

APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME
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 Department Chair														
175	1	98,703.00	101,778.00	104,958.00	108,253.00	111,563.00	116,231.00	120,925.00	125,531.00	130,137.00				
175	2	104,545.00	107,827.00	111,219.00	114,731.00	117,438.00	122,087.00	126,722.00	131,437.00	135,994.00	140,693.00	145,357.00		
175	3	110,391.00	113,874.00	117,477.00	121,210.00	123,297.00	127,934.00	132,539.00	137,235.00	141,943.00	146,552.00	151,218.00	155,853.00	160,519.00
195	1	108,739.33	112,165.78	115,709.20	119,380.78	123,069.07	128,270.53	133,501.00	138,633.40	143,765.80				
195	2	115,249.00	118,906.09	122,685.73	126,599.11	129,615.49	134,795.80	139,960.51	145,214.38	150,292.18	155,528.20	160,725.22		
195	3	121,763.11	125,644.18	129,658.93	133,818.58	136,144.09	141,311.02	146,442.31	151,675.00	156,921.07	162,056.80	167,256.07	172,420.78	177,620.02
197	1	109,742.97	113,204.55	116,784.32	120,493.55	124,219.67	129,474.49	134,758.60	139,943.64	145,128.68				
197	2	116,319.40	120,014.00	123,832.41	127,785.92	130,833.24	136,066.68	141,284.36	146,592.11	151,721.99	157,011.72	162,262.05		
197	3	122,900.32	126,821.19	130,877.13	135,079.43	137,428.80	142,648.73	147,832.64	153,119.00	158,418.87	163,607.28	168,859.87	174,077.55	179,330.13
214	1	118,273.86	122,034.16	125,922.84	129,952.16	133,999.82	139,708.10	145,448.20	151,080.68	156,713.16				
214	2	125,417.80	129,431.22	133,579.14	137,873.82	141,184.10	146,869.16	152,537.10	158,302.88	163,875.44	169,621.64	175,325.04		
214	3	132,566.62	136,825.84	141,231.78	145,796.72	148,348.82	154,019.20	159,650.46	165,393.00	171,150.22	176,786.36	182,492.22	188,160.16	193,866.00
219	1	120,782.94	124,631.10	128,610.64	132,734.10	136,876.34	142,717.98	148,592.20	154,356.28	160,120.36				
219	2	128,093.80	132,200.99	136,445.82	140,840.85	144,228.47	150,046.36	155,846.73	161,747.22	167,449.98	173,330.44	179,167.10		
219	3	135,409.65	139,768.38	144,277.26	148,948.86	151,560.59	157,363.46	163,126.29	169,003.00	174,894.74	180,662.56	186,501.74	192,302.10	198,141.26
Annual Salary Table for Full-Time Faculty with Professional Growth (DEISA)														
175	1	103,401.00	106,476.00	109,656.00	112,951.00	116,261.00	120,929.00	125,623.00	130,229.00	134,835.00				
175	2	109,243.00	112,525.00	115,917.00	119,429.00	122,136.00	126,785.00	131,420.00	136,135.00	140,692.00	145,391.00	150,055.00		
175	3	115,089.00	118,572.00	122,175.00	125,908.00	127,995.00	132,632.00	137,237.00	141,933.00	146,641.00	151,250.00	155,916.00	160,551.00	165,217.00
195	1	113,437.33	116,863.78	120,407.20	124,078.78	127,767.07	132,968.53	138,199.00	143,331.40	148,463.80				
195	2	119,947.00	123,604.09	127,383.73	131,297.11	134,313.49	139,493.80	144,658.51	149,912.38	154,990.18	160,226.20	165,423.22		
195	3	126,461.11	130,342.18	134,356.93	138,516.58	140,842.09	146,009.02	151,140.31	156,373.00	161,619.07	166,754.80	171,954.07	177,118.78	182,318.02
197	1	114,440.97	117,902.55	121,482.32	125,191.55	128,917.67	134,172.49	139,456.60	144,641.64	149,826.68				
197	2	121,017.40	124,712.00	128,530.41	132,483.92	135,531.24	140,764.68	145,982.36	151,290.11	156,419.99	161,709.72	166,960.05		
197	3	127,598.32	131,519.19	135,575.13	139,777.43	142,126.80	147,346.73	152,530.64	157,817.00	163,116.87	168,305.28	173,557.87	178,775.55	184,028.13
214	1	122,971.86	126,732.16	130,620.84	134,650.16	138,697.82	144,406.10	150,146.20	155,778.68	161,411.16				
214	2	130,115.80	134,129.22	138,277.14	142,571.82	145,882.10	151,567.16	157,235.10	163,000.88	168,573.44	174,319.64	180,023.04		
214	3	137,264.62	141,523.84	145,929.78	150,494.72	153,046.82	158,717.20	164,348.46	170,091.00	175,848.22	181,484.36	187,190.22	192,858.16	198,564.00
219	1	125,480.94	129,329.10	133,308.64	137,432.10	141,574.34	147,415.98	153,290.20	159,054.28	164,818.36				
219	2	132,791.80	136,898.99	141,143.82	145,538.85	148,926.47	154,744.36	160,544.73	166,445.22	172,147.98	178,028.44	183,865.10		
219	3	140,107.65	144,466.38	148,975.26	153,646.86	156,258.59	162,061.46	167,824.29	173,701.00	179,592.74	185,360.56	191,199.74	197,000.10	202,839.26

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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 with Professional Growth														
175	1	103,401.00	106,476.00	109,656.00	112,951.00	116,261.00	120,929.00	125,623.00	130,229.00	134,835.00				
175	2	109,243.00	112,525.00	115,917.00	119,429.00	122,136.00	126,785.00	131,420.00	136,135.00	140,692.00	145,391.00	150,055.00		
175	3	115,089.00	118,572.00	122,175.00	125,908.00	127,995.00	132,632.00	137,237.00	141,933.00	146,641.00	151,250.00	155,916.00	160,551.00	165,217.00
195	1	113,437.33	116,863.78	120,407.20	124,078.78	127,767.07	132,968.53	138,199.00	143,331.40	148,463.80				
195	2	119,947.00	123,604.09	127,383.73	131,297.11	134,313.49	139,493.80	144,658.51	149,912.38	154,990.18	160,226.20	165,423.22		
195	3	126,461.11	130,342.18	134,356.93	138,516.58	140,842.09	146,009.02	151,140.31	156,373.00	161,619.07	166,754.80	171,954.07	177,118.78	182,318.02
197	1	114,440.97	117,902.55	121,482.32	125,191.55	128,917.67	134,172.49	139,456.60	144,641.64	149,826.68				
197	2	121,017.40	124,712.00	128,530.41	132,483.92	135,531.24	140,764.68	145,982.36	151,290.11	156,419.99	161,709.72	166,960.05		
197	3	127,598.32	131,519.19	135,575.13	139,777.43	142,126.80	147,346.73	152,530.64	157,817.00	163,116.87	168,305.28	173,557.87	178,775.55	184,028.13
214	1	122,971.86	126,732.16	130,620.84	134,650.16	138,697.82	144,406.10	150,146.20	155,778.68	161,411.16				
214	2	130,115.80	134,129.22	138,277.14	142,571.82	145,882.10	151,567.16	157,235.10	163,000.88	168,573.44	174,319.64	180,023.04		
214	3	137,264.62	141,523.84	145,929.78	150,494.72	153,046.82	158,717.20	164,348.46	170,091.00	175,848.22	181,484.36	187,190.22	192,858.16	198,564.00
219	1	125,480.94	129,329.10	133,308.64	137,432.10	141,574.34	147,415.98	153,290.20	159,054.28	164,818.36				
219	2	132,791.80	136,898.99	141,143.82	145,538.85	148,926.47	154,744.36	160,544.73	166,445.22	172,147.98	178,028.44	183,865.10		
219	3	140,107.65	144,466.38	148,975.26	153,646.86	156,258.59	162,061.46	167,824.29	173,701.00	179,592.74	185,360.56	191,199.74	197,000.10	202,839.26
Annual Salary Table for Full-Time Faculty with SPOT														
175	1	100,460.00	103,596.00	106,840.00	110,201.00	113,577.00	118,338.00	123,126.00	127,824.00	132,523.00				
175	2	106,419.00	109,766.00	113,226.00	116,808.00	119,570.00	124,312.00	129,039.00	133,849.00	138,497.00	143,290.00	148,047.00		
175	3	112,382.00	115,934.00	119,609.00	123,417.00	125,546.00	130,275.00	134,973.00	139,762.00	144,565.00	149,266.00	154,025.00	158,753.00	163,512.00
195	1	110,696.42	114,191.40	117,805.68	121,550.70	125,312.75	130,618.24	135,953.32	141,188.37	146,423.42				
195	2	117,336.28	121,066.51	124,921.74	128,913.39	131,990.10	137,274.02	142,542.02	147,900.97	153,080.32	158,421.06	163,722.02		
195	3	123,980.67	127,939.36	132,034.41	136,277.25	138,649.27	143,919.54	149,153.46	154,490.80	159,841.79	165,080.24	170,383.49	175,651.50	180,954.72
197	1	111,720.13	115,250.94	118,902.31	122,685.72	126,486.36	131,846.28	137,236.07	142,524.81	147,813.55				
197	2	118,428.09	122,196.58	126,091.36	130,123.94	133,232.20	138,570.31	143,892.35	149,306.25	154,538.73	159,934.25	165,289.59		
197	3	125,140.63	129,139.91	133,276.97	137,563.32	139,959.68	145,284.00	150,571.59	155,963.68	161,369.55	166,661.73	172,019.37	177,341.40	182,699.03
214	1	120,421.64	124,257.14	128,223.60	132,333.50	136,462.12	142,284.56	148,139.46	153,884.59	159,629.72				
214	2	127,708.46	131,802.14	136,033.02	140,413.60	143,790.08	149,588.84	155,370.14	161,251.24	166,935.25	172,796.37	178,613.84		
214	3	135,000.25	139,344.66	143,838.72	148,494.95	151,098.10	156,881.88	162,625.77	168,483.16	174,355.52	180,104.39	185,924.36	191,705.66	197,525.62
219	1	122,980.90	126,906.02	130,965.15	135,171.08	139,396.17	145,354.64	151,346.34	157,225.71	163,105.07				
219	2	130,437.98	134,627.31	138,957.04	143,439.97	146,895.34	152,829.59	158,745.96	164,764.46	170,581.28	176,579.35	182,532.74		
219	3	137,900.14	142,346.05	146,945.11	151,710.14	154,374.10	160,293.03	166,171.12	172,165.36	178,174.93	184,058.11	190,014.07	195,930.44	201,886.39

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Annual Salary Grades for Full-Time Faculty with SPOT & Professional Growth (DEISA)														
175	1	105,158.00	108,294.00	111,538.00	114,899.00	118,275.00	123,036.00	127,824.00	132,522.00	137,221.00				
175	2	111,117.00	114,464.00	117,924.00	121,506.00	124,268.00	129,010.00	133,737.00	138,547.00	143,195.00	147,988.00	152,745.00		
175	3	117,080.00	120,632.00	124,307.00	128,115.00	130,244.00	134,973.00	139,671.00	144,460.00	149,263.00	153,964.00	158,723.00	163,451.00	168,210.00
195	1	115,394.42	118,889.40	122,503.68	126,248.70	130,010.75	135,316.24	140,651.32	145,886.37	151,121.42				
195	2	122,034.28	125,764.51	129,619.74	133,611.39	136,688.10	141,972.02	147,240.02	152,598.97	157,778.32	163,119.06	168,420.02		
195	3	128,678.67	132,637.36	136,732.41	140,975.25	143,347.27	148,617.54	153,851.46	159,188.80	164,539.79	169,778.24	175,081.49	180,349.50	185,652.72
197	1	116,418.13	119,948.94	123,600.31	127,383.72	131,184.36	136,544.28	141,934.07	147,222.81	152,511.55				
197	2	123,126.09	126,894.58	130,789.36	134,821.94	137,930.20	143,268.31	148,590.35	154,004.25	159,236.73	164,632.25	169,987.59		
197	3	129,838.63	133,837.91	137,974.97	142,261.32	144,657.68	149,982.00	155,269.59	160,661.68	166,067.55	171,359.73	176,717.37	182,039.40	187,397.03
214	1	125,119.64	128,955.14	132,921.60	137,031.50	141,160.12	146,982.56	152,837.46	158,582.59	164,327.72				
214	2	132,406.46	136,500.14	140,731.02	145,111.60	148,488.08	154,286.84	160,068.14	165,949.24	171,633.25	177,494.37	183,311.84		
214	3	139,698.25	144,042.66	148,536.72	153,192.95	155,796.10	161,579.88	167,323.77	173,181.16	179,053.52	184,802.39	190,622.36	196,403.66	202,223.62
219	1	127,678.90	131,604.02	135,663.15	139,869.08	144,094.17	150,052.64	156,044.34	161,923.71	167,803.07				
219	2	135,135.98	139,325.31	143,655.04	148,137.97	151,593.34	157,527.59	163,443.96	169,462.46	175,279.28	181,277.35	187,230.74		
219	3	142,598.14	147,044.05	151,643.11	156,408.14	159,072.10	164,991.03	170,869.12	176,863.36	182,872.93	188,756.11	194,712.07	200,628.44	206,584.39
Annual Salary Grades for Full-Time Faculty with SPOT & Professional Growth														
175	1	105,158.00	108,294.00	111,538.00	114,899.00	118,275.00	123,036.00	127,824.00	132,522.00	137,221.00				
175	2	111,117.00	114,464.00	117,924.00	121,506.00	124,268.00	129,010.00	133,737.00	138,547.00	143,195.00	147,988.00	152,745.00		
175	3	117,080.00	120,632.00	124,307.00	128,115.00	130,244.00	134,973.00	139,671.00	144,460.00	149,263.00	153,964.00	158,723.00	163,451.00	168,210.00
195	1	115,394.42	118,889.40	122,503.68	126,248.70	130,010.75	135,316.24	140,651.32	145,886.37	151,121.42				
195	2	122,034.28	125,764.51	129,619.74	133,611.39	136,688.10	141,972.02	147,240.02	152,598.97	157,778.32	163,119.06	168,420.02		
195	3	128,678.67	132,637.36	136,732.41	140,975.25	143,347.27	148,617.54	153,851.46	159,188.80	164,539.79	169,778.24	175,081.49	180,349.50	185,652.72
197	1	116,418.13	119,948.94	123,600.31	127,383.72	131,184.36	136,544.28	141,934.07	147,222.81	152,511.55				
197	2	123,126.09	126,894.58	130,789.36	134,821.94	137,930.20	143,268.31	148,590.35	154,004.25	159,236.73	164,632.25	169,987.59		
197	3	129,838.63	133,837.91	137,974.97	142,261.32	144,657.68	149,982.00	155,269.59	160,661.68	166,067.55	171,359.73	176,717.37	182,039.40	187,397.03
214	1	125,119.64	128,955.14	132,921.60	137,031.50	141,160.12	146,982.56	152,837.46	158,582.59	164,327.72				
214	2	132,406.46	136,500.14	140,731.02	145,111.60	148,488.08	154,286.84	160,068.14	165,949.24	171,633.25	177,494.37	183,311.84		
214	3	139,698.25	144,042.66	148,536.72	153,192.95	155,796.10	161,579.88	167,323.77	173,181.16	179,053.52	184,802.39	190,622.36	196,403.66	202,223.62
219	1	127,678.90	131,604.02	135,663.15	139,869.08	144,094.17	150,052.64	156,044.34	161,923.71	167,803.07				
219	2	135,135.98	139,325.31	143,655.04	148,137.97	151,593.34	157,527.59	163,443.96	169,462.46	175,279.28	181,277.35	187,230.74		
219	3	142,598.14	147,044.05	151,643.11	156,408.14	159,072.10	164,991.03	170,869.12	176,863.36	182,872.93	188,756.11	194,712.07	200,628.44	206,584.39

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Annual Salary Grades for Full-Time Faculty with Professional Growth (DEISA) & Professional Growth														
175	1	108,099.00	111,174.00	114,354.00	117,649.00	120,959.00	125,627.00	130,321.00	134,927.00	139,533.00				
175	2	113,941.00	117,223.00	120,615.00	124,127.00	126,834.00	131,483.00	136,118.00	140,833.00	145,390.00	150,089.00	154,753.00		
175	3	119,787.00	123,270.00	126,873.00	130,606.00	132,693.00	137,330.00	141,935.00	146,631.00	151,339.00	155,948.00	160,614.00	165,249.00	169,915.00
195	1	118,135.33	121,561.78	125,105.20	128,776.78	132,465.07	137,666.53	142,897.00	148,029.40	153,161.80				
195	2	124,645.00	128,302.09	132,081.73	135,995.11	139,011.49	144,191.80	149,356.51	154,610.38	159,688.18	164,924.20	170,121.22		
195	3	131,159.11	135,040.18	139,054.93	143,214.58	145,540.09	150,707.02	155,838.31	161,071.00	166,317.07	171,452.80	176,652.07	181,816.78	187,016.02
197	1	119,138.97	122,600.55	126,180.32	129,889.55	133,615.67	138,870.49	144,154.60	149,339.64	154,524.68				
197	2	125,715.40	129,410.00	133,228.41	137,181.92	140,229.24	145,462.68	150,680.36	155,988.11	161,117.99	166,407.72	171,658.05		
197	3	132,296.32	136,217.19	140,273.13	144,475.43	146,824.80	152,044.73	157,228.64	162,515.00	167,814.87	173,003.28	178,255.87	183,473.55	188,726.13
214	1	127,669.86	131,430.16	135,318.84	139,348.16	143,395.82	149,104.10	154,844.20	160,476.68	166,109.16				
214	2	134,813.80	138,827.22	142,975.14	147,269.82	150,580.10	156,265.16	161,933.10	167,698.88	173,271.44	179,017.64	184,721.04		
214	3	141,962.62	146,221.84	150,627.78	155,192.72	157,744.82	163,415.20	169,046.46	174,789.00	180,546.22	186,182.36	191,888.22	197,556.16	203,262.00
219	1	130,178.94	134,027.10	138,006.64	142,130.10	146,272.34	152,113.98	157,988.20	163,752.28	169,516.36				
219	2	137,489.80	141,596.99	145,841.82	150,236.85	153,624.47	159,442.36	165,242.73	171,143.22	176,845.98	182,726.44	188,563.10		
219	3	144,805.65	149,164.38	153,673.26	158,344.86	160,956.59	166,759.46	172,522.29	178,399.00	184,290.74	190,058.56	195,897.74	201,698.10	207,537.26
Annual Salary Grades for Full-Time Faculty with Professional Growth (DEISA) & Professional Growth & SPOT														
175	1	109,856.00	112,992.00	116,236.00	119,597.00	122,973.00	127,734.00	132,522.00	137,220.00	141,919.00				
175	2	115,815.00	119,162.00	122,622.00	126,204.00	128,966.00	133,708.00	138,435.00	143,245.00	147,893.00	152,686.00	157,443.00		
175	3	121,778.00	125,330.00	129,005.00	132,813.00	134,942.00	139,671.00	144,369.00	149,158.00	153,961.00	158,662.00	163,421.00	168,149.00	172,908.00
195	1	120,092.42	123,587.40	127,201.68	130,946.70	134,708.75	140,014.24	145,349.32	150,584.37	155,819.42				
195	2	126,732.28	130,462.51	134,317.74	138,309.39	141,386.10	146,670.02	151,938.02	157,296.97	162,476.32	167,817.06	173,118.02		
195	3	133,376.67	137,335.36	141,430.41	145,673.25	148,045.27	153,315.54	158,549.46	163,886.80	169,237.79	174,476.24	179,779.49	185,047.50	190,350.72
197	1	121,116.13	124,646.94	128,298.31	132,081.72	135,882.36	141,242.28	146,632.07	151,920.81	157,209.55				
197	2	127,824.09	131,592.58	135,487.36	139,519.94	142,628.20	147,966.31	153,288.35	158,702.25	163,934.73	169,330.25	174,685.59		
197	3	134,536.63	138,535.91	142,672.97	146,959.32	149,355.68	154,680.00	159,967.59	165,359.68	170,765.55	176,057.73	181,415.37	186,737.40	192,095.03
214	1	129,817.64	133,653.14	137,619.60	141,729.50	145,858.12	151,680.56	157,535.46	163,280.59	169,025.72				
214	2	137,104.46	141,198.14	145,429.02	149,809.60	153,186.08	158,984.84	164,766.14	170,647.24	176,331.25	182,192.37	188,009.84		
214	3	144,396.25	148,740.66	153,234.72	157,890.95	160,494.10	166,277.88	172,021.77	177,879.16	183,751.52	189,500.39	195,320.36	201,101.66	206,921.62
219	1	132,376.90	136,302.02	140,361.15	144,567.08	148,792.17	154,750.64	160,742.34	166,621.71	172,501.07				
219	2	139,833.98	144,023.31	148,353.04	152,835.97	156,291.34	162,225.59	168,141.96	174,160.46	179,977.28	185,975.35	191,928.74		
219	3	147,296.14	151,742.05	156,341.11	161,106.14	163,770.10	169,689.03	175,567.12	181,561.36	187,570.93	193,454.11	199,410.07	205,326.44	211,282.39

Service Increments (\$470 per month)

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

APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME
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 Department Co-Chair														
175	1	93,261.00	96,336.00	99,516.00	102,811.00	106,121.00	110,789.00	115,483.00	120,089.00	124,695.00	0	0	0	0
175	2	99,103.00	102,385.00	105,777.00	109,289.00	111,996.00	116,645.00	121,280.00	125,995.00	130,552.00	135,251.00	139,915.00	0	0
175	3	104,949.00	108,432.00	112,035.00	115,768.00	117,855.00	122,492.00	127,097.00	131,793.00	136,501.00	141,110.00	145,776.00	150,411.00	155,077.00
195	1	103,297.33	106,723.78	110,267.20	113,938.78	117,627.07	122,828.53	128,059.00	133,191.40	138,323.80	0	0	0	0
195	2	109,807.00	113,464.09	117,243.73	121,157.11	124,173.49	129,353.80	134,518.51	139,772.38	144,850.18	150,086.20	155,283.22		
195	3	116,321.11	120,202.18	124,216.93	128,376.58	130,702.09	135,869.02	141,000.31	146,233.00	151,479.07	156,614.80	161,814.07	166,978.78	172,178.02
197	1	104,300.97	107,762.55	111,342.32	115,051.55	118,777.67	124,032.49	129,316.60	134,501.64	139,686.68				
197	2	110,877.40	114,572.00	118,390.41	122,343.92	125,391.24	130,624.68	135,842.36	141,150.11	146,279.99	151,569.72	156,820.05		
197	3	117,458.32	121,379.19	125,435.13	129,637.43	131,986.80	137,206.73	142,390.64	147,677.00	152,976.87	158,165.28	163,417.87	168,635.55	173,888.13
214	1	112,831.86	116,592.16	120,480.84	124,510.16	128,557.82	134,266.10	140,006.20	145,638.68	151,271.16	0	0		
214	2	119,975.80	123,989.22	128,137.14	132,431.82	135,742.10	141,427.16	147,095.10	152,860.88	158,433.44	164,179.64	169,883.04		
214	3	127,124.62	131,383.84	135,789.78	140,354.72	142,906.82	148,577.20	154,208.46	159,951.00	165,708.22	171,344.36	177,050.22	182,718.16	188,424.00
219	1	115,340.94	119,189.10	123,168.64	127,292.10	131,434.34	137,275.98	143,150.20	148,914.28	154,678.36	0	0		
219	2	122,651.80	126,758.99	131,003.82	135,398.85	138,786.47	144,604.36	150,404.73	156,305.22	162,007.98	167,888.44	173,725.10		
219	3	129,967.65	134,326.38	138,835.26	143,506.86	146,118.59	151,921.46	157,684.29	163,561.00	169,452.74	175,220.56	181,059.74	186,860.10	192,699.26
Annual Salary Table for Full-Time Faculty with Professional Growth (DEISA)														
175	1	97,959.00	101,034.00	104,214.00	107,509.00	110,819.00	115,487.00	120,181.00	124,787.00	129,393.00				
175	2	103,801.00	107,083.00	110,475.00	113,987.00	116,694.00	121,343.00	125,978.00	130,693.00	135,250.00	139,949.00	144,613.00		
175	3	109,647.00	113,130.00	116,733.00	120,466.00	122,553.00	127,190.00	131,795.00	136,491.00	141,199.00	145,808.00	150,474.00	155,109.00	159,775.00
195	1	107,995.33	111,421.78	114,965.20	118,636.78	122,325.07	127,526.53	132,757.00	137,889.40	143,021.80				
195	2	114,505.00	118,162.09	121,941.73	125,855.11	128,871.49	134,051.80	139,216.51	144,470.38	149,548.18	154,784.20	159,981.22		
195	3	121,019.11	124,900.18	128,914.93	133,074.58	135,400.09	140,567.02	145,698.31	150,931.00	156,177.07	161,312.80	166,512.07	171,676.78	176,876.02
197	1	108,998.97	112,460.55	116,040.32	119,749.55	123,475.67	128,730.49	134,014.60	139,199.64	144,384.68				
197	2	115,575.40	119,270.00	123,088.41	127,041.92	130,089.24	135,322.68	140,540.36	145,848.11	150,977.99	156,267.72	161,518.05		
197	3	122,156.32	126,077.19	130,133.13	134,335.43	136,684.80	141,904.73	147,088.64	152,375.00	157,674.87	162,863.28	168,115.87	173,333.55	178,586.13
214	1	117,529.86	121,290.16	125,178.84	129,208.16	133,255.82	138,964.10	144,704.20	150,336.68	155,969.16				
214	2	124,673.80	128,687.22	132,835.14	137,129.82	140,440.10	146,125.16	151,793.10	157,558.88	163,131.44	168,877.64	174,581.04		
214	3	131,822.62	136,081.84	140,487.78	145,052.72	147,604.82	153,275.20	158,906.46	164,649.00	170,406.22	176,042.36	181,748.22	187,416.16	193,122.00
219	1	120,038.94	123,887.10	127,866.64	131,990.10	136,132.34	141,973.98	147,848.20	153,612.28	159,376.36				
219	2	127,349.80	131,456.99	135,701.82	140,096.85	143,484.47	149,302.36	155,102.73	161,003.22	166,705.98	172,586.44	178,423.10		
219	3	134,665.65	139,024.38	143,533.26	148,204.86	150,816.59	156,619.46	162,382.29	168,259.00	174,150.74	179,918.56	185,757.74	191,558.10	197,397.26

APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME
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 with Professional Growth														
175	1	97,959.00	101,034.00	104,214.00	107,509.00	110,819.00	115,487.00	120,181.00	124,787.00	129,393.00	0	0	0	0
175	2	103,801.00	107,083.00	110,475.00	113,987.00	116,694.00	121,343.00	125,978.00	130,693.00	135,250.00	139,949.00	144,613.00	0	0
175	3	109,647.00	113,130.00	116,733.00	120,466.00	122,553.00	127,190.00	131,795.00	136,491.00	141,199.00	145,808.00	150,474.00	155,109.00	159,775.00
195	1	107,995.33	111,421.78	114,965.20	118,636.78	122,325.07	127,526.53	132,757.00	137,889.40	143,021.80	0	0	0	0
195	2	114,505.00	118,162.09	121,941.73	125,855.11	128,871.49	134,051.80	139,216.51	144,470.38	149,548.18	154,784.20	159,981.22	0	0
195	3	121,019.11	124,900.18	128,914.93	133,074.58	135,400.09	140,567.02	145,698.31	150,931.00	156,177.07	161,312.80	166,512.07	171,676.78	176,876.02
197	1	108,998.97	112,460.55	116,040.32	119,749.55	123,475.67	128,730.49	134,014.60	139,199.64	144,384.68	0	0	0	0
197	2	115,575.40	119,270.00	123,088.41	127,041.92	130,089.24	135,322.68	140,540.36	145,848.11	150,977.99	156,267.72	161,518.05	0	0
197	3	122,156.32	126,077.19	130,133.13	134,335.43	136,684.80	141,904.73	147,088.64	152,375.00	157,674.87	162,863.28	168,115.87	173,333.55	178,586.13
214	1	117,529.86	121,290.16	125,178.84	129,208.16	133,255.82	138,964.10	144,704.20	150,336.68	155,969.16	0	0	0	0
214	2	124,673.80	128,687.22	132,835.14	137,129.82	140,440.10	146,125.16	151,793.10	157,558.88	163,131.44	168,877.64	174,581.04	0	0
214	3	131,822.62	136,081.84	140,487.78	145,052.72	147,604.82	153,275.20	158,906.46	164,649.00	170,406.22	176,042.36	181,748.22	187,416.16	193,122.00
219	1	120,038.94	123,887.10	127,866.64	131,990.10	136,132.34	141,973.98	147,848.20	153,612.28	159,376.36	0	0	0	0
219	2	127,349.80	131,456.99	135,701.82	140,096.85	143,484.47	149,302.36	155,102.73	161,003.22	166,705.98	172,586.44	178,423.10	0	0
219	3	134,665.65	139,024.38	143,533.26	148,204.86	150,816.59	156,619.46	162,382.29	168,259.00	174,150.74	179,918.56	185,757.74	191,558.10	197,397.26
Annual Salary Table for Full-Time Faculty with SPOT														
175	1	95,018.00	98,154.00	101,398.00	104,759.00	108,135.00	112,896.00	117,684.00	122,382.00	127,081.00	0	0	0	0
175	2	100,977.00	104,324.00	107,784.00	111,366.00	114,128.00	118,870.00	123,597.00	128,407.00	133,055.00	137,848.00	142,605.00	0	0
175	3	106,940.00	110,492.00	114,167.00	117,975.00	120,104.00	124,833.00	129,531.00	134,320.00	139,123.00	143,824.00	148,583.00	153,311.00	158,070.00
195	1	105,254.42	108,749.40	112,363.68	116,108.70	119,870.75	125,176.24	130,511.32	135,746.37	140,981.42	0	0	0	0
195	2	111,894.28	115,624.51	119,479.74	123,471.39	126,548.10	131,832.02	137,100.02	142,458.97	147,638.32	152,979.06	158,280.02	0	0
195	3	118,538.67	122,497.36	126,592.41	130,835.25	133,207.27	138,477.54	143,711.46	149,048.80	154,399.79	159,638.24	164,941.49	170,209.50	175,512.72
197	1	106,278.13	109,808.94	113,460.31	117,243.72	121,044.36	126,404.28	131,794.07	137,082.81	142,371.55	0	0	0	0
197	2	112,986.09	116,754.58	120,649.36	124,681.94	127,790.20	133,128.31	138,450.35	143,864.25	149,096.73	154,492.25	159,847.59	0	0
197	3	119,698.63	123,697.91	127,834.97	132,121.32	134,517.68	139,842.00	145,129.59	150,521.68	155,927.55	161,219.73	166,577.37	171,899.40	177,257.03
214	1	114,979.64	118,815.14	122,781.60	126,891.50	131,020.12	136,842.56	142,697.46	148,442.59	154,187.72	0	0	0	0
214	2	122,266.46	126,360.14	130,591.02	134,971.60	138,348.08	144,146.84	149,928.14	155,809.24	161,493.25	167,354.37	173,171.84	0	0
214	3	129,558.25	133,902.66	138,396.72	143,052.95	145,656.10	151,439.88	157,183.77	163,041.16	168,913.52	174,662.39	180,482.36	186,263.66	192,083.62
219	1	117,538.90	121,464.02	125,523.15	129,729.08	133,954.17	139,912.64	145,904.34	151,783.71	157,663.07	0	0	0	0
219	2	124,995.98	129,185.31	133,515.04	137,997.97	141,453.34	147,387.59	153,303.96	159,322.46	165,139.28	171,137.35	177,090.74	0	0
219	3	132,458.14	136,904.05	141,503.11	146,268.14	148,932.10	154,851.03	160,729.12	166,723.36	172,732.93	178,616.11	184,572.07	190,488.44	196,444.39

APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME
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 Grades for Full-Time Faculty with SPOT & Professional Growth (DEISA)														
175	1	99,716.00	102,852.00	106,096.00	109,457.00	112,833.00	117,594.00	122,382.00	127,080.00	131,779.00				
175	2	105,675.00	109,022.00	112,482.00	116,064.00	118,826.00	123,568.00	128,295.00	133,105.00	137,753.00	142,546.00	147,303.00		
175	3	111,638.00	115,190.00	118,865.00	122,673.00	124,802.00	129,531.00	134,229.00	139,018.00	143,821.00	148,522.00	153,281.00	158,009.00	162,768.00
195	1	109,952.42	113,447.40	117,061.68	120,806.70	124,568.75	129,874.24	135,209.32	140,444.37	145,679.42				
195	2	116,592.28	120,322.51	124,177.74	128,169.39	131,246.10	136,530.02	141,798.02	147,156.97	152,336.32	157,677.06	162,978.02		
195	3	123,236.67	127,195.36	131,290.41	135,533.25	137,905.27	143,175.54	148,409.46	153,746.80	159,097.79	164,336.24	169,639.49	174,907.50	180,210.72
197	1	110,976.13	114,506.94	118,158.31	121,941.72	125,742.36	131,102.28	136,492.07	141,780.81	147,069.55				
197	2	117,684.09	121,452.58	125,347.36	129,379.94	132,488.20	137,826.31	143,148.35	148,562.25	153,794.73	159,190.25	164,545.59		
197	3	124,396.63	128,395.91	132,532.97	136,819.32	139,215.68	144,540.00	149,827.59	155,219.68	160,625.55	165,917.73	171,275.37	176,597.40	181,955.03
214	1	119,677.64	123,513.14	127,479.60	131,589.50	135,718.12	141,540.56	147,395.46	153,140.59	158,885.72				
214	2	126,964.46	131,058.14	135,289.02	139,669.60	143,046.08	148,844.84	154,626.14	160,507.24	166,191.25	172,052.37	177,869.84		
214	3	134,256.25	138,600.66	143,094.72	147,750.95	150,354.10	156,137.88	161,881.77	167,739.16	173,611.52	179,360.39	185,180.36	190,961.66	196,781.62
219	1	122,236.90	126,162.02	130,221.15	134,427.08	138,652.17	144,610.64	150,602.34	156,481.71	162,361.07				
219	2	129,693.98	133,883.31	138,213.04	142,695.97	146,151.34	152,085.59	158,001.96	164,020.46	169,837.28	175,835.35	181,788.74		
219	3	137,156.14	141,602.05	146,201.11	150,966.14	153,630.10	159,549.03	165,427.12	171,421.36	177,430.93	183,314.11	189,270.07	195,186.44	201,142.39
Annual Salary Grades for Full-Time Faculty with SPOT & Professional Growth														
175	1	99,716.00	102,852.00	106,096.00	109,457.00	112,833.00	117,594.00	122,382.00	127,080.00	131,779.00	0	0	0	0
175	2	105,675.00	109,022.00	112,482.00	116,064.00	118,826.00	123,568.00	128,295.00	133,105.00	137,753.00	142,546.00	147,303.00	0	0
175	3	111,638.00	115,190.00	118,865.00	122,673.00	124,802.00	129,531.00	134,229.00	139,018.00	143,821.00	148,522.00	153,281.00	158,009.00	162,768.00
195	1	109,952.42	113,447.40	117,061.68	120,806.70	124,568.75	129,874.24	135,209.32	140,444.37	145,679.42	0	0	0	0
195	2	116,592.28	120,322.51	124,177.74	128,169.39	131,246.10	136,530.02	141,798.02	147,156.97	152,336.32	157,677.06	162,978.02	0	0
195	3	123,236.67	127,195.36	131,290.41	135,533.25	137,905.27	143,175.54	148,409.46	153,746.80	159,097.79	164,336.24	169,639.49	174,907.50	180,210.72
197	1	110,976.13	114,506.94	118,158.31	121,941.72	125,742.36	131,102.28	136,492.07	141,780.81	147,069.55	0	0	0	0
197	2	117,684.09	121,452.58	125,347.36	129,379.94	132,488.20	137,826.31	143,148.35	148,562.25	153,794.73	159,190.25	164,545.59	0	0
197	3	124,396.63	128,395.91	132,532.97	136,819.32	139,215.68	144,540.00	149,827.59	155,219.68	160,625.55	165,917.73	171,275.37	176,597.40	181,955.03
214	1	119,677.64	123,513.14	127,479.60	131,589.50	135,718.12	141,540.56	147,395.46	153,140.59	158,885.72	0	0	0	0
214	2	126,964.46	131,058.14	135,289.02	139,669.60	143,046.08	148,844.84	154,626.14	160,507.24	166,191.25	172,052.37	177,869.84	0	0
214	3	134,256.25	138,600.66	143,094.72	147,750.95	150,354.10	156,137.88	161,881.77	167,739.16	173,611.52	179,360.39	185,180.36	190,961.66	196,781.62
219	1	122,236.90	126,162.02	130,221.15	134,427.08	138,652.17	144,610.64	150,602.34	156,481.71	162,361.07	0	0	0	0
219	2	129,693.98	133,883.31	138,213.04	142,695.97	146,151.34	152,085.59	158,001.96	164,020.46	169,837.28	175,835.35	181,788.74	0	0
219	3	137,156.14	141,602.05	146,201.11	150,966.14	153,630.10	159,549.03	165,427.12	171,421.36	177,430.93	183,314.11	189,270.07	195,186.44	201,142.39

APPENDIX B: DEPARTMENT CHAIRS REMUNERATION/REASSIGNED TIME
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 Grades for Full-Time Faculty with Professional Growth (DEISA) & Professional Growth														
175	1	102,657.00	105,732.00	108,912.00	112,207.00	115,517.00	120,185.00	124,879.00	129,485.00	134,091.00				
175	2	108,499.00	111,781.00	115,173.00	118,685.00	121,392.00	126,041.00	130,676.00	135,391.00	139,948.00	144,647.00	149,311.00		
175	3	114,345.00	117,828.00	121,431.00	125,164.00	127,251.00	131,888.00	136,493.00	141,189.00	145,897.00	150,506.00	155,172.00	159,807.00	164,473.00
195	1	112,693.33	116,119.78	119,663.20	123,334.78	127,023.07	132,224.53	137,455.00	142,587.40	147,719.80				
195	2	119,203.00	122,860.09	126,639.73	130,553.11	133,569.49	138,749.80	143,914.51	149,168.38	154,246.18	159,482.20	164,679.22		
195	3	125,717.11	129,598.18	133,612.93	137,772.58	140,098.09	145,265.02	150,396.31	155,629.00	160,875.07	166,010.80	171,210.07	176,374.78	181,574.02
197	1	113,696.97	117,158.55	120,738.32	124,447.55	128,173.67	133,428.49	138,712.60	143,897.64	149,082.68				
197	2	120,273.40	123,968.00	127,786.41	131,739.92	134,787.24	140,020.68	145,238.36	150,546.11	155,675.99	160,965.72	166,216.05		
197	3	126,854.32	130,775.19	134,831.13	139,033.43	141,382.80	146,602.73	151,786.64	157,073.00	162,372.87	167,561.28	172,813.87	178,031.55	183,284.13
214	1	122,227.86	125,988.16	129,876.84	133,906.16	137,953.82	143,662.10	149,402.20	155,034.68	160,667.16				
214	2	129,371.80	133,385.22	137,533.14	141,827.82	145,138.10	150,823.16	156,491.10	162,256.88	167,829.44	173,575.64	179,279.04		
214	3	136,520.62	140,779.84	145,185.78	149,750.72	152,302.82	157,973.20	163,604.46	169,347.00	175,104.22	180,740.36	186,446.22	192,114.16	197,820.00
219	1	124,736.94	128,585.10	132,564.64	136,688.10	140,830.34	146,671.98	152,546.20	158,310.28	164,074.36				
219	2	132,047.80	136,154.99	140,399.82	144,794.85	148,182.47	154,000.36	159,800.73	165,701.22	171,403.98	177,284.44	183,121.10		
219	3	139,363.65	143,722.38	148,231.26	152,902.86	155,514.59	161,317.46	167,080.29	172,957.00	178,848.74	184,616.56	190,455.74	196,256.10	202,095.26
Annual Salary Grades for Full-Time Faculty with Professional Growth (DEISA) & Professional Growth & SPOT														
175	1	104,414.00	107,550.00	110,794.00	114,155.00	117,531.00	122,292.00	127,080.00	131,778.00	136,477.00				
175	2	110,373.00	113,720.00	117,180.00	120,762.00	123,524.00	128,266.00	132,993.00	137,803.00	142,451.00	147,244.00	152,001.00		
175	3	116,336.00	119,888.00	123,563.00	127,371.00	129,500.00	134,229.00	138,927.00	143,716.00	148,519.00	153,220.00	157,979.00	162,707.00	167,466.00
195	1	114,650.42	118,145.40	121,759.68	125,504.70	129,266.75	134,572.24	139,907.32	145,142.37	150,377.42				
195	2	121,290.28	125,020.51	128,875.74	132,867.39	135,944.10	141,228.02	146,496.02	151,854.97	157,034.32	162,375.06	167,676.02		
195	3	127,934.67	131,893.36	135,988.41	140,231.25	142,603.27	147,873.54	153,107.46	158,444.80	163,795.79	169,034.24	174,337.49	179,605.50	184,908.72
197	1	115,674.13	119,204.94	122,856.31	126,639.72	130,440.36	135,800.28	141,190.07	146,478.81	151,767.55				
197	2	122,382.09	126,150.58	130,045.36	134,077.94	137,186.20	142,524.31	147,846.35	153,260.25	158,492.73	163,888.25	169,243.59		
197	3	129,094.63	133,093.91	137,230.97	141,517.32	143,913.68	149,238.00	154,525.59	159,917.68	165,323.55	170,615.73	175,973.37	181,295.40	186,653.03
214	1	124,375.64	128,211.14	132,177.60	136,287.50	140,416.12	146,238.56	152,093.46	157,838.59	163,583.72				
214	2	131,662.46	135,756.14	139,987.02	144,367.60	147,744.08	153,542.84	159,324.14	165,205.24	170,889.25	176,750.37	182,567.84		
214	3	138,954.25	143,298.66	147,792.72	152,448.95	155,052.10	160,835.88	166,579.77	172,437.16	178,309.52	184,058.39	189,878.36	195,659.66	201,479.62
219	1	126,934.90	130,860.02	134,919.15	139,125.08	143,350.17	149,308.64	155,300.34	161,179.71	167,059.07				
219	2	134,391.98	138,581.31	142,911.04	147,393.97	150,849.34	156,783.59	162,699.96	168,718.46	174,535.28	180,533.35	186,486.74		
219	3	141,854.14	146,300.05	150,899.11	155,664.14	158,328.10	164,247.03	170,125.12	176,119.36	182,128.93	188,012.11	193,968.07	199,884.44	205,840.39

Service Increments (\$470 per month)

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