

APPENDIX A: SALARY SCHEDULE FOR UNIT MEMBERS ON CONTRACT
Effective July 01, 2024

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	85,260.00	88,245.00	91,333.00	94,532.00	97,745.00	102,277.00	106,834.00	111,306.00	115,778.00				
175	2	90,932.00	94,118.00	97,411.00	100,821.00	103,449.00	107,963.00	112,463.00	117,040.00	121,465.00	126,027.00	130,555.00		
175	3	96,607.00	99,989.00	103,487.00	107,111.00	109,137.00	113,639.00	118,110.00	122,669.00	127,240.00	131,715.00	136,245.00	140,745.00	145,275.00
195	1	95,004.00	98,330.13	101,771.07	105,335.67	108,915.87	113,965.80	119,043.60	124,026.69	129,009.78				
195	2	101,324.22	104,874.33	108,543.69	112,343.40	115,271.73	120,301.62	125,315.91	130,416.00	135,346.71	140,430.09	145,475.58		
195	3	107,647.80	111,416.31	115,314.09	119,352.27	121,609.80	126,626.31	131,608.29	136,688.31	141,781.71	146,768.13	151,815.87	156,830.13	161,877.87
197	1	95,978.40	99,338.65	102,814.87	106,416.03	110,032.95	115,134.68	120,264.56	125,298.76	130,332.95				
197	2	102,363.45	105,949.97	109,656.96	113,495.64	116,454.01	121,535.49	126,601.20	131,753.60	136,734.88	141,870.40	146,967.63		
197	3	108,751.88	112,559.04	116,496.80	120,576.39	122,857.08	127,925.04	132,958.12	138,090.24	143,235.88	148,273.45	153,372.95	158,438.65	163,538.15
214	1	104,260.80	107,911.02	111,687.22	115,599.14	119,528.18	125,070.16	130,642.72	136,111.34	141,579.96				
214	2	111,196.84	115,092.86	119,119.74	123,289.68	126,503.34	132,023.32	137,526.18	143,123.20	148,534.34	154,113.02	159,650.12		
214	3	118,136.56	122,272.26	126,549.82	130,981.46	133,458.96	138,964.26	144,431.66	150,006.66	155,596.34	161,068.62	166,608.18	172,111.02	177,650.58
219	1	106,696.80	110,432.30	114,296.74	118,300.06	122,320.90	127,992.36	133,695.12	139,291.51	144,887.90				
219	2	113,794.90	117,781.94	121,902.91	126,170.28	129,459.02	135,107.98	140,739.41	146,467.20	152,004.77	157,713.79	163,380.26		
219	3	120,896.76	125,129.09	129,506.59	134,041.78	136,577.16	142,211.09	147,806.23	153,511.49	159,231.77	164,831.90	170,500.90	176,132.30	181,801.30
Annual Salary Table for Full-Time Faculty with Professional Growth														
175	1	89,821.00	92,806.00	95,894.00	99,093.00	102,306.00	106,838.00	111,395.00	115,867.00	120,339.00				
175	2	95,493.00	98,679.00	101,972.00	105,382.00	108,010.00	112,524.00	117,024.00	121,601.00	126,026.00	130,588.00	135,116.00		
175	3	101,168.00	104,550.00	108,048.00	111,672.00	113,698.00	118,200.00	122,671.00	127,230.00	131,801.00	136,276.00	140,806.00	145,306.00	149,836.00
195	1	99,565.00	102,891.13	106,332.07	109,896.67	113,476.87	118,526.80	123,604.60	128,587.69	133,570.78				
195	2	105,885.22	109,435.33	113,104.69	116,904.40	119,832.73	124,862.62	129,876.91	134,977.00	139,907.71	144,991.09	150,036.58		
195	3	112,208.80	115,977.31	119,875.09	123,913.27	126,170.80	131,187.31	136,169.29	141,249.31	146,342.71	151,329.13	156,376.87	161,391.13	166,438.87
197	1	100,539.40	103,899.65	107,375.87	110,977.03	114,593.95	119,695.68	124,825.56	129,859.76	134,893.95				
197	2	106,924.45	110,510.97	114,217.96	118,056.64	121,015.01	126,096.49	131,162.20	136,314.60	141,295.88	146,431.40	151,528.63		
197	3	113,312.88	117,120.04	121,057.80	125,137.39	127,418.08	132,486.04	137,519.12	142,651.24	147,796.88	152,834.45	157,933.95	162,999.65	168,099.15
214	1	108,821.80	112,472.02	116,248.22	120,160.14	124,089.18	129,631.16	135,203.72	140,672.34	146,140.96				
214	2	115,757.84	119,653.86	123,680.74	127,850.68	131,064.34	136,584.32	142,087.18	147,684.20	153,095.34	158,674.02	164,211.12		
214	3	122,697.56	126,833.26	131,110.82	135,542.46	138,019.96	143,525.26	148,992.66	154,567.66	160,157.34	165,629.62	171,169.18	176,672.02	182,211.58
219	1	111,257.80	114,993.30	118,857.74	122,861.06	126,881.90	132,553.36	138,256.12	143,852.51	149,448.90				
219	2	118,355.90	122,342.94	126,463.91	130,731.28	134,020.02	139,668.98	145,300.41	151,028.20	156,565.77	162,274.79	167,941.26		
219	3	125,457.76	129,690.09	134,067.59	138,602.78	141,138.16	146,772.09	152,367.23	158,072.49	163,792.77	169,392.90	175,061.90	180,693.30	186,362.30

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Effective July 01, 2024

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Annual Salary Table for Full-Time Faculty with SPOT														
175	1	86,966.00	90,010.00	93,160.00	96,423.00	99,700.00	104,323.00	108,971.00	113,533.00	118,094.00				
175	2	92,751.00	96,001.00	99,360.00	102,838.00	105,518.00	110,123.00	114,713.00	119,381.00	123,895.00	128,548.00	133,167.00		
175	3	98,540.00	101,989.00	105,557.00	109,254.00	111,320.00	115,912.00	120,473.00	125,123.00	129,785.00	134,350.00	138,970.00	143,560.00	148,181.00
195	1	96,904.08	100,296.73	103,806.49	107,442.38	111,094.19	116,245.12	121,424.47	126,507.22	131,589.98				
195	2	103,350.70	106,971.82	110,714.56	114,590.27	117,577.16	122,707.65	127,822.23	133,024.32	138,053.64	143,238.69	148,385.09		
195	3	109,800.76	113,644.64	117,620.37	121,739.32	124,042.00	129,158.84	134,240.46	139,422.08	144,617.34	149,703.49	154,852.19	159,966.73	165,115.43
197	1	97,897.97	101,325.42	104,871.17	108,544.35	112,233.61	117,437.37	122,669.85	127,804.74	132,939.61				
197	2	104,410.72	108,068.97	111,850.10	115,765.55	118,783.09	123,966.20	129,133.22	134,388.67	139,469.58	144,707.81	149,906.98		
197	3	110,926.92	114,810.22	118,826.74	122,987.92	125,314.22	130,483.54	135,617.28	140,852.04	146,100.60	151,238.92	156,440.41	161,607.42	166,808.91
214	1	106,346.02	110,069.24	113,920.96	117,911.12	121,918.74	127,571.56	133,255.57	138,833.57	144,411.56				
214	2	113,420.78	117,394.72	121,502.13	125,755.47	129,033.41	134,663.79	140,276.70	145,985.66	151,505.03	157,195.28	162,843.12		
214	3	120,499.29	124,717.71	129,080.82	133,601.09	136,128.14	141,743.55	147,320.29	153,006.79	158,708.27	164,289.99	169,940.34	175,553.24	181,203.59
219	1	108,830.74	112,640.95	116,582.67	120,666.06	124,767.32	130,552.21	136,369.02	142,077.34	147,785.66				
219	2	116,070.80	120,137.58	124,340.97	128,693.69	132,048.20	137,810.14	143,554.20	149,396.54	155,044.87	160,868.07	166,647.87		
219	3	123,314.70	127,631.67	132,096.72	136,722.62	139,308.70	145,055.31	150,762.35	156,581.72	162,416.41	168,128.54	173,910.92	179,654.95	185,437.33
Annual Salary Grades for Full-Time Faculty with SPOT & Professional Growth														
175	1	91,527.00	94,571.00	97,721.00	100,984.00	104,261.00	108,884.00	113,532.00	118,094.00	122,655.00				
175	2	97,312.00	100,562.00	103,921.00	107,399.00	110,079.00	114,684.00	119,274.00	123,942.00	128,456.00	133,109.00	137,728.00		
175	3	103,101.00	106,550.00	110,118.00	113,815.00	115,881.00	120,473.00	125,034.00	129,684.00	134,346.00	138,911.00	143,531.00	148,121.00	152,742.00
195	1	101,465.08	104,857.73	108,367.49	112,003.38	115,655.19	120,806.12	125,985.47	131,068.22	136,150.98				
195	2	107,911.70	111,532.82	115,275.56	119,151.27	122,138.16	127,268.65	132,383.23	137,585.32	142,614.64	147,799.69	152,946.09		
195	3	114,361.76	118,205.64	122,181.37	126,300.32	128,603.00	133,719.84	138,801.46	143,983.08	149,178.34	154,264.49	159,413.19	164,527.73	169,676.43
197	1	102,458.97	105,886.42	109,432.17	113,105.35	116,794.61	121,998.37	127,230.85	132,365.74	137,500.61				
197	2	108,971.72	112,629.97	116,411.10	120,326.55	123,344.09	128,527.20	133,694.22	138,949.67	144,030.58	149,268.81	154,467.98		
197	3	115,487.92	119,371.22	123,387.74	127,548.92	129,875.22	135,044.54	140,178.28	145,413.04	150,661.60	155,799.92	161,001.41	166,168.42	171,369.91
214	1	110,907.02	114,630.24	118,481.96	122,472.12	126,479.74	132,132.56	137,816.57	143,394.57	148,972.56				
214	2	117,981.78	121,955.72	126,063.13	130,316.47	133,594.41	139,224.79	144,837.70	150,546.66	156,066.03	161,756.28	167,404.12		
214	3	125,060.29	129,278.71	133,641.82	138,162.09	140,689.14	146,304.55	151,881.29	157,567.79	163,269.27	168,850.99	174,501.34	180,114.24	185,764.59
219	1	113,391.74	117,201.95	121,143.67	125,227.06	129,328.32	135,113.21	140,930.02	146,638.34	152,346.66				
219	2	120,631.80	124,698.58	128,901.97	133,254.69	136,609.20	142,371.14	148,115.20	153,957.54	159,605.87	165,429.07	171,208.87		
219	3	127,875.70	132,192.67	136,657.72	141,283.62	143,869.70	149,616.31	155,323.35	161,142.72	166,977.41	172,689.54	178,471.92	184,215.95	189,998.33

Service Increments (\$456 per month)

	Annually 10-Month Faculty	Annually 11-Month Faculty	Annually 12-Month Faculty
After 10-Years	4,560	5,016	5,472
After 15-Years*	9,120	10,032	10,944
After 20-Years*	13,680	15,048	16,416
After 25-Years*	18,240	20,064	21,888
After 30-Years*	22,800	25,080	27,360

*cumulative amounts

Doctoral Stipend: \$4,350 Annually

APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME
Effective July 01, 2024

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	95,828.00	98,813.00	101,901.00	105,100.00	108,313.00	112,845.00	117,402.00	121,874.00	126,346.00				
175	2	101,500.00	104,686.00	107,979.00	111,389.00	114,017.00	118,531.00	123,031.00	127,608.00	132,033.00	136,595.00	141,123.00		
175	3	107,175.00	110,557.00	114,055.00	117,679.00	119,705.00	124,207.00	128,678.00	133,237.00	137,808.00	142,283.00	146,813.00	151,313.00	155,843.00
195	1	105,572.00	108,898.13	112,339.07	115,903.67	119,483.87	124,533.80	129,611.60	134,594.69	139,577.78				
195	2	111,892.22	115,442.33	119,111.69	122,911.40	125,839.73	130,869.62	135,883.91	140,984.00	145,914.71	150,998.09	156,043.58		
195	3	118,215.80	121,984.31	125,882.09	129,920.27	132,177.80	137,194.31	142,176.29	147,256.31	152,349.71	157,336.13	162,383.87	167,398.13	172,445.87
197	1	106,546.40	109,906.65	113,382.87	116,984.03	120,600.95	125,702.68	130,832.56	135,866.76	140,900.95				
197	2	112,931.45	116,517.97	120,224.96	124,063.64	127,022.01	132,103.49	137,169.20	142,321.60	147,302.88	152,438.40	157,535.63		
197	3	119,319.88	123,127.04	127,064.80	131,144.39	133,425.08	138,493.04	143,526.12	148,658.24	153,803.88	158,841.45	163,940.95	169,006.65	174,106.15
214	1	114,828.80	118,479.02	122,255.22	126,167.14	130,096.18	135,638.16	141,210.72	146,679.34	152,147.96				
214	2	121,764.84	125,660.86	129,687.74	133,857.68	137,071.34	142,591.32	148,094.18	153,691.20	159,102.34	164,681.02	170,218.12		
214	3	128,704.56	132,840.26	137,117.82	141,549.46	144,026.96	149,532.26	154,999.66	160,574.66	166,164.34	171,636.62	177,176.18	182,679.02	188,218.58
219	1	117,264.80	121,000.30	124,864.74	128,868.06	132,888.90	138,560.36	144,263.12	149,859.51	155,455.90				
219	2	124,362.90	128,349.94	132,470.91	136,738.28	140,027.02	145,675.98	151,307.41	157,035.20	162,572.77	168,281.79	173,948.26		
219	3	131,464.76	135,697.09	140,074.59	144,609.78	147,145.16	152,779.09	158,374.23	164,079.49	169,799.77	175,399.90	181,068.90	186,700.30	192,369.30
Annual Salary Table for Department Chair with Professional Growth														
175	1	100,389.00	103,374.00	106,462.00	109,661.00	112,874.00	117,406.00	121,963.00	126,435.00	130,907.00				
175	2	106,061.00	109,247.00	112,540.00	115,950.00	118,578.00	123,092.00	127,592.00	132,169.00	136,594.00	141,156.00	145,684.00		
175	3	111,736.00	115,118.00	118,616.00	122,240.00	124,266.00	128,768.00	133,239.00	137,798.00	142,369.00	146,844.00	151,374.00	155,874.00	160,404.00
195	1	110,133.00	113,459.13	116,900.07	120,464.67	124,044.87	129,094.80	134,172.60	139,155.69	144,138.78				
195	2	116,453.22	120,003.33	123,672.69	127,472.40	130,400.73	135,430.62	140,444.91	145,545.00	150,475.71	155,559.09	160,604.58		
195	3	122,776.80	126,545.31	130,443.09	134,481.27	136,738.80	141,755.31	146,737.29	151,817.31	156,910.71	161,897.13	166,944.87	171,959.13	177,006.87
197	1	111,107.40	114,467.65	117,943.87	121,545.03	125,161.95	130,263.68	135,393.56	140,427.76	145,461.95				
197	2	117,492.45	121,078.97	124,785.96	128,624.64	131,583.01	136,664.49	141,730.20	146,882.60	151,863.88	156,999.40	162,096.63		
197	3	123,880.88	127,688.04	131,625.80	135,705.39	137,986.08	143,054.04	148,087.12	153,219.24	158,364.88	163,402.45	168,501.95	173,567.65	178,667.15
214	1	119,389.80	123,040.02	126,816.22	130,728.14	134,657.18	140,199.16	145,771.72	151,240.34	156,708.96				
214	2	126,325.84	130,221.86	134,248.74	138,418.68	141,632.34	147,152.32	152,655.18	158,252.20	163,663.34	169,242.02	174,779.12		
214	3	133,265.56	137,401.26	141,678.82	146,110.46	148,587.96	154,093.26	159,560.66	165,135.66	170,725.34	176,197.62	181,737.18	187,240.02	192,779.58
219	1	121,825.80	125,561.30	129,425.74	133,429.06	137,449.90	143,121.36	148,824.12	154,420.51	160,016.90				
219	2	128,923.90	132,910.94	137,031.91	141,299.28	144,588.02	150,236.98	155,868.41	161,596.20	167,133.77	172,842.79	178,509.26		
219	3	136,025.76	140,258.09	144,635.59	149,170.78	151,706.16	157,340.09	162,935.23	168,640.49	174,360.77	179,960.90	185,629.90	191,261.30	196,930.30

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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 Faculty with SPOT														
175	1	97,534.00	100,578.00	103,728.00	106,991.00	110,268.00	114,891.00	119,539.00	124,101.00	128,662.00				
175	2	103,319.00	106,569.00	109,928.00	113,406.00	116,086.00	120,691.00	125,281.00	129,949.00	134,463.00	139,116.00	143,735.00		
175	3	109,108.00	112,557.00	116,125.00	119,822.00	121,888.00	126,480.00	131,041.00	135,691.00	140,353.00	144,918.00	149,538.00	154,128.00	158,749.00
195	1	107,472.08	110,864.73	114,374.49	118,010.38	121,662.19	126,813.12	131,992.47	137,075.22	142,157.98				
195	2	113,918.70	117,539.82	121,282.56	125,158.27	128,145.16	133,275.65	138,390.23	143,592.32	148,621.64	153,806.69	158,953.09		
195	3	120,368.76	124,212.64	128,188.37	132,307.32	134,610.00	139,726.84	144,808.46	149,990.08	155,185.34	160,271.49	165,420.19	170,534.73	175,683.43
197	1	108,465.97	111,893.42	115,439.17	119,112.35	122,801.61	128,005.37	133,237.85	138,372.74	143,507.61				
197	2	114,978.72	118,636.97	122,418.10	126,333.55	129,351.09	134,534.20	139,701.22	144,956.67	150,037.58	155,275.81	160,474.98		
197	3	121,494.92	125,378.22	129,394.74	133,555.92	135,882.22	141,051.54	146,185.28	151,420.04	156,668.60	161,806.92	167,008.41	172,175.42	177,376.91
214	1	116,914.02	120,637.24	124,488.96	128,479.12	132,486.74	138,139.56	143,823.57	149,401.57	154,979.56				
214	2	123,988.78	127,962.72	132,070.13	136,323.47	139,601.41	145,231.79	150,844.70	156,553.66	162,073.03	167,763.28	173,411.12		
214	3	131,067.29	135,285.71	139,648.82	144,169.09	146,696.14	152,311.55	157,888.29	163,574.79	169,276.27	174,857.99	180,508.34	186,121.24	191,771.59
219	1	119,398.74	123,208.95	127,150.67	131,234.06	135,335.32	141,120.21	146,937.02	152,645.34	158,353.66				
219	2	126,638.80	130,705.58	134,908.97	139,261.69	142,616.20	148,378.14	154,122.20	159,964.54	165,612.87	171,436.07	177,215.87		
219	3	133,882.70	138,199.67	142,664.72	147,290.62	149,876.70	155,623.31	161,330.35	167,149.72	172,984.41	178,696.54	184,478.92	190,222.95	196,005.33
Annual Salary Grades for Department Chair with SPOT & Professional Growth														
175	1	102,095.00	105,139.00	108,289.00	111,552.00	114,829.00	119,452.00	124,100.00	128,662.00	133,223.00				
175	2	107,880.00	111,130.00	114,489.00	117,967.00	120,647.00	125,252.00	129,842.00	134,510.00	139,024.00	143,677.00	148,296.00		
175	3	113,669.00	117,118.00	120,686.00	124,383.00	126,449.00	131,041.00	135,602.00	140,252.00	144,914.00	149,479.00	154,099.00	158,689.00	163,310.00
195	1	112,033.08	115,425.73	118,935.49	122,571.38	126,223.19	131,374.12	136,553.47	141,636.22	146,718.98				
195	2	118,479.70	122,100.82	125,843.56	129,719.27	132,706.16	137,836.65	142,951.23	148,153.32	153,182.64	158,367.69	163,514.09		
195	3	124,929.76	128,773.64	132,749.37	136,868.32	139,171.00	144,287.84	149,369.46	154,551.08	159,746.34	164,832.49	169,981.19	175,095.73	180,244.43
197	1	113,026.97	116,454.42	120,000.17	123,673.35	127,362.61	132,566.37	137,798.85	142,933.74	148,068.61				
197	2	119,539.72	123,197.97	126,979.10	130,894.55	133,912.09	139,095.20	144,262.22	149,517.67	154,598.58	159,836.81	165,035.98		
197	3	126,055.92	129,939.22	133,955.74	138,116.92	140,443.22	145,612.54	150,746.28	155,981.04	161,229.60	166,367.92	171,569.41	176,736.42	181,937.91
214	1	121,475.02	125,198.24	129,049.96	133,040.12	137,047.74	142,700.56	148,384.57	153,962.57	159,540.56				
214	2	128,549.78	132,523.72	136,631.13	140,884.47	144,162.41	149,792.79	155,405.70	161,114.66	166,634.03	172,324.28	177,972.12		
214	3	135,628.29	139,846.71	144,209.82	148,730.09	151,257.14	156,872.55	162,449.29	168,135.79	173,837.27	179,418.99	185,069.34	190,682.24	196,332.59
219	1	123,959.74	127,769.95	131,711.67	135,795.06	139,896.32	145,681.21	151,498.02	157,206.34	162,914.66				
219	2	131,199.80	135,266.58	139,469.97	143,822.69	147,177.20	152,939.14	158,683.20	164,525.54	170,173.87	175,997.07	181,776.87		
219	3	138,443.70	142,760.67	147,225.72	151,851.62	154,437.70	160,184.31	165,891.35	171,710.72	177,545.41	183,257.54	189,039.92	194,783.95	200,566.33

Service Increments (\$456 per month)

	Annually	Annually	Annually
	10-Month	11-Month	12-Month
	Faculty	Faculty	Faculty
After 10-Years	4,560	5,016	5,472
After 15-Years*	9,120	10,032	10,944
After 20-Years*	13,680	15,048	16,416
After 25-Years*	18,240	20,064	21,888
After 30-Years*	22,800	25,080	27,360

*cumulative amounts

Doctoral Stipend: \$4,350 Annually

APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME
Effective July 01, 2024

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	90,544.00	93,529.00	96,617.00	99,816.00	103,029.00	107,561.00	112,118.00	116,590.00	121,062.00				
175	2	96,216.00	99,402.00	102,695.00	106,105.00	108,733.00	113,247.00	117,747.00	122,324.00	126,749.00	131,311.00	135,839.00		
175	3	101,891.00	105,273.00	108,771.00	112,395.00	114,421.00	118,923.00	123,394.00	127,953.00	132,524.00	136,999.00	141,529.00	146,029.00	150,559.00
195	1	100,288.00	103,614.13	107,055.07	110,619.67	114,199.87	119,249.80	124,327.60	129,310.69	134,293.78				
195	2	106,608.22	110,158.33	113,827.69	117,627.40	120,555.73	125,585.62	130,599.91	135,700.00	140,630.71	145,714.09	150,759.58		
195	3	112,931.80	116,700.31	120,598.09	124,636.27	126,893.80	131,910.31	136,892.29	141,972.31	147,065.71	152,052.13	157,099.87	162,114.13	167,161.87
197	1	101,262.40	104,622.65	108,098.87	111,700.03	115,316.95	120,418.68	125,548.56	130,582.76	135,616.95				
197	2	107,647.45	111,233.97	114,940.96	118,779.64	121,738.01	126,819.49	131,885.20	137,037.60	142,018.88	147,154.40	152,251.63		
197	3	114,035.88	117,843.04	121,780.80	125,860.39	128,141.08	133,209.04	138,242.12	143,374.24	148,519.88	153,557.45	158,656.95	163,722.65	168,822.15
214	1	109,544.80	113,195.02	116,971.22	120,883.14	124,812.18	130,354.16	135,926.72	141,395.34	146,863.96				
214	2	116,480.84	120,376.86	124,403.74	128,573.68	131,787.34	137,307.32	142,810.18	148,407.20	153,818.34	159,397.02	164,934.12		
214	3	123,420.56	127,556.26	131,833.82	136,265.46	138,742.96	144,248.26	149,715.66	155,290.66	160,880.34	166,352.62	171,892.18	177,395.02	182,934.58
219	1	111,980.80	115,716.30	119,580.74	123,584.06	127,604.90	133,276.36	138,979.12	144,575.51	150,171.90				
219	2	119,078.90	123,065.94	127,186.91	131,454.28	134,743.02	140,391.98	146,023.41	151,751.20	157,288.77	162,997.79	168,664.26		
219	3	126,180.76	130,413.09	134,790.59	139,325.78	141,861.16	147,495.09	153,090.23	158,795.49	164,515.77	170,115.90	175,784.90	181,416.30	187,085.30
Annual Salary Table for Department Co-Chair with Professional Growth														
175	1	95,105.00	98,090.00	101,178.00	104,377.00	107,590.00	112,122.00	116,679.00	121,151.00	125,623.00				
175	2	100,777.00	103,963.00	107,256.00	110,666.00	113,294.00	117,808.00	122,308.00	126,885.00	131,310.00	135,872.00	140,400.00		
175	3	106,452.00	109,834.00	113,332.00	116,956.00	118,982.00	123,484.00	127,955.00	132,514.00	137,085.00	141,560.00	146,090.00	150,590.00	155,120.00
195	1	104,849.00	108,175.13	111,616.07	115,180.67	118,760.87	123,810.80	128,888.60	133,871.69	138,854.78				
195	2	111,169.22	114,719.33	118,388.69	122,188.40	125,116.73	130,146.62	135,160.91	140,261.00	145,191.71	150,275.09	155,320.58		
195	3	117,492.80	121,261.31	125,159.09	129,197.27	131,454.80	136,471.31	141,453.29	146,533.31	151,626.71	156,613.13	161,660.87	166,675.13	171,722.87
197	1	105,823.40	109,183.65	112,659.87	116,261.03	119,877.95	124,979.68	130,109.56	135,143.76	140,177.95				
197	2	112,208.45	115,794.97	119,501.96	123,340.64	126,299.01	131,380.49	136,446.20	141,598.60	146,579.88	151,715.40	156,812.63		
197	3	118,596.88	122,404.04	126,341.80	130,421.39	132,702.08	137,770.04	142,803.12	147,935.24	153,080.88	158,118.45	163,217.95	168,283.65	173,383.15
214	1	114,105.80	117,756.02	121,532.22	125,444.14	129,373.18	134,915.16	140,487.72	145,956.34	151,424.96				
214	2	121,041.84	124,937.86	128,964.74	133,134.68	136,348.34	141,868.32	147,371.18	152,968.20	158,379.34	163,958.02	169,495.12		
214	3	127,981.56	132,117.26	136,394.82	140,826.46	143,303.96	148,809.26	154,276.66	159,851.66	165,441.34	170,913.62	176,453.18	181,956.02	187,495.58
219	1	116,541.80	120,277.30	124,141.74	128,145.06	132,165.90	137,837.36	143,540.12	149,136.51	154,732.90				
219	2	123,639.90	127,626.94	131,747.91	136,015.28	139,304.02	144,952.98	150,584.41	156,312.20	161,849.77	167,558.79	173,225.26		
219	3	130,741.76	134,974.09	139,351.59	143,886.78	146,422.16	152,056.09	157,651.23	163,356.49	169,076.77	174,676.90	180,345.90	185,977.30	191,646.30

APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME
Effective July 01, 2024

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	92,250.00	95,294.00	98,444.00	101,707.00	104,984.00	109,607.00	114,255.00	118,817.00	123,378.00				
175	2	98,035.00	101,285.00	104,644.00	108,122.00	110,802.00	115,407.00	119,997.00	124,665.00	129,179.00	133,832.00	138,451.00		
175	3	103,824.00	107,273.00	110,841.00	114,538.00	116,604.00	121,196.00	125,757.00	130,407.00	135,069.00	139,634.00	144,254.00	148,844.00	153,465.00
195	1	102,188.08	105,580.73	109,090.49	112,726.38	116,378.19	121,529.12	126,708.47	131,791.22	136,873.98				
195	2	108,634.70	112,255.82	115,998.56	119,874.27	122,861.16	127,991.65	133,106.23	138,308.32	143,337.64	148,522.69	153,669.09		
195	3	115,084.76	118,928.64	122,904.37	127,023.32	129,326.00	134,442.84	139,524.46	144,706.08	149,901.34	154,987.49	160,136.19	165,250.73	170,399.43
197	1	103,181.97	106,609.42	110,155.17	113,828.35	117,517.61	122,721.37	127,953.85	133,088.74	138,223.61				
197	2	109,694.72	113,352.97	117,134.10	121,049.55	124,067.09	129,250.20	134,417.22	139,672.67	144,753.58	149,991.81	155,190.98		
197	3	116,210.92	120,094.22	124,110.74	128,271.92	130,598.22	135,767.54	140,901.28	146,136.04	151,384.60	156,522.92	161,724.41	166,891.42	172,092.91
214	1	111,630.02	115,353.24	119,204.96	123,195.12	127,202.74	132,855.56	138,539.57	144,117.57	149,695.56				
214	2	118,704.78	122,678.72	126,786.13	131,039.47	134,317.41	139,947.79	145,560.70	151,269.66	156,789.03	162,479.28	168,127.12		
214	3	125,783.29	130,001.71	134,364.82	138,885.09	141,412.14	147,027.55	152,604.29	158,290.79	163,992.27	169,573.99	175,224.34	180,837.24	186,487.59
219	1	114,114.74	117,924.95	121,866.67	125,950.06	130,051.32	135,836.21	141,653.02	147,361.34	153,069.66				
219	2	121,354.80	125,421.58	129,624.97	133,977.69	137,332.20	143,094.14	148,838.20	154,680.54	160,328.87	166,152.07	171,931.87		
219	3	128,598.70	132,915.67	137,380.72	142,006.62	144,592.70	150,339.31	156,046.35	161,865.72	167,700.41	173,412.54	179,194.92	184,938.95	190,721.33
Annual Salary Grades for Department Co-Chair with SPOT & Professional Growth														
175	1	96,811.00	99,855.00	103,005.00	106,268.00	109,545.00	114,168.00	118,816.00	123,378.00	127,939.00				
175	2	102,596.00	105,846.00	109,205.00	112,683.00	115,363.00	119,968.00	124,558.00	129,226.00	133,740.00	138,393.00	143,012.00		
175	3	108,385.00	111,834.00	115,402.00	119,099.00	121,165.00	125,757.00	130,318.00	134,968.00	139,630.00	144,195.00	148,815.00	153,405.00	158,026.00
195	1	106,749.08	110,141.73	113,651.49	117,287.38	120,939.19	126,090.12	131,269.47	136,352.22	141,434.98				
195	2	113,195.70	116,816.82	120,559.56	124,435.27	127,422.16	132,552.65	137,667.23	142,869.32	147,898.64	153,083.69	158,230.09		
195	3	119,645.76	123,489.64	127,465.37	131,584.32	133,887.00	139,003.84	144,085.46	149,267.08	154,462.34	159,548.49	164,697.19	169,811.73	174,960.43
197	1	107,742.97	111,170.42	114,716.17	118,389.35	122,078.61	127,282.37	132,514.85	137,649.74	142,784.61				
197	2	114,255.72	117,913.97	121,695.10	125,610.55	128,628.09	133,811.20	138,978.22	144,233.67	149,314.58	154,552.81	159,751.98		
197	3	120,771.92	124,655.22	128,671.74	132,832.92	135,159.22	140,328.54	145,462.28	150,697.04	155,945.60	161,083.92	166,285.41	171,452.42	176,653.91
214	1	116,191.02	119,914.24	123,765.96	127,756.12	131,763.74	137,416.56	143,100.57	148,678.57	154,256.56				
214	2	123,265.78	127,239.72	131,347.13	135,600.47	138,878.41	144,508.79	150,121.70	155,830.66	161,350.03	167,040.28	172,688.12		
214	3	130,344.29	134,562.71	138,925.82	143,446.09	145,973.14	151,588.55	157,165.29	162,851.79	168,553.27	174,134.99	179,785.34	185,398.24	191,048.59
219	1	118,675.74	122,485.95	126,427.67	130,511.06	134,612.32	140,397.21	146,214.02	151,922.34	157,630.66				
219	2	125,915.80	129,982.58	134,185.97	138,538.69	141,893.20	147,655.14	153,399.20	159,241.54	164,889.87	170,713.07	176,492.87		
219	3	133,159.70	137,476.67	141,941.72	146,567.62	149,153.70	154,900.31	160,607.35	166,426.72	172,261.41	177,973.54	183,755.92	189,499.95	195,282.33

Service Increments (\$456 per month)

	Annually 10-Month Faculty	Annually 11-Month Faculty	Annually 12-Month Faculty
After 10-Years	4,560	5,016	5,472
After 15-Years*	9,120	10,032	10,944
After 20-Years*	13,680	15,048	16,416
After 25-Years*	18,240	20,064	21,888
After 30-Years*	22,800	25,080	27,360

*cumulative amounts

Doctoral Stipend: \$4,350 Annually

APPENDIX C: FACULTY OVERLOAD AND OTHER THAN CONTRACT SALARY RATES

**Hourly Rates
Effective July 01, 2024**

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)	Step 5 (Adjunct Professors with 90+ LHE and 15 years of service)
1	98.45	101.86	105.46	109.11	114.57
2	101.86	105.46	109.11	112.95	118.60
3	105.46	109.11	112.95	116.93	122.78
Professors Teaching Credit Course with SPOT					
1	100.42	103.90	107.57	111.29	116.86
2	103.90	107.57	111.29	115.21	120.97
3	107.57	111.29	115.21	119.27	125.24

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)	Step 5 (Adjunct Professors with 90+ LHE and 15 years of service)
1	63.99	66.21	68.55	70.92	74.47
2	66.21	68.55	70.92	73.42	77.09
3	68.55	70.92	73.42	76.00	79.81
Counselors, Librarian, Instructional Specialists (credit and noncredit) with SPOT					
1	65.27	67.53	69.92	72.34	75.96
2	67.53	69.92	72.34	74.89	78.63
3	69.92	72.34	74.89	77.52	81.41

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)	Step 5 (Adjunct Professors with 90+ LHE and 15 years of service)
1	59.07	61.12	63.28	65.47	68.74
2	61.12	63.28	65.47	67.77	71.16
3	63.28	65.47	67.77	70.16	73.67
Non-Teaching Faculty Assignments and Non-Teaching Grants Projects Specialists (credit and noncredit) with SPOT					
1	60.25	62.34	64.55	66.78	70.11
2	62.34	64.55	66.78	69.13	72.58
3	64.55	66.78	69.13	71.56	75.14

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)	Step 5 (Adjunct Professors with 90+ LHE and 15 years of service)
1	69.46	71.91	74.42	77.01	80.86
2	71.91	74.42	77.01	79.72	83.71
3	74.42	77.01	79.72	82.51	86.64
Continuing Education Professors with SPOT					
1	70.85	73.35	75.91	78.55	82.48
2	73.35	75.91	78.55	81.31	85.38
3	75.91	78.55	81.31	84.16	88.37