ARTICLE 11  
Salaries

Section A. Returning Faculty.

Subd. 1. Salaries of tenured, probationary, fixed-term, and non-tenure track faculty members covered by this Agreement shall be at the rates set forth below on the salary schedule as full-time nine-month (168 days) base salaries.

Subd. 2. Faculty members who were in the bargaining unit in FY ~~2021~~ 2023 and who return in ~~FY 2022 shall remain on the same step on the FY 2022 salary schedule~~ FY 2024 shall move to the same numerical step on the FY 2024 salary schedule and then advance one step on the FY 2024 salary schedule as described in Subd. 4 of this section.

Subd. 3. Effective July 1, ~~2022~~ 2024, faculty members who were in the bargaining unit in FY ~~2022~~ 2024 and who return in FY ~~2023~~ 2025 shall move to the same numerical step on the FY ~~2023~~ 2025 salary schedule and then advance one step on the FY ~~2023~~ 2025 salary schedule as described in Subd. 4 of this section.

Subd. 4. After receiving step advancements for promotion provided for in Section B, the minimum step placement provided for in Section L, and career steps provided for in Section K of this Article, faculty shall receive returning step advancements, if any, provided in this section.

Section B. Promoted Faculty.

Subd. 1. Faculty members who are promoted to the next higher rank shall advance two steps on the salary schedule. The step movement provided for in this subdivision shall be implemented prior to the implementation of the minimum step placement provided for in Section L of this Article, and shall be in addition to the step movement provided in Section A, if any.

Subd. 2. Promotions shall be effective with the start of the Fiscal Year following the President’s decision to promote.

Section C. Faculty Who Provide Early Notice of Retirement.

Subd. 1. Commencing July 1, 2020, faculty members who elect to retire with at least 15 years of service in the Minnesota State Universities and who are at least 55 shall have their salary placement increased by two additional steps on the salary schedule established in this Agreement in the final two semesters of employment. To receive this benefit the affected faculty member must submit a written letter of retirement by October 15 if retirement will occur no earlier than the end of the following spring semester but no later than the day prior to the beginning of the subsequent fall semester or by January 15 if retirement will occur at the end of the subsequent fall semester. Faculty who cannot receive the early notification of retirement steps provided for in this section because they are on the top step of the salary schedule shall receive a one-time payment of $4,800 (pro-rated by FTE) in lieu of the step increase provided for in this section. Instructors who cannot receive the early notification of retirement steps provided for in this section because they are at the maximum salary allowed on the salary schedule shall receive a one-time payment of $1,490 (pro-rated by FTE) in lieu of the step increase provided for in this section. For faculty members on a nine-month appointment outside of the academic year, notice of retirement must be given not later than the sixtieth calendar day after the commencement of the final nine-month appointment.

Subd. 2. The additional two step increase provided for in this section for early notice of retirement shall be implemented following the step advancements for promotion provided for in Section B, the minimum step placement provided for in Section L, career steps provided for in Section K, returning step advancements provided for in Section A, and any step adjustments resulting from a salary equity review provided for in Section I of this Article.

Section D. New Faculty Assignment and Placement.

Subd. 1. New faculty hired during the term of this Agreement shall be assigned to an appropriate rank in accordance with Article 21, Section D.

**Subd. 2**. ~~During FY 2020, new faculty members beginning employment shall be placed in the appropriate lane at the salary, which is nearest to, but not less than, the salary offered on appointment. Effective July 1, 2022, new~~ New faculty members beginning employment shall be placed on a step on the ~~FY 2023~~ ~~the~~ applicable salary schedule at the salary, which is nearest to, but not less than, the salary offered on appointment.

Subd. 3. After implementation of Subdivisions 1-2 of this section and subject to the minimum step placements, new faculty members shall be deemed to have been placed upon the appropriate step, and no further step placement movement or calculations shall be made.

Section E. Service at the Top of the Schedule.

Effective July 1, 2020, all faculty who have been at the maximum salary allowed on the salary schedule for five consecutive years, without a salary adjustment, shall receive the equivalent of a two step (approximately a 4.85%) salary adjustment in the next year. Partial years of service at the maximum salary allowed on the salary schedule and years in which the maximum salary allowed on the salary schedule is changed shall not be counted toward the calculation of the five year period.

Section F. Death in Service. If a faculty member who meets the eligibility requirements for Employer-paid insurance benefits dies after the faculty member’s first duty day of employment, but before employee insurance coverage becomes effective, the unpaid balance of the faculty member’s annual salary shall be paid to the faculty member’s spouse/domestic partner or children. Payment of this sum to the domestic partner of the faculty member is contingent on the faculty member previously having identified the domestic partner to the university in writing as a domestic partner or emergency contact. In the event of multiple potential recipients, the university can satisfy its obligation by paying the appropriate sum to the estate of the deceased faculty member.

Section G. Health and Dental Premium and Expense Accounts, HRA and HCSP.

Subd. 1. The Employer agrees to provide insurance-eligible employees with the option to pay for the employee portion of health and dental premiums on a pre-tax basis as permitted by law or regulation. Additionally, the Employer agrees to allow eligible employees to participate in a medical and dental expense reimbursement program to cover allowable expenses on a pre-tax basis as permitted by law or regulation and to the extent this program is offered by and within the parameters set by Minnesota Management and Budget, including the minimum and maximum amount of salary reduction contributions.

Subd. 2. Effective January 1, ~~2010~~ 2024, the Employer shall make a lump-sum contribution of ~~eight hundred dollars ($800)~~ $1000 to a Health Reimbursement Arrangement (HRA) account at the beginning of each calendar year on behalf of each faculty member eligible to participate in the HRA Plan as provided in the written HRA Plan document. Expenses arising from the implementation and administration of the HRA Plan shall be paid by the Employer. Upon written notice to the Director of Human Resources of the State University, or to the System Director for Employee Benefits and Compensation, a faculty member eligible to receive an HRA may elect not to receive the benefit.

Subd. 3. ~~At~~ Effective January 1, 2024, at the beginning of January each year, the Employer will make ~~an~~ a ~~eight hundred dollar ($800)~~ $1000 contribution to a post-employment Health Care Savings Plan (HCSP) on behalf of all faculty members who are a) employed in the bargaining unit at that time and b) are receiving a full or partial Employer contribution toward the State Employee Group Insurance Program. Employees who received or elect not to receive an HRA contribution as described in Subd. 2, shall not be eligible for the HCSP contribution in the same calendar year. Faculty members who are on an FMLA or USERRA qualifying leave at the beginning of January but who would otherwise satisfy the eligibility criteria will be deemed eligible for the Employer contribution to an HCSP.

Section H. Dependent Care Expense Account. The Employer agrees to provide insurance-eligible faculty members with the option to participate in a dependent care reimbursement program for work-related dependent care expenses on a pre-tax basis as permitted by law or regulation.

Section I. Salary Equity.

Subd. 1. The Salary Review Committee (“SRC”) shall be continued for the life of this Agreement. The SRC may propose to both the IFO and ~~MnSCU~~ Minnesota State procedures and processes, which will reduce the likelihood of inequitable salaries. The SRC will annually review the salaries of new hires, and may recommend an adjusted step placement based on the then current salary schedule.

Subd. 2. Faculty members who are promoted after July 1, 2007, will be assessed by the university using the then current procedures applicable to a new hire in the same department or program at the new rank to which the faculty member has been promoted. Salary assessments will be conducted following the step advancements for promotion provided for in

Section B, the minimum step placement provided for in Section L, career steps provided for in Section K, and returning step advancements provided for in Section A of this Article. Based on this assessment, the faculty member’s salary will be increased additional steps, if necessary, so that the promoted faculty member’s salary is consistent with a salary that would be paid to a similarly situated new hire. The step movement provided in this subdivision is in addition to the step movement provided for in Section B of this Article. The university shall provide the faculty member, the System Office and the IFO with written notice of a salary review upon promotion. The notice shall indicate whether or not the faculty member’s salary will be increased additional steps, the basis for the decision, and the new salary to be paid.

Subd. 3. A faculty member who submits proof of completion of a terminal degree (e.g., a certified transcript) from an accredited institution in their primary assignment area will have their salary re-assessed by the university using the current procedures applicable to a new hire in the same department or program in which the faculty member is currently assigned. Proof of degree completion must be submitted to the university human resources office. Salary assessments will be conducted following the step advancements for promotion provided for in Section B, the minimum step placement provided for in Section L, career steps provided for in Section K, and returning step advancements provided for in Section A of this Article. Based on this reassessment, the faculty member’s salary will be increased additional steps, if necessary, so that the faculty member’s salary is consistent with a salary that would be paid to a similarly situated new hire. Salary increases will be implemented at the commencement of the current nine-month appointment, as indicated on the appointment form, if the terminal degree is awarded before October 1st, and at the commencement of the subsequent nine-month appointment, if the terminal degree is awarded on or after October 1st. Normally, salary adjustments will not be retroactive to a Fiscal Year prior to the year in which proof of completion is submitted. The university shall provide the faculty member, the s~~S~~ystem o~~O~~ffice and the IFO with written notice of a salary review upon completion of a terminal degree. The notice shall indicate whether or not the faculty member’s salary will be increased additional steps, the basis for the decision, and the new salary to be paid.

Subd. 4. Decisions made pursuant to Subdivisions 2 and/or 3 of this section will be submitted for review to the SRC. The SRC will issue its recommendation, if any, to the university regarding the appropriate number of steps to be awarded to the faculty member under Subdivisions 2 and/or 3 of this section. The university shall implement the recommendation of the SRC. The procedures described in this subdivision are the exclusive remedy for disputes concerning salary decisions under Subdivisions 2 and 3 of this section and such decisions shall not be subject to the grievance procedure.

Subd. 5. The SRC will complete a new analysis of the salaries of all faculty every five years in order to update and/or modify data and relevant criteria and recommend adjustments. Appeals from denials of adjustments shall be considered within the time frame established by the committee.

**Section J. Part-Time Faculty Placement on Salary Schedule**. All part-time faculty other than those faculty members having adjunct or community faculty appointments shall be placed upon the salary schedule and paid on a pro rata basis for the entire academic year or nine-month appointment year during which said amount of service is rendered. If any part-time faculty member who teaches more than 12 semester credits in any one academic year were paid less than pro rata for any semesters, during said academic year by virtue of having received an adjunct or community faculty appointment(s), the university shall, as soon as practicable after learning that the faculty member will teach more than twelve 12 semester credits during a single academic year, supplement the faculty member’s salary such that the faculty member receives full pro rata pay for the entire academic year or nine-month appointment year.

Section K. Career Steps. Starting July 1, 2018, all faculty members who have completed 10, 17, or 25 years of service shall receive two additional steps on the salary schedule at the beginning of their eleventh, eighteenth, or twenty-sixth year of service respectively.

Years of service shall be counted as of the end of the academic year.

Beginning Fiscal Year 2019, career steps shall be implemented following the step advancements for promotion provided for in Section B and the minimum step placement provided for in Section L of this Article, at the start of the Fiscal Year that corresponds to the faculty member’s eleventh, eighteenth or twenty-sixth year of service, as applicable.

The seniority roster shall be used to determine years of service. Administrators who return to the bargaining unit shall have the years served as an administrator included in the years of service for purposes of this section only. (See Appendix I)

Section L. Minimum and Maximum Salary Placement.

Effective July 1, 2020, and after returning faculty have been placed on the salary schedule as described in Section A, Subd. 2 of this Article, and after receiving the step advancements for promotion provided for in Section B of this Article, the minimum step for an Assistant Professor is step 12, the minimum step for an Associate Professor is step 17, and the minimum step for a Professor is step 24. ~~The~~ Effective July 1, 2023, the maximum salary allowed for an Instructor is step ~~twenty (20)~~ 22.

Section M. Adjunct and Community Faculty.

Subd. 1. Minimum Compensation. ~~Effective fall semester 2020, the minimum salary of adjunct and community faculty members covered by this Agreement is one thousand five hundred sixty-seven dollars ($1,567) per credit or 3.4% of step 1 on a per credit basis, whichever is more.~~ ~~Effective fall semester 2022, the minimum salary of adjunct and community faculty members covered by this Agreement is one thousand six hundred forty-five dollars ($1,645) per credit or 3.5% of step 1 on a per credit basis, whichever is more.~~  Effective fall semester 2023, the minimum salary of adjunct and community faculty members covered by this Agreement is $1,727 per credit. Effective fall semester 2024, the minimum salary of adjunct and community faculty members covered by this Agreement is $1,819 per credit.

Subd. 2. Non-Exempt Faculty. For certain adjunct and community faculty whose FLSA status is non-exempt due to work assignments with the State of Minnesota not covered by this Agreement, the university may pay a reasonable hourly rate of pay for credit generating work, provided that the aggregate pay for each credit hour of instruction is not less than the rate provided in Subd. 1 of this section.

Subd. 3. Adjunct and community faculty may be assigned to participate in safety and/or policy training. Additionally, the university may designate professional development opportunities as pay eligible. When adjunct and community faculty participate in assigned activities or such pay-eligible professional development opportunities they will be provided a stipend of not less

than $100 per day. Additional compensation for participating in such activities may be established by the President after meeting and conferring with the Association.

Section N. University Scholars.

Subd. 1. A faculty member, who has demonstrated outstanding teaching, service or scholarship in three successive years, as judged by the faculty member’s department and immediate supervisor per Article 22, shall be eligible to be appointed as a University Scholar. University Scholars shall be determined solely by the exercise of Presidential discretion. No more than 5% of the university’s complement of faculty members and no more than the larger of 10% or one faculty member in any department may be University Scholars at a given time. A faculty member can serve successive appointments as a University Scholar.

Subd. 2. The selection of University Scholars will be based on one or more of the following factors:

* number and quality of scholarly publications;
* creativity and/or recognition in artistic works;
* progress in establishing or developing a research program;
* high level of instructional effectiveness;
* other scholarly activity performed at an exemplary level.

In selecting University Scholars, the President may consider a variety of sources of evidence of outstanding teaching, service or scholarship, including but not limited to, scholarly publications, coverage in local and/or national media, unsolicited recognition by local or national service or professional organizations or agencies, professional development reports, departmental evaluations/recommendations, and assessments by supervisors.

Subd. 3. A faculty member who is appointed as a University Scholar shall receive a one time lump sum payment of up to $6,000 in each year as University Scholar, as determined by the President.

Section O. Endowed Chairs. Beginning July 1, 2007, after meeting and conferring with the Association, a President may institute standards and procedures for the establishment of an endowed chair position at the university and the selection of a faculty member to fill such positions. The funding to support an endowed chair position must come from sources other than tuition, fees, or the legislative appropriation to the Minnesota State Colleges and Universities, or proceeds from the same.

Subd. 1. A faculty member who is selected to serve in an endowed chair position may serve in such position for the period of time specified by the President. A faculty member’s period of service in an endowed chair position may be terminated at any time by the President. Upon completion of a faculty member’s period of service in an endowed chair position, the faculty member shall return to the faculty member’s prior employment status including salary at the university, if any. If immediately preceding the faculty member’s appointment as an endowed chair, a faculty member was not employed at the university in a position of continuing status, the faculty member’s employment shall terminate upon completion of service as an endowed chair.

Subd. 2. The salary for a faculty member selected to serve in an endowed chair position shall meet or exceed the minimum salary for a full Professor. A salary set under this section must be in accord with the other compensation provisions in this Agreement. Service in an endowed chair position shall not be understood to be equivalent to service as a department chair as described in Article 20.

Section P. Grants and External Contracts.

Subd. 1. Modification of Pay. For faculty member(s) who participate as an investigator or a consultant on a grant, or the individual(s) primarily responsible for the administration or implementation of a contract between the university and an external third-party, the faculty member’s rate of pay may be modified as follows:

1. The regular duty day rate of pay may be supplemented for a specified period of time;
2. If permitted by the grant or external third-party contract, a salary supplement may be paid for related duties performed by non-adjunct faculty during academic breaks. The salary supplement provided in this paragraph may be in addition to or in lieu of other forms of compensation available under the terms of this Agreement.

All such modifications of a faculty member’s salary require the agreement of the affected faculty member.

Subd. 2. Consistency. All additional compensation and/or reimbursement provided for in this section shall be consistent with the applicable grant or external contract.

Subd. 3. Notice to the Association. The Administration shall provide the Association with timely notice of all changes made to faculty compensation pursuant to this section.

Subd. 4. Adjuncts. To the extent that an adjunct/community faculty member is assigned work funded by a grant or an external third-party contract, the adjunct/community faculty member shall be compensated with credits. Such work shall not count against the cap on adjunct/community faculty workloads provided elsewhere in this Agreement.

Section Q. Counter-Offers. The parties recognize that a university may from time-to-time deem it necessary to adjust the base salary of a current probationary or tenured faculty member who has provided proof that the faculty member has been offered prospective employment at another accredited four-year college or university, not part of the Minnesota State system at a higher salary.

If such an adjustment is made, it will be implemented by moving the base salary of the affected faculty member to another step on the salary schedule. The maximum adjustment per counter-offer shall not exceed six steps. If the university implements such an adjustment, it shall promptly provide written notice to the Local Association. A faculty member is limited to two such adjustments pursuant to this section throughout their entire employment with Minnesota State Universities. Faculty members whose salaries are adjusted as provided in this section will be excluded from any salary study, or as a point of comparison for the purpose of evaluating or setting the salaries paid to other faculty members, except that the Salary Review Committee may choose to include such faculty for these purposes.

Section R. Orientation. Newly hired probationary and fixed-term faculty will be assigned to new faculty orientation prior to the start of their first semester. Adjunct and community faculty will be offered the opportunity to participate in new faculty orientation.

Newly hired probationary and fixed-term faculty shall receive one extra duty day for participation in new faculty orientation. Adjunct and community faculty shall receive a stipend of not less than $100 for participation in new faculty orientation.

Faculty will receive only one extra duty day or one stipend for orientation per faculty member per university under this section.

Section S. Salary Schedule

|  |  |  |  |
| --- | --- | --- | --- |
| **~~Fiscal Year 2022 Salary Schedule~~** | | | |
| ~~Step~~ | ~~Salary~~ | ~~Step~~ | ~~Salary~~ |
| ~~1~~ | ~~45,985~~ | ~~27~~ | ~~85,117~~ |
| ~~2~~ | ~~47,086~~ | ~~28~~ | ~~87,156~~ |
| ~~3~~ | ~~48,214~~ | ~~29~~ | ~~89,246~~ |
| ~~4~~ | ~~49,369~~ | ~~30~~ | ~~91,383~~ |
| ~~5~~ | ~~50,553~~ | ~~31~~ | ~~93,574~~ |
| ~~6~~ | ~~51,766~~ | ~~32~~ | ~~95,816~~ |
| ~~7~~ | ~~53,005~~ | ~~33~~ | ~~98,113~~ |
| ~~8~~ | ~~54,276~~ | ~~34~~ | ~~100,463~~ |
| ~~9~~ | ~~55,578~~ | ~~35~~ | ~~102,873~~ |
| ~~10~~ | ~~56,908~~ | ~~36~~ | ~~105,335~~ |
| ~~11~~ | ~~58,273~~ | ~~37~~ | ~~107,861~~ |
| ~~12~~~~\*~~ | ~~59,668~~ | ~~38~~ | ~~110,445~~ |
| ~~13~~ | ~~61,098~~ | ~~39~~ | ~~113,090~~ |
| ~~14~~ | ~~62,562~~ | ~~40~~ | ~~115,802~~ |
| ~~15~~ | ~~64,061~~ | ~~41~~ | ~~118,576~~ |
| ~~16~~ | ~~65,597~~ | ~~42~~ | ~~121,421~~ |
| ~~17~~~~+~~ | ~~67,168~~ | ~~43~~ | ~~124,327~~ |
| ~~18~~~~#~~ | ~~68,779~~ | ~~44~~ | ~~127,307~~ |
| ~~19~~ | ~~70,426~~ | ~~45~~ | ~~130,359~~ |
| ~~20~~ | ~~72,113~~ | ~~46~~ | ~~133,484~~ |
| ~~21~~ | ~~73,844~~ | ~~47~~ | ~~136,686~~ |
| ~~22~~ | ~~75,612~~ | ~~48~~ | ~~139,962~~ |
| ~~23~~ | ~~77,423~~ | ~~49~~ | ~~143,315~~ |
| ~~24~~~~~~~ | ~~79,281~~ | ~~50~~ | ~~146,749~~ |
| ~~25~~ | ~~81,178~~ | ~~51~~ | ~~150,267~~ |
| ~~26~~ | ~~83,124~~ | ~~52~~ | ~~153,874~~ |
| ~~\* Minimum step for an Assistant Professor~~  ~~+ Minimum step for an Associate Professor~~  ~~# Maximum salary for an Instructor~~  ~~~ Minimum step for a Professor~~ | | | |

|  |  |  |  |
| --- | --- | --- | --- |
| **~~Fiscal Year 2023 Salary Schedule~~** | | | |
| ~~Step~~ | ~~Salary~~ | ~~Step~~ | ~~Salary~~ |
| ~~1~~ | ~~46,767~~ | ~~28~~ | ~~88,638~~ |
| ~~2~~ | ~~47,886~~ | ~~29~~ | ~~90,763~~ |
| ~~3~~ | ~~49,034~~ | ~~30~~ | ~~92,937~~ |
| ~~4~~ | ~~50,208~~ | ~~31~~ | ~~95,165~~ |
| ~~5~~ | ~~51,412~~ | ~~32~~ | ~~97,445~~ |
| ~~6~~ | ~~52,646~~ | ~~33~~ | ~~99,781~~ |
| ~~7~~ | ~~53,906~~ | ~~34~~ | ~~102,171~~ |
| ~~8~~ | ~~55,199~~ | ~~35~~ | ~~104,622~~ |
| ~~9~~ | ~~56,523~~ | ~~36~~ | ~~107,126~~ |
| ~~10~~ | ~~57,875~~ | ~~37~~ | ~~109,695~~ |
| ~~11~~ | ~~59,264~~ | ~~38~~ | ~~112,323~~ |
| ~~12\*~~ | ~~60,682~~ | ~~39~~ | ~~115,013~~ |
| ~~13~~ | ~~62,137~~ | ~~40~~ | ~~117,771~~ |
| ~~14~~ | ~~63,626~~ | ~~41~~ | ~~120,592~~ |
| ~~15~~ | ~~65,150~~ | ~~42~~ | ~~123,485~~ |
| ~~16~~ | ~~66,712~~ | ~~43~~ | ~~126,441~~ |
| ~~17~~~~+~~ | ~~68,310~~ | ~~44~~ | ~~129,471~~ |
| ~~18~~ | ~~69,948~~ | ~~45~~ | ~~132,575~~ |
| ~~19~~ | ~~71,623~~ | ~~46~~ | ~~135,753~~ |
| ~~20~~~~#~~ | ~~73,339~~ | ~~47~~ | ~~139,010~~ |
| ~~21~~ | ~~75,099~~ | ~~48~~ | ~~142,341~~ |
| ~~22~~ | ~~76,897~~ | ~~49~~ | ~~145,751~~ |
| ~~23~~ | ~~78,739~~ | ~~50~~ | ~~149,244~~ |
| ~~24~~~~~~~ | ~~80,629~~ | ~~51~~ | ~~152,822~~ |
| ~~25~~ | ~~82,558~~ | ~~52~~ | ~~156,490~~ |
| ~~26~~ | ~~84,537~~ | ~~53~~ | ~~160,246~~ |
| ~~27~~ | ~~86,564~~ | ~~54~~ | ~~164,092~~ |
| ~~\*Minimum step for an Assistant Professor~~ | | | |
| ~~+ Minimum step for an Associate Professor~~ | | | |
| ~~# Maximum salary for an Instructor~~ | | | |
| ~~~Minimum step for a Professor~~ | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Fiscal Year 2024 Salary Schedule | | | | |
| Step | Salary |  | Step | Salary |
| 1 | 47,983 |  | 29 | 93,123 |
| 2 | 49,132 |  | 30 | 95,353 |
| 3 | 50,309 |  | 31 | 97,639 |
| 4 | 51,514 |  | 32 | 99,978 |
| 5 | 52,749 |  | 33 | 102,375 |
| 6 | 54,015 |  | 34 | 104,827 |
| 7 | 55,308 |  | 35 | 107,342 |
| 8 | 56,634 |  | 36 | 109,911 |
| 9 | 57,992 |  | 37 | 112,547 |
| 10 | 59,380 |  | 38 | 115,243 |
| 11 | 60,804 |  | 39 | 118,003 |
| 12\* | 62,260 |  | 40 | 120,833 |
| 13 | 63,752 |  | 41 | 123,727 |
| 14 | 65,280 |  | 42 | 126,696 |
| 15 | 66,844 |  | 43 | 129,728 |
| 16 | 68,447 |  | 44 | 132,837 |
| 17+ | 70,086 |  | 45 | 136,022 |
| 18 | 71,767 |  | 46 | 139,283 |
| 19 | 73,485 |  | 47 | 142,624 |
| 20 | 75,246 |  | 48 | 146,042 |
| 21 | 77,052 |  | 49 | 149,541 |
| 22# | 78,897 |  | 50 | 153,124 |
| 23 | 80,786 |  | 51 | 156,795 |
| 24~ | 82,725 |  | 52 | 160,559 |
| 25 | 84,705 |  | 53 | 164,412 |
| 26 | 86,735 |  | 54 | 168,358 |
| 27 | 88,815 |  | 55 | 172,398 |
| 28 | 90,942 |  | 56 | 176,536 |
| \* Minimum step for an Assistant Professor | | | | |
| + Minimum step for an Associate Professor | | | | |
| # Maximum salary for an Instructor | | | | |
| ~ Minimum step for a Professor | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Fiscal Year 2025 Salary Schedule | | | | |
| Step | Salary |  | Step | Salary |
| 1 | 49,374 |  | 29 | 95,824 |
| 2 | 50,556 |  | 30 | 98,118 |
| 3 | 51,767 |  | 31 | 100,471 |
| 4 | 53,008 |  | 32 | 102,878 |
| 5 | 54,279 |  | 33 | 105,344 |
| 6 | 55,581 |  | 34 | 107,867 |
| 7 | 56,912 |  | 35 | 110,455 |
| 8 | 58,276 |  | 36 | 113,098 |
| 9 | 59,674 |  | 37 | 115,811 |
| 10 | 61,102 |  | 38 | 118,585 |
| 11 | 62,568 |  | 39 | 121,425 |
| 12\* | 64,066 |  | 40 | 124,337 |
| 13 | 65,601 |  | 41 | 127,315 |
| 14 | 67,173 |  | 42 | 130,370 |
| 15 | 68,782 |  | 43 | 133,490 |
| 16 | 70,432 |  | 44 | 136,690 |
| 17+ | 72,118 |  | 45 | 139,967 |
| 18 | 73,848 |  | 46 | 143,322 |
| 19 | 75,617 |  | 47 | 146,760 |
| 20 | 77,428 |  | 48 | 150,277 |
| 21 | 79,286 |  | 49 | 153,878 |
| 22# | 81,185 |  | 50 | 157,565 |
| 23 | 83,129 |  | 51 | 161,342 |
| 24~ | 85,124 |  | 52 | 165,215 |
| 25 | 87,161 |  | 53 | 169,180 |
| 26 | 89,250 |  | 54 | 173,240 |
| 27 | 91,390 |  | 55 | 177,398 |
| 28 | 93,580 |  | 56 | 181,656 |
|  |  |  | 57 | 186,015 |
| \* Minimum step for an Assistant Professor | | | | |
| + Minimum step for an Associate Professor | | | | |
| # Maximum salary for an Instructor | | | | |
| ~ Minimum step for a Professor | | | | |