,955.17	172,995.91	178,909.42	184,896.54	190,843.73	196,830.84
219	1	120,146.88	124,184.28	128,359.59	132,686.78	137,033.10	143,162.65	149,326.67	155,374.52	161,422.38	0	0	0	0
219	2	127,818.37	132,127.67	136,581.25	141,193.09	144,748.02	150,852.04	156,938.18	163,129.00	169,113.04	175,283.43	181,407.87	0	0
219	3	135,493.70	140,067.25	144,799.09	149,700.67	152,441.23	158,529.93	164,576.51	170,743.07	176,924.95	182,976.63	189,103.63	195,189.78	201,316.77

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Annual Salary Grades for Full-Time Faculty with Professional Growth (DEISA) and Professional Growth														
175	1	100,005.00	103,168.00	106,439.00	109,829.00	113,234.00	118,036.00	122,865.00	127,603.00	132,341.00	0	0	0	0
175	2	106,015.00	109,391.00	112,880.00	116,493.00	119,278.00	124,060.00	128,828.00	133,678.00	138,366.00	143,200.00	147,998.00	0	0
175	3	112,028.00	115,611.00	119,318.00	123,158.00	125,305.00	130,075.00	134,812.00	139,643.00	144,486.00	149,227.00	154,027.00	158,795.00	163,595.00
195	1	110,329.47	113,853.93	117,498.78	121,276.20	125,070.33	130,421.13	135,802.02	141,081.51	146,361.00	0	0	0	0
195	2	117,026.31	120,788.13	124,675.89	128,701.80	131,805.09	137,133.60	142,446.51	147,850.80	153,074.58	158,461.02	163,807.38	0	0
195	3	123,726.51	127,719.00	131,849.67	136,128.51	138,520.89	143,836.02	149,114.40	154,497.51	159,894.00	165,176.82	170,525.40	175,838.31	181,186.89
197	1	111,361.91	114,922.53	118,604.75	122,420.92	126,253.97	131,659.65	137,095.73	142,429.36	147,763.00	0	0	0	0
197	2	118,127.44	121,927.85	125,855.48	129,922.68	133,057.80	138,440.96	143,808.36	149,268.08	154,545.43	159,987.13	165,388.31	0	0
197	3	124,896.36	128,929.80	133,102.83	137,425.56	139,842.48	145,212.13	150,544.64	155,982.96	161,434.80	166,771.81	172,175.24	177,542.64	182,946.08
214	1	120,137.70	124,005.58	128,005.56	132,151.04	136,314.86	142,187.02	148,092.20	153,886.10	159,680.00	0	0	0	0
214	2	127,487.06	131,615.42	135,881.98	140,300.16	143,705.82	149,553.52	155,384.10	161,314.96	167,047.72	172,959.00	178,826.28	0	0
214	3	134,840.10	139,221.60	143,754.74	148,450.50	151,075.98	156,909.00	162,701.68	168,609.30	174,531.60	180,329.16	186,198.88	192,029.46	197,899.18
219	1	122,718.82	126,677.06	130,770.50	135,012.84	139,273.94	145,283.30	151,326.46	157,255.73	163,185.00	0	0	0	0
219	2	130,239.89	134,464.70	138,830.95	143,352.36	146,837.59	152,821.92	158,788.73	164,858.16	170,724.86	176,774.26	182,778.62	0	0
219	3	137,764.73	142,248.60	146,887.66	151,693.13	154,379.95	160,349.26	166,277.28	172,322.93	178,383.60	184,316.62	190,323.48	196,290.29	202,297.15
Annual Salary Grades for Full-Time Faculty with Professional Growth (DEISA), Professional Growth, and SPOT														
175	1	101,812.00	105,039.00	108,375.00	111,833.00	115,306.00	120,204.00	125,129.00	129,962.00	134,795.00	0	0	0	0
175	2	107,942.00	111,386.00	114,945.00	118,630.00	121,471.00	126,348.00	131,212.00	136,159.00	140,940.00	145,871.00	150,765.00	0	0
175	3	114,076.00	117,730.00	121,512.00	125,428.00	127,618.00	132,484.00	137,315.00	142,243.00	147,183.00	152,019.00	156,915.00	161,778.00	166,674.00
195	1	112,342.74	115,937.69	119,655.44	123,508.40	127,378.42	132,836.23	138,324.74	143,709.82	149,094.90	0	0	0	0
195	2	119,173.52	123,010.57	126,976.09	131,082.52	134,247.87	139,682.95	145,102.12	150,614.50	155,942.75	161,436.92	166,890.21	0	0
195	3	126,007.72	130,080.06	134,293.34	138,657.76	141,097.99	146,519.42	151,903.37	157,394.14	162,898.56	168,287.04	173,742.59	179,161.76	184,617.31
197	1	113,395.83	117,027.66	120,783.53	124,676.02	128,585.73	134,099.52	139,644.32	145,084.63	150,524.94	0	0	0	0
197	2	120,296.67	124,173.09	128,179.27	132,327.81	135,525.64	141,016.46	146,491.21	152,060.12	157,443.02	162,993.55	168,502.76	0	0
197	3	127,200.97	131,315.08	135,571.57	139,980.75	142,446.01	147,923.05	153,362.21	158,909.30	164,470.18	169,913.93	175,425.42	180,900.17	186,411.68
214	1	122,347.13	126,292.37	130,372.35	134,600.74	138,847.84	144,837.44	150,860.72	156,770.50	162,680.28	0	0	0	0
214	2	129,843.48	134,054.41	138,406.30	142,912.84	146,386.62	152,351.27	158,298.46	164,347.94	170,195.35	176,224.86	182,209.49	0	0
214	3	137,343.58	141,812.71	146,436.51	151,226.19	153,904.18	159,853.86	165,762.39	171,788.17	177,828.91	183,742.42	189,729.54	195,676.73	201,663.84
219	1	124,979.88	129,017.28	133,192.59	137,519.78	141,866.10	147,995.65	154,159.67	160,207.52	166,255.38	0	0	0	0
219	2	132,651.37	136,960.67	141,414.25	146,026.09	149,581.02	155,685.04	161,771.18	167,962.00	173,946.04	180,116.43	186,240.87	0	0
219	3	140,326.70	144,900.25	149,632.09	154,533.67	157,274.23	163,362.93	169,409.51	175,576.07	181,757.95	187,809.63	193,936.63	200,022.78	206,149.77

Service Increments (\$483 per month)

	Annually	Annually	Annually
	10-Month	11-Month	12-Month
	Faculty	Faculty	Faculty
After 10-Years	4,830	5,313	5,796
After 15-Years*	9,660	10,626	11,592
After 20-Years*	14,490	15,939	17,388
After 25-Years*	19,320	21,252	23,184
After 30-Years*	24,150	26,565	28,980

*cumulative amounts

Doctoral Stipend: \$4,610 Annually