

APPENDIX A: SALARY SCHEDULE FOR UNIT MEMBERS ON CONTRACT
Effective July 01, 2025

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	87,818.00	90,893.00	94,073.00	97,368.00	100,678.00	105,346.00	110,040.00	114,646.00	119,252.00				
175	2	93,660.00	96,942.00	100,334.00	103,846.00	106,553.00	111,202.00	115,837.00	120,552.00	125,109.00	129,808.00	134,472.00		
175	3	99,506.00	102,989.00	106,592.00	110,325.00	112,412.00	117,049.00	121,654.00	126,350.00	131,058.00	135,667.00	140,333.00	144,968.00	149,634.00
195	1	97,854.33	101,280.78	104,824.20	108,495.78	112,184.07	117,385.53	122,616.00	127,748.40	132,880.80				
195	2	104,364.00	108,021.09	111,800.73	115,714.11	118,730.49	123,910.80	129,075.51	134,329.38	139,407.18	144,643.20	149,840.22		
195	3	110,878.11	114,759.18	118,773.93	122,933.58	125,259.09	130,426.02	135,557.31	140,790.00	146,036.07	151,171.80	156,371.07	161,535.78	166,735.02
197	1	98,857.97	102,319.55	105,899.32	109,608.55	113,334.67	118,589.49	123,873.60	129,058.64	134,243.68				
197	2	105,434.40	109,129.00	112,947.41	116,900.92	119,948.24	125,181.68	130,399.36	135,707.11	140,836.99	146,126.72	151,377.05		
197	3	112,015.32	115,936.19	119,992.13	124,194.43	126,543.80	131,763.73	136,947.64	142,234.00	147,533.87	152,722.28	157,974.87	163,192.55	168,445.13
214	1	107,388.86	111,149.16	115,037.84	119,067.16	123,114.82	128,823.10	134,563.20	140,195.68	145,828.16				
214	2	114,532.80	118,546.22	122,694.14	126,988.82	130,299.10	135,984.16	141,652.10	147,417.88	152,990.44	158,736.64	164,440.04		
214	3	121,681.62	125,940.84	130,346.78	134,911.72	137,463.82	143,134.20	148,765.46	154,508.00	160,265.22	165,901.36	171,607.22	177,275.16	182,981.00
219	1	109,897.94	113,746.10	117,725.64	121,849.10	125,991.34	131,832.98	137,707.20	143,471.28	149,235.36				
219	2	117,208.80	121,315.99	125,560.82	129,955.85	133,343.47	139,161.36	144,961.73	150,862.22	156,564.98	162,445.44	168,282.10		
219	3	124,524.65	128,883.38	133,392.26	138,063.86	140,675.59	146,478.46	152,241.29	158,118.00	164,009.74	169,777.56	175,616.74	181,417.10	187,256.26
Annual Salary Table for Full-Time Faculty with Professional Growth (DEISA)														
175	1	92,516.00	95,591.00	98,771.00	102,066.00	105,376.00	110,044.00	114,738.00	119,344.00	123,950.00				
175	2	98,358.00	101,640.00	105,032.00	108,544.00	111,251.00	115,900.00	120,535.00	125,250.00	129,807.00	134,506.00	139,170.00		
175	3	104,204.00	107,687.00	111,290.00	115,023.00	117,110.00	121,747.00	126,352.00	131,048.00	135,756.00	140,365.00	145,031.00	149,666.00	154,332.00
195	1	102,552.33	105,978.78	109,522.20	113,193.78	116,882.07	122,083.53	127,314.00	132,446.40	137,578.80				
195	2	109,062.00	112,719.09	116,498.73	120,412.11	123,428.49	128,608.80	133,773.51	139,027.38	144,105.18	149,341.20	154,538.22		
195	3	115,576.11	119,457.18	123,471.93	127,631.58	129,957.09	135,124.02	140,255.31	145,488.00	150,734.07	155,869.80	161,069.07	166,233.78	171,433.02
197	1	103,555.97	107,017.55	110,597.32	114,306.55	118,032.67	123,287.49	128,571.60	133,756.64	138,941.68				
197	2	110,132.40	113,827.00	117,645.41	121,598.92	124,646.24	129,879.68	135,097.36	140,405.11	145,534.99	150,824.72	156,075.05		
197	3	116,713.32	120,634.19	124,690.13	128,892.43	131,241.80	136,461.73	141,645.64	146,932.00	152,231.87	157,420.28	162,672.87	167,890.55	173,143.13
214	1	112,086.86	115,847.16	119,735.84	123,765.16	127,812.82	133,521.10	139,261.20	144,893.68	150,526.16				
214	2	119,230.80	123,244.22	127,392.14	131,686.82	134,997.10	140,682.16	146,350.10	152,115.88	157,688.44	163,434.64	169,138.04		
214	3	126,379.62	130,638.84	135,044.78	139,609.72	142,161.82	147,832.20	153,463.46	159,206.00	164,963.22	170,599.36	176,305.22	181,973.16	187,679.00
219	1	114,595.94	118,444.10	122,423.64	126,547.10	130,689.34	136,530.98	142,405.20	148,169.28	153,933.36				
219	2	121,906.80	126,013.99	130,258.82	134,653.85	138,041.47	143,859.36	149,659.73	155,560.22	161,262.98	167,143.44	172,980.10		
219	3	129,222.65	133,581.38	138,090.26	142,761.86	145,373.59	151,176.46	156,939.29	162,816.00	168,707.74	174,475.56	180,314.74	186,115.10	191,954.26

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Annual Salary Table for Full-Time Faculty with Professional Growth														
175	1	92,516.00	95,591.00	98,771.00	102,066.00	105,376.00	110,044.00	114,738.00	119,344.00	123,950.00				
175	2	98,358.00	101,640.00	105,032.00	108,544.00	111,251.00	115,900.00	120,535.00	125,250.00	129,807.00	134,506.00	139,170.00		
175	3	104,204.00	107,687.00	111,290.00	115,023.00	117,110.00	121,747.00	126,352.00	131,048.00	135,756.00	140,365.00	145,031.00	149,666.00	154,332.00
195	1	102,552.33	105,978.78	109,522.20	113,193.78	116,882.07	122,083.53	127,314.00	132,446.40	137,578.80				
195	2	109,062.00	112,719.09	116,498.73	120,412.11	123,428.49	128,608.80	133,773.51	139,027.38	144,105.18	149,341.20	154,538.22		
195	3	115,576.11	119,457.18	123,471.93	127,631.58	129,957.09	135,124.02	140,255.31	145,488.00	150,734.07	155,869.80	161,069.07	166,233.78	171,433.02
197	1	103,555.97	107,017.55	110,597.32	114,306.55	118,032.67	123,287.49	128,571.60	133,756.64	138,941.68				
197	2	110,132.40	113,827.00	117,645.41	121,598.92	124,646.24	129,879.68	135,097.36	140,405.11	145,534.99	150,824.72	156,075.05		
197	3	116,713.32	120,634.19	124,690.13	128,892.43	131,241.80	136,461.73	141,645.64	146,932.00	152,231.87	157,420.28	162,672.87	167,890.55	173,143.13
214	1	112,086.86	115,847.16	119,735.84	123,765.16	127,812.82	133,521.10	139,261.20	144,893.68	150,526.16				
214	2	119,230.80	123,244.22	127,392.14	131,686.82	134,997.10	140,682.16	146,350.10	152,115.88	157,688.44	163,434.64	169,138.04		
214	3	126,379.62	130,638.84	135,044.78	139,609.72	142,161.82	147,832.20	153,463.46	159,206.00	164,963.22	170,599.36	176,305.22	181,973.16	187,679.00
219	1	114,595.94	118,444.10	122,423.64	126,547.10	130,689.34	136,530.98	142,405.20	148,169.28	153,933.36				
219	2	121,906.80	126,013.99	130,258.82	134,653.85	138,041.47	143,859.36	149,659.73	155,560.22	161,262.98	167,143.44	172,980.10		
219	3	129,222.65	133,581.38	138,090.26	142,761.86	145,373.59	151,176.46	156,939.29	162,816.00	168,707.74	174,475.56	180,314.74	186,115.10	191,954.26
Annual Salary Table for Full-Time Faculty with SPOT														
175	1	89,575.00	92,711.00	95,955.00	99,316.00	102,692.00	107,453.00	112,241.00	116,939.00	121,638.00				
175	2	95,534.00	98,881.00	102,341.00	105,923.00	108,685.00	113,427.00	118,154.00	122,964.00	127,612.00	132,405.00	137,162.00		
175	3	101,497.00	105,049.00	108,724.00	112,532.00	114,661.00	119,390.00	124,088.00	128,877.00	133,680.00	138,381.00	143,140.00	147,868.00	152,627.00
195	1	99,811.42	103,306.40	106,920.68	110,665.70	114,427.75	119,733.24	125,068.32	130,303.37	135,538.42				
195	2	106,451.28	110,181.51	114,036.74	118,028.39	121,105.10	126,389.02	131,657.02	137,015.97	142,195.32	147,536.06	152,837.02		
195	3	113,095.67	117,054.36	121,149.41	125,392.25	127,764.27	133,034.54	138,268.46	143,605.80	148,956.79	154,195.24	159,498.49	164,766.50	170,069.72
197	1	100,835.13	104,365.94	108,017.31	111,800.72	115,601.36	120,961.28	126,351.07	131,639.81	136,928.55				
197	2	107,543.09	111,311.58	115,206.36	119,238.94	122,347.20	127,685.31	133,007.35	138,421.25	143,653.73	149,049.25	154,404.59		
197	3	114,255.63	118,254.91	122,391.97	126,678.32	129,074.68	134,399.00	139,686.59	145,078.68	150,484.55	155,776.73	161,134.37	166,456.40	171,814.03
214	1	109,536.64	113,372.14	117,338.60	121,448.50	125,577.12	131,399.56	137,254.46	142,999.59	148,744.72				
214	2	116,823.46	120,917.14	125,148.02	129,528.60	132,905.08	138,703.84	144,485.14	150,366.24	156,050.25	161,911.37	167,728.84		
214	3	124,115.25	128,459.66	132,953.72	137,609.95	140,213.10	145,996.88	151,740.77	157,598.16	163,470.52	169,219.39	175,039.36	180,820.66	186,640.62
219	1	112,095.90	116,021.02	120,080.15	124,286.08	128,511.17	134,469.64	140,461.34	146,340.71	152,220.07				
219	2	119,552.98	123,742.31	128,072.04	132,554.97	136,010.34	141,944.59	147,860.96	153,879.46	159,696.28	165,694.35	171,647.74		
219	3	127,015.14	131,461.05	136,060.11	140,825.14	143,489.10	149,408.03	155,286.12	161,280.36	167,289.93	173,173.11	179,129.07	185,045.44	191,001.39

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Annual Salary Grades for Full-Time Faculty with SPOT & Professional Growth (DEISA)														
175	1	94,273.00	97,409.00	100,653.00	104,014.00	107,390.00	112,151.00	116,939.00	121,637.00	126,336.00				
175	2	100,232.00	103,579.00	107,039.00	110,621.00	113,383.00	118,125.00	122,852.00	127,662.00	132,310.00	137,103.00	141,860.00		
175	3	106,195.00	109,747.00	113,422.00	117,230.00	119,359.00	124,088.00	128,786.00	133,575.00	138,378.00	143,079.00	147,838.00	152,566.00	157,325.00
195	1	104,509.42	108,004.40	111,618.68	115,363.70	119,125.75	124,431.24	129,766.32	135,001.37	140,236.42				
195	2	111,149.28	114,879.51	118,734.74	122,726.39	125,803.10	131,087.02	136,355.02	141,713.97	146,893.32	152,234.06	157,535.02		
195	3	117,793.67	121,752.36	125,847.41	130,090.25	132,462.27	137,732.54	142,966.46	148,303.80	153,654.79	158,893.24	164,196.49	169,464.50	174,767.72
197	1	105,533.13	109,063.94	112,715.31	116,498.72	120,299.36	125,659.28	131,049.07	136,337.81	141,626.55				
197	2	112,241.09	116,009.58	119,904.36	123,936.94	127,045.20	132,383.31	137,705.35	143,119.25	148,351.73	153,747.25	159,102.59		
197	3	118,953.63	122,952.91	127,089.97	131,376.32	133,772.68	139,097.00	144,384.59	149,776.68	155,182.55	160,474.73	165,832.37	171,154.40	176,512.03
214	1	114,234.64	118,070.14	122,036.60	126,146.50	130,275.12	136,097.56	141,952.46	147,697.59	153,442.72				
214	2	121,521.46	125,615.14	129,846.02	134,226.60	137,603.08	143,401.84	149,183.14	155,064.24	160,748.25	166,609.37	172,426.84		
214	3	128,813.25	133,157.66	137,651.72	142,307.95	144,911.10	150,694.88	156,438.77	162,296.16	168,168.52	173,917.39	179,737.36	185,518.66	191,338.62
219	1	116,793.90	120,719.02	124,778.15	128,984.08	133,209.17	139,167.64	145,159.34	151,038.71	156,918.07				
219	2	124,250.98	128,440.31	132,770.04	137,252.97	140,708.34	146,642.59	152,558.96	158,577.46	164,394.28	170,392.35	176,345.74		
219	3	131,713.14	136,159.05	140,758.11	145,523.14	148,187.10	154,106.03	159,984.12	165,978.36	171,987.93	177,871.11	183,827.07	189,743.44	195,699.39
Annual Salary Grades for Full-Time Faculty with SPOT & Professional Growth														
175	1	94,273.00	97,409.00	100,653.00	104,014.00	107,390.00	112,151.00	116,939.00	121,637.00	126,336.00				
175	2	100,232.00	103,579.00	107,039.00	110,621.00	113,383.00	118,125.00	122,852.00	127,662.00	132,310.00	137,103.00	141,860.00		
175	3	106,195.00	109,747.00	113,422.00	117,230.00	119,359.00	124,088.00	128,786.00	133,575.00	138,378.00	143,079.00	147,838.00	152,566.00	157,325.00
195	1	104,509.42	108,004.40	111,618.68	115,363.70	119,125.75	124,431.24	129,766.32	135,001.37	140,236.42				
195	2	111,149.28	114,879.51	118,734.74	122,726.39	125,803.10	131,087.02	136,355.02	141,713.97	146,893.32	152,234.06	157,535.02		
195	3	117,793.67	121,752.36	125,847.41	130,090.25	132,462.27	137,732.54	142,966.46	148,303.80	153,654.79	158,893.24	164,196.49	169,464.50	174,767.72
197	1	105,533.13	109,063.94	112,715.31	116,498.72	120,299.36	125,659.28	131,049.07	136,337.81	141,626.55				
197	2	112,241.09	116,009.58	119,904.36	123,936.94	127,045.20	132,383.31	137,705.35	143,119.25	148,351.73	153,747.25	159,102.59		
197	3	118,953.63	122,952.91	127,089.97	131,376.32	133,772.68	139,097.00	144,384.59	149,776.68	155,182.55	160,474.73	165,832.37	171,154.40	176,512.03
214	1	114,234.64	118,070.14	122,036.60	126,146.50	130,275.12	136,097.56	141,952.46	147,697.59	153,442.72	0	0		
214	2	121,521.46	125,615.14	129,846.02	134,226.60	137,603.08	143,401.84	149,183.14	155,064.24	160,748.25	166,609.37	172,426.84		
214	3	128,813.25	133,157.66	137,651.72	142,307.95	144,911.10	150,694.88	156,438.77	162,296.16	168,168.52	173,917.39	179,737.36	185,518.66	191,338.62
219	1	116,793.90	120,719.02	124,778.15	128,984.08	133,209.17	139,167.64	145,159.34	151,038.71	156,918.07				
219	2	124,250.98	128,440.31	132,770.04	137,252.97	140,708.34	146,642.59	152,558.96	158,577.46	164,394.28	170,392.35	176,345.74		
219	3	131,713.14	136,159.05	140,758.11	145,523.14	148,187.10	154,106.03	159,984.12	165,978.36	171,987.93	177,871.11	183,827.07	189,743.44	195,699.39

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Annual Salary Grades for Full-Time Faculty with Professional Growth (DEISA) & Professional Growth														
175	1	97,214.00	100,289.00	103,469.00	106,764.00	110,074.00	114,742.00	119,436.00	124,042.00	128,648.00				
175	2	103,056.00	106,338.00	109,730.00	113,242.00	115,949.00	120,598.00	125,233.00	129,948.00	134,505.00	139,204.00	143,868.00		
175	3	108,902.00	112,385.00	115,988.00	119,721.00	121,808.00	126,445.00	131,050.00	135,746.00	140,454.00	145,063.00	149,729.00	154,364.00	159,030.00
195	1	107,250.33	110,676.78	114,220.20	117,891.78	121,580.07	126,781.53	132,012.00	137,144.40	142,276.80				
195	2	113,760.00	117,417.09	121,196.73	125,110.11	128,126.49	133,306.80	138,471.51	143,725.38	148,803.18	154,039.20	159,236.22		
195	3	120,274.11	124,155.18	128,169.93	132,329.58	134,655.09	139,822.02	144,953.31	150,186.00	155,432.07	160,567.80	165,767.07	170,931.78	176,131.02
197	1	108,253.97	111,715.55	115,295.32	119,004.55	122,730.67	127,985.49	133,269.60	138,454.64	143,639.68				
197	2	114,830.40	118,525.00	122,343.41	126,296.92	129,344.24	134,577.68	139,795.36	145,103.11	150,232.99	155,522.72	160,773.05		
197	3	121,411.32	125,332.19	129,388.13	133,590.43	135,939.80	141,159.73	146,343.64	151,630.00	156,929.87	162,118.28	167,370.87	172,588.55	177,841.13
214	1	116,784.86	120,545.16	124,433.84	128,463.16	132,510.82	138,219.10	143,959.20	149,591.68	155,224.16				
214	2	123,928.80	127,942.22	132,090.14	136,384.82	139,695.10	145,380.16	151,048.10	156,813.88	162,386.44	168,132.64	173,836.04		
214	3	131,077.62	135,336.84	139,742.78	144,307.72	146,859.82	152,530.20	158,161.46	163,904.00	169,661.22	175,297.36	181,003.22	186,671.16	192,377.00
219	1	119,293.94	123,142.10	127,121.64	131,245.10	135,387.34	141,228.98	147,103.20	152,867.28	158,631.36				
219	2	126,604.80	130,711.99	134,956.82	139,351.85	142,739.47	148,557.36	154,357.73	160,258.22	165,960.98	171,841.44	177,678.10		
219	3	133,920.65	138,279.38	142,788.26	147,459.86	150,071.59	155,874.46	161,637.29	167,514.00	173,405.74	179,173.56	185,012.74	190,813.10	196,652.26
Annual Salary Grades for Full-Time Faculty with Professional Growth (DEISA) & Professional Growth & SPOT														
175	1	98,971.00	102,107.00	105,351.00	108,712.00	112,088.00	116,849.00	121,637.00	126,335.00	131,034.00				
175	2	104,930.00	108,277.00	111,737.00	115,319.00	118,081.00	122,823.00	127,550.00	132,360.00	137,008.00	141,801.00	146,558.00		
175	3	110,893.00	114,445.00	118,120.00	121,928.00	124,057.00	128,786.00	133,484.00	138,273.00	143,076.00	147,777.00	152,536.00	157,264.00	162,023.00
195	1	109,207.42	112,702.40	116,316.68	120,061.70	123,823.75	129,129.24	134,464.32	139,699.37	144,934.42				
195	2	115,847.28	119,577.51	123,432.74	127,424.39	130,501.10	135,785.02	141,053.02	146,411.97	151,591.32	156,932.06	162,233.02		
195	3	122,491.67	126,450.36	130,545.41	134,788.25	137,160.27	142,430.54	147,664.46	153,001.80	158,352.79	163,591.24	168,894.49	174,162.50	179,465.72
197	1	110,231.13	113,761.94	117,413.31	121,196.72	124,997.36	130,357.28	135,747.07	141,035.81	146,324.55				
197	2	116,939.09	120,707.58	124,602.36	128,634.94	131,743.20	137,081.31	142,403.35	147,817.25	153,049.73	158,445.25	163,800.59		
197	3	123,651.63	127,650.91	131,787.97	136,074.32	138,470.68	143,795.00	149,082.59	154,474.68	159,880.55	165,172.73	170,530.37	175,852.40	181,210.03
214	1	118,932.64	122,768.14	126,734.60	130,844.50	134,973.12	140,795.56	146,650.46	152,395.59	158,140.72				
214	2	126,219.46	130,313.14	134,544.02	138,924.60	142,301.08	148,099.84	153,881.14	159,762.24	165,446.25	171,307.37	177,124.84		
214	3	133,511.25	137,855.66	142,349.72	147,005.95	149,609.10	155,392.88	161,136.77	166,994.16	172,866.52	178,615.39	184,435.36	190,216.66	196,036.62
219	1	121,491.90	125,417.02	129,476.15	133,682.08	137,907.17	143,865.64	149,857.34	155,736.71	161,616.07				
219	2	128,948.98	133,138.31	137,468.04	141,950.97	145,406.34	151,340.59	157,256.96	163,275.46	169,092.28	175,090.35	181,043.74		
219	3	136,411.14	140,857.05	145,456.11	150,221.14	152,885.10	158,804.03	164,682.12	170,676.36	176,685.93	182,569.11	188,525.07	194,441.44	200,397.39

Service Increments (\$470 per month)

	Annually 10-Month Faculty	Annually 11-Month Faculty	Annually 12-Month Faculty
After 10-Years	4,700	5,170	5,640
After 15-Years*	9,400	10,340	11,280
After 20-Years*	14,100	15,510	16,920
After 25-Years*	18,800	20,680	22,560
After 30-Years*	23,500	25,850	28,200

*cumulative amounts

Doctoral Stipend: \$4,481 Annually