

## 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. Starting in Fiscal Year 2021, the Instructor salary schedule and the Professor schedule will be merged into one unified schedule, as set forth in Section R of this article.

**Subd. 2.** Faculty members who were in the bargaining unit in FY ~~2017~~ 2019 and who return in FY ~~2018~~ 2020 shall remain on the same step on the FY ~~2018~~ 2020 salary schedule.

**Subd. 3.** Effective July 1, ~~2018~~ 2020, faculty members ~~who~~ with the rank of Instructor were in the bargaining unit in FY ~~2017~~ 2020, and who return in FY ~~2018~~ 2021 at the same rank shall remain on the same step on the FY 2019 salary schedule move to the step on the FY 2021 salary schedule that is numerically five steps lower than the step held in FY 2020. Faculty members with the rank of Assistant, Associate, or Full Professor in the bargaining unit in FY 2020, and who return in FY 2021 at the same rank shall move to the step on the FY 2021 salary schedule that is numerically eight steps higher than the step held in FY 2020.

**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.** After being placed on the FY 2020 salary schedule as described in Section A of this article, Faculty ~~faculty~~ members promoted from Instructor to Assistant Professor shall move to the step on the salary schedule Professor lane paying the same salary and then advance two steps. The step movement provided for in this subdivision shall be implemented prior to implementation of the minimum step placement provided for in Section L of this article, and shall be in addition to the step movement provided for in Section A.

**Subd. 2.** After being placed on the FY 2020 salary schedule as described in Section A of this article ~~Faculty~~ faculty members promoted from Assistant Professor to Associate Professor and Associate Professor to Professor shall advance two steps on the Professor lane of the salary schedule. The step movement provided for in this subdivision shall be implemented prior to 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.

**Subd. 3.** Commencing July 1, 2020 and after being placed on the FY 2021 salary schedule as described in Section A of this article 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 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. 3 4.** Promotions shall be effective with the start of the fiscal year following the President's decision to promote.

**Subd. 5.** Effective July 1, 2020, Subdivisions 1 and 2 of this section will cease to be operative.

### **Section C. Faculty Who Provide Early Notice of Retirement.**

**Subd. 1.** Faculty members who elect to retire with at least fifteen (15) years of service in the Minnesota State Universities and who are at least age fifty-five (55) shall have their salary placement increased by two additional steps on the salary schedule(s) 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 Professor lane 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. Faculty who cannot receive the early notification of retirement steps provided for in this section because they are on the top step of the Instructor lane of the salary schedule shall receive a one-time payment of \$1490 (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 60<sup>th</sup> calendar day after the commencement of the final nine-month appointment.

**Subd. 2.** Commencing July 1, 2020, faculty members who elect to retire with at least fifteen (15) years of service in the Minnesota State Universities and who are at least age fifty-five (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 60<sup>th</sup> calendar day after the commencement of the final nine-month appointment.

**Subd. 3.** 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.

**Subd. 4.** Effective July 1, 2020, Subdivision 1 of this section will cease to be operative.

#### **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 Fiscal Year 2020, New 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, 2020, new faculty members beginning employment shall be placed on a step on the FY 2021 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.**

**Subd. 1.** During Fiscal Year 2020, All all faculty who have been at the top of their salary lane for five (5) years shall receive the equivalent of a two-step (approximately a 4.85%) salary adjustment in the next year. Partial years of service at the top of the salary lane and years in which steps are added to the top of the schedule for these lanes shall not be counted toward the calculation of the five (5) year period.

**Subd. 2.** Effective July 1, 2020 all faculty who have been at the maximum salary allowed on the salary schedule for five (5) 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 (5) year period.

**Subd. 3.** Effective July 1, 2020, Subdivision 1 of this section will cease to be operative.

**Section F. Death in Service. Death in Service.** If a faculty member who meets the eligibility requirements for Employer-paid insurance benefits dies after his/her the faculty member's first duty day of employment, but before his/her employee insurance coverage becomes effective, the unpaid balance of his/her the faculty member's annual salary shall be paid to his/her the faculty member's spouse/domestic partner or dependent 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. The Employer agrees to allow employees to cover co-payments, deductibles and other medical and dental expenses, or expenses for services not covered by health or dental insurance, as permitted by law or regulation, up to a maximum expenditure of five thousand dollars (\$5,000) per insurance year. Beginning with the insurance year starting January 1, 2013, the maximum contribution permitted by federal law to the health/dental expense account is \$2,500.

**Subd. 2.** Effective January 1, 2010, the Employer shall make a lump-sum contribution of eight hundred dollars (\$800) 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 ~~Services~~ 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 the beginning of January each year, the Employer will make an \$800 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 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 ~~his/her~~ their primary assignment area will have ~~his/her~~ 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 1<sup>st</sup>, and at the commencement of the subsequent nine month appointment, if the terminal degree is awarded on or after October 1<sup>st</sup>. 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 system office 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 adjustment 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 twelve (12) 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) 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 year or nine-month appointment year.

**Section K. Career Steps.** For Fiscal Year 2018, all faculty members who have completed ten (10) years of service shall receive two (2) additional steps on the salary schedule at the beginning of their eleventh (11<sup>th</sup>) year of service. Faculty members who have completed twenty (20) years of service shall receive an additional two (2) steps on the salary schedule at the beginning of their twenty-first (21<sup>st</sup>) year of service. Faculty members who have completed thirty (30) years of service shall receive an additional two (2) steps on the salary schedule at the beginning of their thirty-first (31<sup>st</sup>) year of service.

Starting July 1, 2018, all faculty members who have ten (10), seventeen (17), or twenty-five (25) years of service shall receive two (2) additional steps on the salary schedule at the beginning of their eleventh (11<sup>th</sup>), eighteenth (18<sup>th</sup>), or twenty-sixth (26<sup>th</sup>) year of service respectively.

Years of service shall be counted as of the end of the academic year. Career steps shall be implemented following the step advancements for promotion provided for in Section B and the minimum step placement provide for in Section L of this article, at the start of the fiscal year that corresponds to the faculty member's 11<sup>th</sup>, 21<sup>st</sup> or 31<sup>st</sup> years of service, as applicable. 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 provide for in Section L of this Article, at the start of the fiscal year that corresponds to the faculty member's 11<sup>th</sup>, 18<sup>th</sup> or 26<sup>th</sup> years of service, as applicable.

For purposes of implementation of this section, as of July 1, 2018, those faculty members who have completed seventeen (17), eighteen (18), nineteen (19), or twenty (20) years of service shall receive two (2) additional steps; and those faculty members who have completed twenty-five (25), twenty-six (26), twenty-seven (27), twenty-eight (28), twenty-nine (29), or thirty (30) years of service shall receive two (2) additional steps.

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.**

**Subd. 1.** Effective July 1, 2016, Instructors shall not be placed below step five (5). Effective July 1, 2018, Instructors shall not be placed below step six (6). After receiving the step

advancements for promotion provided for in Section B of this article, the following minimum salary placements shall be applied. Effective June 30, 2013, Assistant Professors shall not be placed below step four (4), Associate Professors shall not be placed below step nine (9), and Professors shall not be placed below step sixteen (16).

Subd. 2. Effective July 1, 2020, and after returning faculty have been placed on 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 Professors is step twelve (12), the minimum step for an Associate Professors is step seventeen (17), and the minimum step for a Professors is step twenty-four (24). The maximum salary allowed for an Instructor is step eighteen (18).

Subd. 3. Effective July 1, 2020, Subdivision 1 of this section will cease to be operative.

### **Section M. Adjunct and Community Faculty.**

**Subd. 1. Minimum Compensation.** ~~Effective fall semester 2017, salaries of adjunct and community faculty members covered by this Agreement shall be not less than \$1449 per credit or 3.6% of the step 3 salary for Instructors on a per credit basis, whichever is more.~~ Effective fall semester 2018 2019, salaries of adjunct and community faculty members covered by this Agreement shall be not less than \$1484 \$1,514 per credit or 3.35% of the step 6 salary for Instructors on a per credit basis, whichever is more. Effective fall semester 2020, the minimum salary of adjunct and community faculty members covered by this Agreement is \$1,567 per credit or 3.4% of step 1 salary on a per credit basis, whichever is more.

**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 Subdivision 1 of this section.

Subd. 3. To the extent that a university offers faculty new-employee orientation, newly hired adjunct and community faculty will be invited to participate. The university may pay a stipend to adjunct or community faculty who participate in-person in such orientation. If a stipend is to be paid, the university will set the amount 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 ~~in his/her~~ sole discretion. No more than 5% of the university's complement of faculty members and no more than the larger of 10% or one (1) 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 ~~his/her~~ the faculty member's prior employment status including salary at the university, if any. If immediately preceding ~~his/her~~ the faculty member's appointment as an endowed chair, a faculty member was not employed at the university in a position of continuing status, ~~his/her~~ the faculty member's employment shall terminate upon completion of ~~his/her~~ 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:

- a. The regular duty day rate of pay may be supplemented for a specified period of time;
- b. 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 6 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 within 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 Q R. Salary Schedule**

<b>Fiscal Year 2018 Salary Schedule</b>					
<del>Instructor</del>	<del>Instructor</del>	<del>Professor</del>	<del>Professor</del>	<del>Professor</del>	<del>Professor</del>
<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>
1	—38,380	1	—52,218	23	—87,918
2	—39,301	2	—53,469	24	—90,025

3	—40,242	3	—54,751	25	—92,183
4	—41,207	4	—56,062	26	—94,391
5	—42,193	5	—57,405	27	—96,655
6	—43,205	6	—58,781	28	—98,969
7	—44,241	7	—60,190	29	—101,342
8	—45,300	8	—61,633	30	—103,769
9	—46,385	9	—63,109	31	—106,256
10	—47,498	10	—64,622	32	—108,802
11	—48,638	11	—66,170	33	—111,409
12	—49,801	12	—67,755	34	—114,082
13	—50,996	13	—69,381	35	—116,813
14	—52,218	14	—71,042	36	—119,614
15	—53,469	15	—72,745	37	—122,481
16	—54,751	16	—74,489	38	—125,417
17	—56,062	17	—76,271	39	—128,424
18	—57,405	18	—78,100	40	—131,503
19	—58,781	19	—79,972	41	—134,654
20	—60,190	20	—81,889	42	—137,880
21	—61,633	21	—83,853	43	—141,185
22	—63,109	22	—85,860		

**Fiscal Year 2019 Salary Schedule**

<u>Instructor Step</u>	<u>Instructor Salary</u>	<u>Professor Step</u>	<u>Professor Salary</u>	<u>Professor Step</u>	<u>Professor Salary</u>
1	—39,302	1	—53,472	23	—90,028
2	—40,244	2	—54,752	24	—92,185
3	—41,208	3	—56,065	25	—94,395
4	—42,196	4	—57,407	26	—96,657
5	—43,206	5	—58,783	27	—98,975
6	—44,242	6	—60,191	28	—101,344
7	—45,302	7	—61,634	29	—103,774
8	—46,388	8	—63,112	30	—106,260
9	—47,499	9	—64,623	31	—108,806
10	—48,638	10	—66,173	32	—111,414
11	—49,805	11	—67,758	33	—114,083
12	—50,997	12	—69,381	34	—116,820
13	—52,220	13	—71,046	35	—119,616
14	—53,472	14	—72,747	36	—122,484
15	—54,752	15	—74,490	37	—125,420
16	—56,065	16	—76,277	38	—128,427
17	—57,407	17	—78,102	39	—131,507
18	—58,783	18	—79,974	40	—134,659
19	—60,191	19	—81,892	41	—137,885
20	—61,634	20	—83,854	42	—141,189
21	—63,112	21	—85,865	43	—144,574
22	—64,623	22	—87,921	44	—148,044
23	—66,173				

**Fiscal Year 2020 Salary Schedule**

<u>Instructor</u> <u>Step</u>	<u>Instructor</u> <u>Salary</u>	<u>Professor</u> <u>Step</u>	<u>Professor</u> <u>Salary</u>	<u>Professor</u> <u>Step</u>	<u>Professor</u> <u>Salary</u>
<u>1</u>	<u>40,049</u>	<u>1</u>	<u>54,488</u>	<u>23</u>	<u>91,739</u>
<u>2</u>	<u>41,009</u>	<u>2</u>	<u>55,792</u>	<u>24</u>	<u>93,937</u>
<u>3</u>	<u>41,991</u>	<u>3</u>	<u>57,130</u>	<u>25</u>	<u>96,189</u>
<u>4</u>	<u>42,998</u>	<u>4</u>	<u>58,498</u>	<u>26</u>	<u>98,493</u>
<u>5</u>	<u>44,027</u>	<u>5</u>	<u>59,900</u>	<u>27</u>	<u>100,856</u>
<u>6</u>	<u>45,083</u>	<u>6</u>	<u>61,335</u>	<u>28</u>	<u>103,270</u>
<u>7</u>	<u>46,163</u>	<u>7</u>	<u>62,805</u>	<u>29</u>	<u>105,746</u>
<u>8</u>	<u>47,269</u>	<u>8</u>	<u>64,311</u>	<u>30</u>	<u>108,279</u>
<u>9</u>	<u>48,401</u>	<u>9</u>	<u>65,851</u>	<u>31</u>	<u>110,873</u>
<u>10</u>	<u>49,562</u>	<u>10</u>	<u>67,430</u>	<u>32</u>	<u>113,531</u>
<u>11</u>	<u>50,751</u>	<u>11</u>	<u>69,045</u>	<u>33</u>	<u>116,251</u>
<u>12</u>	<u>51,966</u>	<u>12</u>	<u>70,699</u>	<u>34</u>	<u>119,040</u>
<u>13</u>	<u>53,212</u>	<u>13</u>	<u>72,396</u>	<u>35</u>	<u>121,889</u>
<u>14</u>	<u>54,488</u>	<u>14</u>	<u>74,129</u>	<u>36</u>	<u>124,811</u>
<u>15</u>	<u>55,792</u>	<u>15</u>	<u>75,905</u>	<u>37</u>	<u>127,803</u>
<u>16</u>	<u>57,130</u>	<u>16</u>	<u>77,726</u>	<u>38</u>	<u>130,867</u>
<u>17</u>	<u>58,498</u>	<u>17</u>	<u>79,586</u>	<u>39</u>	<u>134,006</u>
<u>18</u>	<u>59,900</u>	<u>18</u>	<u>81,494</u>	<u>40</u>	<u>137,218</u>
<u>19</u>	<u>61,335</u>	<u>19</u>	<u>83,448</u>	<u>41</u>	<u>140,505</u>
<u>20</u>	<u>62,805</u>	<u>20</u>	<u>85,447</u>	<u>42</u>	<u>143,872</u>
<u>21</u>	<u>64,311</u>	<u>21</u>	<u>87,496</u>	<u>43</u>	<u>147,321</u>
<u>22</u>	<u>65,851</u>	<u>22</u>	<u>89,591</u>	<u>44</u>	<u>150,857</u>
<u>23</u>	<u>67,430</u>				

**Fiscal Year 2021 Salary Schedule**

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

\* Minimum step for an Assistant Professor

+ Minimum step for an Associate Professor

# Maximum salary for an Instructor

~ Minimum step for a Professor

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