

APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME
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 Department Chair														
175	1	101,536.00	104,699.00	107,970.00	111,360.00	114,765.00	119,567.00	124,396.00	129,134.00	133,872.00				
175	2	107,546.00	110,922.00	114,411.00	118,024.00	120,809.00	125,591.00	130,359.00	135,209.00	139,897.00	144,731.00	149,529.00		
175	3	113,559.00	117,142.00	120,849.00	124,689.00	126,836.00	131,606.00	136,343.00	141,174.00	146,017.00	150,758.00	155,558.00	160,326.00	165,126.00
195	1	111,860.47	115,384.93	119,029.78	122,807.20	126,601.33	131,952.13	137,333.02	142,612.51	147,892.00				
195	2	118,557.31	122,319.13	126,206.89	130,232.80	133,336.09	138,664.60	143,977.51	149,381.80	154,605.58	159,992.02	165,338.38		
195	3	125,257.51	129,250.00	133,380.67	137,659.51	140,051.89	145,367.02	150,645.40	156,028.51	161,425.00	166,707.82	172,056.40	177,369.31	182,717.89
197	1	112,892.91	116,453.53	120,135.75	123,951.92	127,784.97	133,190.65	138,626.73	143,960.36	149,294.00				
197	2	119,658.44	123,458.85	127,386.48	131,453.68	134,588.80	139,971.96	145,339.36	150,799.08	156,076.43	161,518.13	166,919.31		
197	3	126,427.36	130,460.80	134,633.83	138,956.56	141,373.48	146,743.13	152,075.64	157,513.96	162,965.80	168,302.81	173,706.24	179,073.64	184,477.08
214	1	121,668.70	125,536.58	129,536.56	133,682.04	137,845.86	143,718.02	149,623.20	155,417.10	161,211.00				
214	2	129,018.06	133,146.42	137,412.98	141,831.16	145,236.82	151,084.52	156,915.10	162,845.96	168,578.72	174,490.00	180,357.28		
214	3	136,371.10	140,752.60	145,285.74	149,981.50	152,606.98	158,440.00	164,232.68	170,140.30	176,062.60	181,860.16	187,729.88	193,560.46	199,430.18
219	1	124,249.82	128,208.06	132,301.50	136,543.84	140,804.94	146,814.30	152,857.46	158,786.73	164,716.00				
219	2	131,770.89	135,995.70	140,361.95	144,883.36	148,368.59	154,352.92	160,319.73	166,389.16	172,255.86	178,305.26	184,309.62		
219	3	139,295.73	143,779.60	148,418.66	153,224.13	155,910.95	161,880.26	167,808.28	173,853.93	179,914.60	185,847.62	191,854.48	197,821.29	203,828.15
Annual Salary Table for Full-Time Faculty with Professional Growth (DEISA)														
175	1	106,369.00	109,532.00	112,803.00	116,193.00	119,598.00	124,400.00	129,229.00	133,967.00	138,705.00				
175	2	112,379.00	115,755.00	119,244.00	122,857.00	125,642.00	130,424.00	135,192.00	140,042.00	144,730.00	149,564.00	154,362.00		
175	3	118,392.00	121,975.00	125,682.00	129,522.00	131,669.00	136,439.00	141,176.00	146,007.00	150,850.00	155,591.00	160,391.00	165,159.00	169,959.00
195	1	116,693.47	120,217.93	123,862.78	127,640.20	131,434.33	136,785.13	142,166.02	147,445.51	152,725.00				
195	2	123,390.31	127,152.13	131,039.89	135,065.80	138,169.09	143,497.60	148,810.51	154,214.80	159,438.58	164,825.02	170,171.38		
195	3	130,090.51	134,083.00	138,213.67	142,492.51	144,884.89	150,200.02	155,478.40	160,861.51	166,258.00	171,540.82	176,889.40	182,202.31	187,550.89
197	1	117,725.91	121,286.53	124,968.75	128,784.92	132,617.97	138,023.65	143,459.73	148,793.36	154,127.00				
197	2	124,491.44	128,291.85	132,219.48	136,286.68	139,421.80	144,804.96	150,172.36	155,632.08	160,909.43	166,351.13	171,752.31		
197	3	131,260.36	135,293.80	139,466.83	143,789.56	146,206.48	151,576.13	156,908.64	162,346.96	167,798.80	173,135.81	178,539.24	183,906.64	189,310.08
214	1	126,501.70	130,369.58	134,369.56	138,515.04	142,678.86	148,551.02	154,456.20	160,250.10	166,044.00				
214	2	133,851.06	137,979.42	142,245.98	146,664.16	150,069.82	155,917.52	161,748.10	167,678.96	173,411.72	179,323.00	185,190.28		
214	3	141,204.10	145,585.60	150,118.74	154,814.50	157,439.98	163,273.00	169,065.68	174,973.30	180,895.60	186,693.16	192,562.88	198,393.46	204,263.18
219	1	129,082.82	133,041.06	137,134.50	141,376.84	145,637.94	151,647.30	157,690.46	163,619.73	169,549.00				
219	2	136,603.89	140,828.70	145,194.95	149,716.36	153,201.59	159,185.92	165,152.73	171,222.16	177,088.86	183,138.26	189,142.62		
219	3	144,128.73	148,612.60	153,251.66	158,057.13	160,743.95	166,713.26	172,641.28	178,686.93	184,747.60	190,680.62	196,687.48	202,654.29	208,661.15

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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 with Professional Growth														
175	1	106,369.00	109,532.00	112,803.00	116,193.00	119,598.00	124,400.00	129,229.00	133,967.00	138,705.00	0	0	0	0
175	2	112,379.00	115,755.00	119,244.00	122,857.00	125,642.00	130,424.00	135,192.00	140,042.00	144,730.00	149,564.00	154,362.00	0	0
175	3	118,392.00	121,975.00	125,682.00	129,522.00	131,669.00	136,439.00	141,176.00	146,007.00	150,850.00	155,591.00	160,391.00	165,159.00	169,959.00
195	1	116,693.47	120,217.93	123,862.78	127,640.20	131,434.33	136,785.13	142,166.02	147,445.51	152,725.00	0	0	0	0
195	2	123,390.31	127,152.13	131,039.89	135,065.80	138,169.09	143,497.60	148,810.51	154,214.80	159,438.58	164,825.02	170,171.38	0	0
195	3	130,090.51	134,083.00	138,213.67	142,492.51	144,884.89	150,200.02	155,478.40	160,861.51	166,258.00	171,540.82	176,889.40	182,202.31	187,550.89
197	1	117,725.91	121,286.53	124,968.75	128,784.92	132,617.97	138,023.65	143,459.73	148,793.36	154,127.00	0	0	0	0
197	2	124,491.44	128,291.85	132,219.48	136,286.68	139,421.80	144,804.96	150,172.36	155,632.08	160,909.43	166,351.13	171,752.31	0	0
197	3	131,260.36	135,293.80	139,466.83	143,789.56	146,206.48	151,576.13	156,908.64	162,346.96	167,798.80	173,135.81	178,539.24	183,906.64	189,310.08
214	1	126,501.70	130,369.58	134,369.56	138,515.04	142,678.86	148,551.02	154,456.20	160,250.10	166,044.00	0	0	0	0
214	2	133,851.06	137,979.42	142,245.98	146,664.16	150,069.82	155,917.52	161,748.10	167,678.96	173,411.72	179,323.00	185,190.28	0	0
214	3	141,204.10	145,585.60	150,118.74	154,814.50	157,439.98	163,273.00	169,065.68	174,973.30	180,895.60	186,693.16	192,562.88	198,393.46	204,263.18
219	1	129,082.82	133,041.06	137,134.50	141,376.84	145,637.94	151,647.30	157,690.46	163,619.73	169,549.00	0	0	0	0
219	2	136,603.89	140,828.70	145,194.95	149,716.36	153,201.59	159,185.92	165,152.73	171,222.16	177,088.86	183,138.26	189,142.62	0	0
219	3	144,128.73	148,612.60	153,251.66	158,057.13	160,743.95	166,713.26	172,641.28	178,686.93	184,747.60	190,680.62	196,687.48	202,654.29	208,661.15
Annual Salary Table for Full-Time Faculty with SPOT														
175	1	103,343.00	106,570.00	109,906.00	113,364.00	116,837.00	121,735.00	126,660.00	131,493.00	136,326.00	0	0	0	0
175	2	109,473.00	112,917.00	116,476.00	120,161.00	123,002.00	127,879.00	132,743.00	137,690.00	142,471.00	147,402.00	152,296.00	0	0
175	3	115,607.00	119,261.00	123,043.00	126,959.00	129,149.00	134,015.00	138,846.00	143,774.00	148,714.00	153,550.00	158,446.00	163,309.00	168,205.00
195	1	113,873.74	117,468.69	121,186.44	125,039.40	128,909.42	134,367.23	139,855.74	145,240.82	150,625.90	0	0	0	0
195	2	120,704.52	124,541.57	128,507.09	132,613.52	135,778.87	141,213.95	146,633.12	152,145.50	157,473.75	162,967.92	168,421.21	0	0
195	3	127,538.72	131,611.06	135,824.34	140,188.76	142,628.99	148,050.42	153,434.37	158,925.14	164,429.56	169,818.04	175,273.59	180,692.76	186,148.31
197	1	114,926.83	118,558.66	122,314.53	126,207.02	130,116.73	135,630.52	141,175.32	146,615.63	152,055.94	0	0	0	0
197	2	121,827.67	125,704.09	129,710.27	133,858.81	137,056.64	142,547.46	148,022.21	153,591.12	158,974.02	164,524.55	170,033.76	0	0
197	3	128,731.97	132,846.08	137,102.57	141,511.75	143,977.01	149,454.05	154,893.21	160,440.30	166,001.18	171,444.93	176,956.42	182,431.17	187,942.68
214	1	123,878.13	127,823.37	131,903.35	136,131.74	140,378.84	146,368.44	152,391.72	158,301.50	164,211.28	0	0	0	0
214	2	131,374.48	135,585.41	139,937.30	144,443.84	147,917.62	153,882.27	159,829.46	165,878.94	171,726.35	177,755.86	183,740.49	0	0
214	3	138,874.58	143,343.71	147,967.51	152,757.19	155,435.18	161,384.86	167,293.39	173,319.17	179,359.91	185,273.42	191,260.54	197,207.73	203,194.84
219	1	126,510.88	130,548.28	134,723.59	139,050.78	143,397.10	149,526.65	155,690.67	161,738.52	167,786.38	0	0	0	0
219	2	134,182.37	138,491.67	142,945.25	147,557.09	151,112.02	157,216.04	163,302.18	169,493.00	175,477.04	181,647.43	187,771.87	0	0
219	3	141,857.70	146,431.25	151,163.09	156,064.67	158,805.23	164,893.93	170,940.51	177,107.07	183,288.95	189,340.63	195,467.63	201,553.78	207,680.77

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Annual Salary Grades for Full-Time Faculty with Professional Growth (DEISA) and SPOT														
175	1	108,176.00	111,403.00	114,739.00	118,197.00	121,670.00	126,568.00	131,493.00	136,326.00	141,159.00	0	0	0	0
175	2	114,306.00	117,750.00	121,309.00	124,994.00	127,835.00	132,712.00	137,576.00	142,523.00	147,304.00	152,235.00	157,129.00	0	0
175	3	120,440.00	124,094.00	127,876.00	131,792.00	133,982.00	138,848.00	143,679.00	148,607.00	153,547.00	158,383.00	163,279.00	168,142.00	173,038.00
195	1	118,706.74	122,301.69	126,019.44	129,872.40	133,742.42	139,200.23	144,688.74	150,073.82	155,458.90	0	0	0	0
195	2	125,537.52	129,374.57	133,340.09	137,446.52	140,611.87	146,046.95	151,466.12	156,978.50	162,306.75	167,800.92	173,254.21	0	0
195	3	132,371.72	136,444.06	140,657.34	145,021.76	147,461.99	152,883.42	158,267.37	163,758.14	169,262.56	174,651.04	180,106.59	185,525.76	190,981.31
197	1	119,759.83	123,391.66	127,147.53	131,040.02	134,949.73	140,463.52	146,008.32	151,448.63	156,888.94	0	0	0	0
197	2	126,660.67	130,537.09	134,543.27	138,691.81	141,889.64	147,380.46	152,855.21	158,424.12	163,807.02	169,357.55	174,866.76	0	0
197	3	133,564.97	137,679.08	141,935.57	146,344.75	148,810.01	154,287.05	159,726.21	165,273.30	170,834.18	176,277.93	181,789.42	187,264.17	192,775.68
214	1	128,711.13	132,656.37	136,736.35	140,964.74	145,211.84	151,201.44	157,224.72	163,134.50	169,044.28	0	0	0	0
214	2	136,207.48	140,418.41	144,770.30	149,276.84	152,750.62	158,715.27	164,662.46	170,711.94	176,559.35	182,588.86	188,573.49	0	0
214	3	143,707.58	148,176.71	152,800.51	157,590.19	160,268.18	166,217.86	172,126.39	178,152.17	184,192.91	190,106.42	196,093.54	202,040.73	208,027.84
219	1	131,343.88	135,381.28	139,556.59	143,883.78	148,230.10	154,359.65	160,523.67	166,571.52	172,619.38	0	0	0	0
219	2	139,015.37	143,324.67	147,778.25	152,390.09	155,945.02	162,049.04	168,135.18	174,326.00	180,310.04	186,480.43	192,604.87	0	0
219	3	146,690.70	151,264.25	155,996.09	160,897.67	163,638.23	169,726.93	175,773.51	181,940.07	188,121.95	194,173.63	200,300.63	206,386.78	212,513.77
Annual Salary Grades for Full-Time Faculty with Professional Growth and SPOT														
175	1	108,176.00	111,403.00	114,739.00	118,197.00	121,670.00	126,568.00	131,493.00	136,326.00	141,159.00	0	0	0	0
175	2	114,306.00	117,750.00	121,309.00	124,994.00	127,835.00	132,712.00	137,576.00	142,523.00	147,304.00	152,235.00	157,129.00	0	0
175	3	120,440.00	124,094.00	127,876.00	131,792.00	133,982.00	138,848.00	143,679.00	148,607.00	153,547.00	158,383.00	163,279.00	168,142.00	173,038.00
195	1	118,706.74	122,301.69	126,019.44	129,872.40	133,742.42	139,200.23	144,688.74	150,073.82	155,458.90	0	0	0	0
195	2	125,537.52	129,374.57	133,340.09	137,446.52	140,611.87	146,046.95	151,466.12	156,978.50	162,306.75	167,800.92	173,254.21	0	0
195	3	132,371.72	136,444.06	140,657.34	145,021.76	147,461.99	152,883.42	158,267.37	163,758.14	169,262.56	174,651.04	180,106.59	185,525.76	190,981.31
197	1	119,759.83	123,391.66	127,147.53	131,040.02	134,949.73	140,463.52	146,008.32	151,448.63	156,888.94	0	0	0	0
197	2	126,660.67	130,537.09	134,543.27	138,691.81	141,889.64	147,380.46	152,855.21	158,424.12	163,807.02	169,357.55	174,866.76	0	0
197	3	133,564.97	137,679.08	141,935.57	146,344.75	148,810.01	154,287.05	159,726.21	165,273.30	170,834.18	176,277.93	181,789.42	187,264.17	192,775.68
214	1	128,711.13	132,656.37	136,736.35	140,964.74	145,211.84	151,201.44	157,224.72	163,134.50	169,044.28	0	0	0	0
214	2	136,207.48	140,418.41	144,770.30	149,276.84	152,750.62	158,715.27	164,662.46	170,711.94	176,559.35	182,588.86	188,573.49	0	0
214	3	143,707.58	148,176.71	152,800.51	157,590.19	160,268.18	166,217.86	172,126.39	178,152.17	184,192.91	190,106.42	196,093.54	202,040.73	208,027.84
219	1	131,343.88	135,381.28	139,556.59	143,883.78	148,230.10	154,359.65	160,523.67	166,571.52	172,619.38	0	0	0	0
219	2	139,015.37	143,324.67	147,778.25	152,390.09	155,945.02	162,049.04	168,135.18	174,326.00	180,310.04	186,480.43	192,604.87	0	0
219	3	146,690.70	151,264.25	155,996.09	160,897.67	163,638.23	169,726.93	175,773.51	181,940.07	188,121.95	194,173.63	200,300.63	206,386.78	212,513.77

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Annual Salary Grades for Full-Time Faculty with Professional Growth (DEISA) and Professional Growth														
175	1	111,202.00	114,365.00	117,636.00	121,026.00	124,431.00	129,233.00	134,062.00	138,800.00	143,538.00	0	0	0	0
175	2	117,212.00	120,588.00	124,077.00	127,690.00	130,475.00	135,257.00	140,025.00	144,875.00	149,563.00	154,397.00	159,195.00	0	0
175	3	123,225.00	126,808.00	130,515.00	134,355.00	136,502.00	141,272.00	146,009.00	150,840.00	155,683.00	160,424.00	165,224.00	169,992.00	174,792.00
195	1	121,526.47	125,050.93	128,695.78	132,473.20	136,267.33	141,618.13	146,999.02	152,278.51	157,558.00	0	0	0	0
195	2	128,223.31	131,985.13	135,872.89	139,898.80	143,002.09	148,330.60	153,643.51	159,047.80	164,271.58	169,658.02	175,004.38	0	0
195	3	134,923.51	138,916.00	143,046.67	147,325.51	149,717.89	155,033.02	160,311.40	165,694.51	171,091.00	176,373.82	181,722.40	187,035.31	192,383.89
197	1	122,558.91	126,119.53	129,801.75	133,617.92	137,450.97	142,856.65	148,292.73	153,626.36	158,960.00	0	0	0	0
197	2	129,324.44	133,124.85	137,052.48	141,119.68	144,254.80	149,637.96	155,005.36	160,465.08	165,742.43	171,184.13	176,585.31	0	0
197	3	136,093.36	140,126.80	144,299.83	148,622.56	151,039.48	156,409.13	161,741.64	167,179.96	172,631.80	177,968.81	183,372.24	188,739.64	194,143.08
214	1	131,334.70	135,202.58	139,202.56	143,348.04	147,511.86	153,384.02	159,289.20	165,083.10	170,877.00	0	0	0	0
214	2	138,684.06	142,812.42	147,078.98	151,497.16	154,902.82	160,750.52	166,581.10	172,511.96	178,244.72	184,156.00	190,023.28	0	0
214	3	146,037.10	150,418.60	154,951.74	159,647.50	162,272.98	168,106.00	173,898.68	179,806.30	185,728.60	191,526.16	197,395.88	203,226.46	209,096.18
219	1	133,915.82	137,874.06	141,967.50	146,209.84	150,470.94	156,480.30	162,523.46	168,452.73	174,382.00	0	0	0	0
219	2	141,436.89	145,661.70	150,027.95	154,549.36	158,034.59	164,018.92	169,985.73	176,055.16	181,921.86	187,971.26	193,975.62	0	0
219	3	148,961.73	153,445.60	158,084.66	162,890.13	165,576.95	171,546.26	177,474.28	183,519.93	189,580.60	195,513.62	201,520.48	207,487.29	213,494.15
Annual Salary Grades for Full-Time Faculty with Professional Growth (DEISA), Professional Growth, and SPOT														
175	1	113,009.00	116,236.00	119,572.00	123,030.00	126,503.00	131,401.00	136,326.00	141,159.00	145,992.00	0	0	0	0
175	2	119,139.00	122,583.00	126,142.00	129,827.00	132,668.00	137,545.00	142,409.00	147,356.00	152,137.00	157,068.00	161,962.00	0	0
175	3	125,273.00	128,927.00	132,709.00	136,625.00	138,815.00	143,681.00	148,512.00	153,440.00	158,380.00	163,216.00	168,112.00	172,975.00	177,871.00
195	1	123,539.74	127,134.69	130,852.44	134,705.40	138,575.42	144,033.23	149,521.74	154,906.82	160,291.90	0	0	0	0
195	2	130,370.52	134,207.57	138,173.09	142,279.52	145,444.87	150,879.95	156,299.12	161,811.50	167,139.75	172,633.92	178,087.21	0	0
195	3	137,204.72	141,277.06	145,490.34	149,854.76	152,294.99	157,716.42	163,100.37	168,591.14	174,095.56	179,484.04	184,939.59	190,358.76	195,814.31
197	1	124,592.83	128,224.66	131,980.53	135,873.02	139,782.73	145,296.52	150,841.32	156,281.63	161,721.94	0	0	0	0
197	2	131,493.67	135,370.09	139,376.27	143,524.81	146,722.64	152,213.46	157,688.21	163,257.12	168,640.02	174,190.55	179,699.76	0	0
197	3	138,397.97	142,512.08	146,768.57	151,177.75	153,643.01	159,120.05	164,559.21	170,106.30	175,667.18	181,110.93	186,622.42	192,097.17	197,608.68
214	1	133,544.13	137,489.37	141,569.35	145,797.74	150,044.84	156,034.44	162,057.72	167,967.50	173,877.28	0	0	0	0
214	2	141,040.48	145,251.41	149,603.30	154,109.84	157,583.62	163,548.27	169,495.46	175,544.94	181,392.35	187,421.86	193,406.49	0	0
214	3	148,540.58	153,009.71	157,633.51	162,423.19	165,101.18	171,050.86	176,959.39	182,985.17	189,025.91	194,939.42	200,926.54	206,873.73	212,860.84
219	1	136,176.88	140,214.28	144,389.59	148,716.78	153,063.10	159,192.65	165,356.67	171,404.52	177,452.38	0	0	0	0
219	2	143,848.37	148,157.67	152,611.25	157,223.09	160,778.02	166,882.04	172,968.18	179,159.00	185,143.04	191,313.43	197,437.87	0	0
219	3	151,523.70	156,097.25	160,829.09	165,730.67	168,471.23	174,559.93	180,606.51	186,773.07	192,954.95	199,006.63	205,133.63	211,219.78	217,346.77

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

APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME
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 Department Co-Chair														
175	1	95,938.00	99,101.00	102,372.00	105,762.00	109,167.00	113,969.00	118,798.00	123,536.00	128,274.00				
175	2	101,948.00	105,324.00	108,813.00	112,426.00	115,211.00	119,993.00	124,761.00	129,611.00	134,299.00	139,133.00	143,931.00		
175	3	107,961.00	111,544.00	115,251.00	119,091.00	121,238.00	126,008.00	130,745.00	135,576.00	140,419.00	145,160.00	149,960.00	154,728.00	159,528.00
195	1	106,262.47	109,786.93	113,431.78	117,209.20	121,003.33	126,354.13	131,735.02	137,014.51	142,294.00				
195	2	112,959.31	116,721.13	120,608.89	124,634.80	127,738.09	133,066.60	138,379.51	143,783.80	149,007.58	154,394.02	159,740.38		
195	3	119,659.51	123,652.00	127,782.67	132,061.51	134,453.89	139,769.02	145,047.40	150,430.51	155,827.00	161,109.82	166,458.40	171,771.31	177,119.89
197	1	107,294.91	110,855.53	114,537.75	118,353.92	122,186.97	127,592.65	133,028.73	138,362.36	143,696.00				
197	2	114,060.44	117,860.85	121,788.48	125,855.68	128,990.80	134,373.96	139,741.36	145,201.08	150,478.43	155,920.13	161,321.31		
197	3	120,829.36	124,862.80	129,035.83	133,358.56	135,775.48	141,145.13	146,477.64	151,915.96	157,367.80	162,704.81	168,108.24	173,475.64	178,879.08
214	1	116,070.70	119,938.58	123,938.56	128,084.04	132,247.86	138,120.02	144,025.20	149,819.10	155,613.00				
214	2	123,420.06	127,548.42	131,814.98	136,233.16	139,638.82	145,486.52	151,317.10	157,247.96	162,980.72	168,892.00	174,759.28		
214	3	130,773.10	135,154.60	139,687.74	144,383.50	147,008.98	152,842.00	158,634.68	164,542.30	170,464.60	176,262.16	182,131.88	187,962.46	193,832.18
219	1	118,651.82	122,610.06	126,703.50	130,945.84	135,206.94	141,216.30	147,259.46	153,188.73	159,118.00				
219	2	126,172.89	130,397.70	134,763.95	139,285.36	142,770.59	148,754.92	154,721.73	160,791.16	166,657.86	172,707.26	178,711.62		
219	3	133,697.73	138,181.60	142,820.66	147,626.13	150,312.95	156,282.26	162,210.28	168,255.93	174,316.60	180,249.62	186,256.48	192,223.29	198,230.15
Annual Salary Table for Full-Time Faculty with Professional Growth (DEISA)														
175	1	100,771.00	103,934.00	107,205.00	110,595.00	114,000.00	118,802.00	123,631.00	128,369.00	133,107.00				
175	2	106,781.00	110,157.00	113,646.00	117,259.00	120,044.00	124,826.00	129,594.00	134,444.00	139,132.00	143,966.00	148,764.00		
175	3	112,794.00	116,377.00	120,084.00	123,924.00	126,071.00	130,841.00	135,578.00	140,409.00	145,252.00	149,993.00	154,793.00	159,561.00	164,361.00
195	1	111,095.47	114,619.93	118,264.78	122,042.20	125,836.33	131,187.13	136,568.02	141,847.51	147,127.00				
195	2	117,792.31	121,554.13	125,441.89	129,467.80	132,571.09	137,899.60	143,212.51	148,616.80	153,840.58	159,227.02	164,573.38		
195	3	124,492.51	128,485.00	132,615.67	136,894.51	139,286.89	144,602.02	149,880.40	155,263.51	160,660.00	165,942.82	171,291.40	176,604.31	181,952.89
197	1	112,127.91	115,688.53	119,370.75	123,186.92	127,019.97	132,425.65	137,861.73	143,195.36	148,529.00				
197	2	118,893.44	122,693.85	126,621.48	130,688.68	133,823.80	139,206.96	144,574.36	150,034.08	155,311.43	160,753.13	166,154.31		
197	3	125,662.36	129,695.80	133,868.83	138,191.56	140,608.48	145,978.13	151,310.64	156,748.96	162,200.80	167,537.81	172,941.24	178,308.64	183,712.08
214	1	120,903.70	124,771.58	128,771.56	132,917.04	137,080.86	142,953.02	148,858.20	154,652.10	160,446.00				
214	2	128,253.06	132,381.42	136,647.98	141,066.16	144,471.82	150,319.52	156,150.10	162,080.96	167,813.72	173,725.00	179,592.28		
214	3	135,606.10	139,987.60	144,520.74	149,216.50	151,841.98	157,675.00	163,467.68	169,375.30	175,297.60	181,095.16	186,964.88	192,795.46	198,665.18
219	1	123,484.82	127,443.06	131,536.50	135,778.84	140,039.94	146,049.30	152,092.46	158,021.73	163,951.00				
219	2	131,005.89	135,230.70	139,596.95	144,118.36	147,603.59	153,587.92	159,554.73	165,624.16	171,490.86	177,540.26	183,544.62		
219	3	138,530.73	143,014.60	147,653.66	152,459.13	155,145.95	161,115.26	167,043.28	173,088.93	179,149.60	185,082.62	191,089.48	197,056.29	203,063.15

APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME
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 with Professional Growth														
175	1	100,771.00	103,934.00	107,205.00	110,595.00	114,000.00	118,802.00	123,631.00	128,369.00	133,107.00	0	0	0	0
175	2	106,781.00	110,157.00	113,646.00	117,259.00	120,044.00	124,826.00	129,594.00	134,444.00	139,132.00	143,966.00	148,764.00	0	0
175	3	112,794.00	116,377.00	120,084.00	123,924.00	126,071.00	130,841.00	135,578.00	140,409.00	145,252.00	149,993.00	154,793.00	159,561.00	164,361.00
195	1	111,095.47	114,619.93	118,264.78	122,042.20	125,836.33	131,187.13	136,568.02	141,847.51	147,127.00	0	0	0	0
195	2	117,792.31	121,554.13	125,441.89	129,467.80	132,571.09	137,899.60	143,212.51	148,616.80	153,840.58	159,227.02	164,573.38	0	0
195	3	124,492.51	128,485.00	132,615.67	136,894.51	139,286.89	144,602.02	149,880.40	155,263.51	160,660.00	165,942.82	171,291.40	176,604.31	181,952.89
197	1	112,127.91	115,688.53	119,370.75	123,186.92	127,019.97	132,425.65	137,861.73	143,195.36	148,529.00	0	0	0	0
197	2	118,893.44	122,693.85	126,621.48	130,688.68	133,823.80	139,206.96	144,574.36	150,034.08	155,311.43	160,753.13	166,154.31	0	0
197	3	125,662.36	129,695.80	133,868.83	138,191.56	140,608.48	145,978.13	151,310.64	156,748.96	162,200.80	167,537.81	172,941.24	178,308.64	183,712.08
214	1	120,903.70	124,771.58	128,771.56	132,917.04	137,080.86	142,953.02	148,858.20	154,652.10	160,446.00	0	0	0	0
214	2	128,253.06	132,381.42	136,647.98	141,066.16	144,471.82	150,319.52	156,150.10	162,080.96	167,813.72	173,725.00	179,592.28	0	0
214	3	135,606.10	139,987.60	144,520.74	149,216.50	151,841.98	157,675.00	163,467.68	169,375.30	175,297.60	181,095.16	186,964.88	192,795.46	198,665.18
219	1	123,484.82	127,443.06	131,536.50	135,778.84	140,039.94	146,049.30	152,092.46	158,021.73	163,951.00	0	0	0	0
219	2	131,005.89	135,230.70	139,596.95	144,118.36	147,603.59	153,587.92	159,554.73	165,624.16	171,490.86	177,540.26	183,544.62	0	0
219	3	138,530.73	143,014.60	147,653.66	152,459.13	155,145.95	161,115.26	167,043.28	173,088.93	179,149.60	185,082.62	191,089.48	197,056.29	203,063.15
Annual Salary Table for Full-Time Faculty with SPOT														
175	1	97,745.00	100,972.00	104,308.00	107,766.00	111,239.00	116,137.00	121,062.00	125,895.00	130,728.00	0	0	0	0
175	2	103,875.00	107,319.00	110,878.00	114,563.00	117,404.00	122,281.00	127,145.00	132,092.00	136,873.00	141,804.00	146,698.00	0	0
175	3	110,009.00	113,663.00	117,445.00	121,361.00	123,551.00	128,417.00	133,248.00	138,176.00	143,116.00	147,952.00	152,848.00	157,711.00	162,607.00
195	1	108,275.74	111,870.69	115,588.44	119,441.40	123,311.42	128,769.23	134,257.74	139,642.82	145,027.90	0	0	0	0
195	2	115,106.52	118,943.57	122,909.09	127,015.52	130,180.87	135,615.95	141,035.12	146,547.50	151,875.75	157,369.92	162,823.21	0	0
195	3	121,940.72	126,013.06	130,226.34	134,590.76	137,030.99	142,452.42	147,836.37	153,327.14	158,831.56	164,220.04	169,675.59	175,094.76	180,550.31
197	1	109,328.83	112,960.66	116,716.53	120,609.02	124,518.73	130,032.52	135,577.32	141,017.63	146,457.94	0	0	0	0
197	2	116,229.67	120,106.09	124,112.27	128,260.81	131,458.64	136,949.46	142,424.21	147,993.12	153,376.02	158,926.55	164,435.76	0	0
197	3	123,133.97	127,248.08	131,504.57	135,913.75	138,379.01	143,856.05	149,295.21	154,842.30	160,403.18	165,846.93	171,358.42	176,833.17	182,344.68
214	1	118,280.13	122,225.37	126,305.35	130,533.74	134,780.84	140,770.44	146,793.72	152,703.50	158,613.28	0	0	0	0
214	2	125,776.48	129,987.41	134,339.30	138,845.84	142,319.62	148,284.27	154,231.46	160,280.94	166,128.35	172,157.86	178,142.49	0	0
214	3	133,276.58	137,745.71	142,369.51	147,159.19	149,837.18	155,786.86	161,695.39	167,721.17	173,761.91	179,675.42	185,662.54	191,609.73	197,596.84
219	1	120,912.88	124,950.28	129,125.59	133,452.78	137,799.10	143,928.65	150,092.67	156,140.52	162,188.38	0	0	0	0
219	2	128,584.37	132,893.67	137,347.25	141,959.09	145,514.02	151,618.04	157,704.18	163,895.00	169,879.04	176,049.43	182,173.87	0	0
219	3	136,259.70	140,833.25	145,565.09	150,466.67	153,207.23	159,295.93	165,342.51	171,509.07	177,690.95	183,742.63	189,869.63	195,955.78	202,082.77

APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME
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 Grades for Full-Time Faculty with Professional Growth (DEISA) and SPOT														
175	1	102,578.00	105,805.00	109,141.00	112,599.00	116,072.00	120,970.00	125,895.00	130,728.00	135,561.00	0	0	0	0
175	2	108,708.00	112,152.00	115,711.00	119,396.00	122,237.00	127,114.00	131,978.00	136,925.00	141,706.00	146,637.00	151,531.00	0	0
175	3	114,842.00	118,496.00	122,278.00	126,194.00	128,384.00	133,250.00	138,081.00	143,009.00	147,949.00	152,785.00	157,681.00	162,544.00	167,440.00
195	1	113,108.74	116,703.69	120,421.44	124,274.40	128,144.42	133,602.23	139,090.74	144,475.82	149,860.90	0	0	0	0
195	2	119,939.52	123,776.57	127,742.09	131,848.52	135,013.87	140,448.95	145,868.12	151,380.50	156,708.75	162,202.92	167,656.21	0	0
195	3	126,773.72	130,846.06	135,059.34	139,423.76	141,863.99	147,285.42	152,669.37	158,160.14	163,664.56	169,053.04	174,508.59	179,927.76	185,383.31
197	1	114,161.83	117,793.66	121,549.53	125,442.02	129,351.73	134,865.52	140,410.32	145,850.63	151,290.94	0	0	0	0
197	2	121,062.67	124,939.09	128,945.27	133,093.81	136,291.64	141,782.46	147,257.21	152,826.12	158,209.02	163,759.55	169,268.76	0	0
197	3	127,966.97	132,081.08	136,337.57	140,746.75	143,212.01	148,689.05	154,128.21	159,675.30	165,236.18	170,679.93	176,191.42	181,666.17	187,177.68
214	1	123,113.13	127,058.37	131,138.35	135,366.74	139,613.84	145,603.44	151,626.72	157,536.50	163,446.28	0	0	0	0
214	2	130,609.48	134,820.41	139,172.30	143,678.84	147,152.62	153,117.27	159,064.46	165,113.94	170,961.35	176,990.86	182,975.49	0	0
214	3	138,109.58	142,578.71	147,202.51	151,992.19	154,670.18	160,619.86	166,528.39	172,554.17	178,594.91	184,508.42	190,495.54	196,442.73	202,429.84
219	1	125,745.88	129,783.28	133,958.59	138,285.78	142,632.10	148,761.65	154,925.67	160,973.52	167,021.38	0	0	0	0
219	2	133,417.37	137,726.67	142,180.25	146,792.09	150,347.02	156,451.04	162,537.18	168,728.00	174,712.04	180,882.43	187,006.87	0	0
219	3	141,092.70	145,666.25	150,398.09	155,299.67	158,040.23	164,128.93	170,175.51	176,342.07	182,523.95	188,575.63	194,702.63	200,788.78	206,915.77
Annual Salary Grades for Full-Time Faculty with Professional Growth and SPOT														
175	1	102,578.00	105,805.00	109,141.00	112,599.00	116,072.00	120,970.00	125,895.00	130,728.00	135,561.00	0	0	0	0
175	2	108,708.00	112,152.00	115,711.00	119,396.00	122,237.00	127,114.00	131,978.00	136,925.00	141,706.00	146,637.00	151,531.00	0	0
175	3	114,842.00	118,496.00	122,278.00	126,194.00	128,384.00	133,250.00	138,081.00	143,009.00	147,949.00	152,785.00	157,681.00	162,544.00	167,440.00
195	1	113,108.74	116,703.69	120,421.44	124,274.40	128,144.42	133,602.23	139,090.74	144,475.82	149,860.90	0	0	0	0
195	2	119,939.52	123,776.57	127,742.09	131,848.52	135,013.87	140,448.95	145,868.12	151,380.50	156,708.75	162,202.92	167,656.21	0	0
195	3	126,773.72	130,846.06	135,059.34	139,423.76	141,863.99	147,285.42	152,669.37	158,160.14	163,664.56	169,053.04	174,508.59	179,927.76	185,383.31
197	1	114,161.83	117,793.66	121,549.53	125,442.02	129,351.73	134,865.52	140,410.32	145,850.63	151,290.94	0	0	0	0
197	2	121,062.67	124,939.09	128,945.27	133,093.81	136,291.64	141,782.46	147,257.21	152,826.12	158,209.02	163,759.55	169,268.76	0	0
197	3	127,966.97	132,081.08	136,337.57	140,746.75	143,212.01	148,689.05	154,128.21	159,675.30	165,236.18	170,679.93	176,191.42	181,666.17	187,177.68
214	1	123,113.13	127,058.37	131,138.35	135,366.74	139,613.84	145,603.44	151,626.72	157,536.50	163,446.28	0	0	0	0
214	2	130,609.48	134,820.41	139,172.30	143,678.84	147,152.62	153,117.27	159,064.46	165,113.94	170,961.35	176,990.86	182,975.49	0	0
214	3	138,109.58	142,578.71	147,202.51	151,992.19	154,670.18	160,619.86	166,528.39	172,554.17	178,594.91	184,508.42	190,495.54	196,442.73	202,429.84
219	1	125,745.88	129,783.28	133,958.59	138,285.78	142,632.10	148,761.65	154,925.67	160,973.52	167,021.38	0	0	0	0
219	2	133,417.37	137,726.67	142,180.25	146,792.09	150,347.02	156,451.04	162,537.18	168,728.00	174,712.04	180,882.43	187,006.87	0	0
219	3	141,092.70	145,666.25	150,398.09	155,299.67	158,040.23	164,128.93	170,175.51	176,342.07	182,523.95	188,575.63	194,702.63	200,788.78	206,915.77

APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME
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 Grades for Full-Time Faculty with Professional Growth (DEISA) and Professional Growth														
175	1	105,604.00	108,767.00	112,038.00	115,428.00	118,833.00	123,635.00	128,464.00	133,202.00	137,940.00	0	0	0	0
175	2	111,614.00	114,990.00	118,479.00	122,092.00	124,877.00	129,659.00	134,427.00	139,277.00	143,965.00	148,799.00	153,597.00	0	0
175	3	117,627.00	121,210.00	124,917.00	128,757.00	130,904.00	135,674.00	140,411.00	145,242.00	150,085.00	154,826.00	159,626.00	164,394.00	169,194.00
195	1	115,928.47	119,452.93	123,097.78	126,875.20	130,669.33	136,020.13	141,401.02	146,680.51	151,960.00	0	0	0	0
195	2	122,625.31	126,387.13	130,274.89	134,300.80	137,404.09	142,732.60	148,045.51	153,449.80	158,673.58	164,060.02	169,406.38	0	0
195	3	129,325.51	133,318.00	137,448.67	141,727.51	144,119.89	149,435.02	154,713.40	160,096.51	165,493.00	170,775.82	176,124.40	181,437.31	186,785.89
197	1	116,960.91	120,521.53	124,203.75	128,019.92	131,852.97	137,258.65	142,694.73	148,028.36	153,362.00	0	0	0	0
197	2	123,726.44	127,526.85	131,454.48	135,521.68	138,656.80	144,039.96	149,407.36	154,867.08	160,144.43	165,586.13	170,987.31	0	0
197	3	130,495.36	134,528.80	138,701.83	143,024.56	145,441.48	150,811.13	156,143.64	161,581.96	167,033.80	172,370.81	177,774.24	183,141.64	188,545.08
214	1	125,736.70	129,604.58	133,604.56	137,750.04	141,913.86	147,786.02	153,691.20	159,485.10	165,279.00	0	0	0	0
214	2	133,086.06	137,214.42	141,480.98	145,899.16	149,304.82	155,152.52	160,983.10	166,913.96	172,646.72	178,558.00	184,425.28	0	0
214	3	140,439.10	144,820.60	149,353.74	154,049.50	156,674.98	162,508.00	168,300.68	174,208.30	180,130.60	185,928.16	191,797.88	197,628.46	203,498.18
219	1	128,317.82	132,276.06	136,369.50	140,611.84	144,872.94	150,882.30	156,925.46	162,854.73	168,784.00	0	0	0	0
219	2	135,838.89	140,063.70	144,429.95	148,951.36	152,436.59	158,420.92	164,387.73	170,457.16	176,323.86	182,373.26	188,377.62	0	0
219	3	143,363.73	147,847.60	152,486.66	157,292.13	159,978.95	165,948.26	171,876.28	177,921.93	183,982.60	189,915.62	195,922.48	201,889.29	207,896.15
Annual Salary Grades for Full-Time Faculty with Professional Growth (DEISA), Professional Growth, and SPOT														
175	1	107,411.00	110,638.00	113,974.00	117,432.00	120,905.00	125,803.00	130,728.00	135,561.00	140,394.00	0	0	0	0
175	2	113,541.00	116,985.00	120,544.00	124,229.00	127,070.00	131,947.00	136,811.00	141,758.00	146,539.00	151,470.00	156,364.00	0	0
175	3	119,675.00	123,329.00	127,111.00	131,027.00	133,217.00	138,083.00	142,914.00	147,842.00	152,782.00	157,618.00	162,514.00	167,377.00	172,273.00
195	1	117,941.74	121,536.69	125,254.44	129,107.40	132,977.42	138,435.23	143,923.74	149,308.82	154,693.90	0	0	0	0
195	2	124,772.52	128,609.57	132,575.09	136,681.52	139,846.87	145,281.95	150,701.12	156,213.50	161,541.75	167,035.92	172,489.21	0	0
195	3	131,606.72	135,679.06	139,892.34	144,256.76	146,696.99	152,118.42	157,502.37	162,993.14	168,497.56	173,886.04	179,341.59	184,760.76	190,216.31
197	1	118,994.83	122,626.66	126,382.53	130,275.02	134,184.73	139,698.52	145,243.32	150,683.63	156,123.94	0	0	0	0
197	2	125,895.67	129,772.09	133,778.27	137,926.81	141,124.64	146,615.46	152,090.21	157,659.12	163,042.02	168,592.55	174,101.76	0	0
197	3	132,799.97	136,914.08	141,170.57	145,579.75	148,045.01	153,522.05	158,961.21	164,508.30	170,069.18	175,512.93	181,024.42	186,499.17	192,010.68
214	1	127,946.13	131,891.37	135,971.35	140,199.74	144,446.84	150,436.44	156,459.72	162,369.50	168,279.28	0	0	0	0
214	2	135,442.48	139,653.41	144,005.30	148,511.84	151,985.62	157,950.27	163,897.46	169,946.94	175,794.35	181,823.86	187,808.49	0	0
214	3	142,942.58	147,411.71	152,035.51	156,825.19	159,503.18	165,452.86	171,361.39	177,387.17	183,427.91	189,341.42	195,328.54	201,275.73	207,262.84
219	1	130,578.88	134,616.28	138,791.59	143,118.78	147,465.10	153,594.65	159,758.67	165,806.52	171,854.38	0	0	0	0
219	2	138,250.37	142,559.67	147,013.25	151,625.09	155,180.02	161,284.04	167,370.18	173,561.00	179,545.04	185,715.43	191,839.87	0	0
219	3	145,925.70	150,499.25	155,231.09	160,132.67	162,873.23	168,961.93	175,008.51	181,175.07	187,356.95	193,408.63	199,535.63	205,621.78	211,748.77

Service Increments (\$483 per month)

	Annually 10-Month Faculty	Annually 11-Month Faculty	Annually 12-Month 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