

August 1, 2023 Salary Scale

As of Date: 12-Mar-24

Rank	Floor	Breakpoint	Ceiling
Lab Instructor	\$ 76,486	None	\$ 104,274
Lecturer	\$ 95,012	\$ 110,450	\$ 119,713
Senior Lecturer	\$ 107,363	\$ 138,238	\$ 150,589
University Lecturer	\$ 125,888	\$ 150,589	\$ 162,939
Instructor	\$ 95,012	None	\$ 101,187
Assistant Prof	\$ 101,187	\$ 128,975	\$ 138,238
Associate Prof	\$ 125,888	\$ 150,589	\$ 162,939
Professor	\$ 144,414	\$ 175,290	\$ 190,111
Librarian/Archivist I	\$ 82,662	None	\$ 88,836
Librarian/Archivist II	\$ 88,836	None	\$ 107,363
Librarian/Archivist III	\$ 101,187	\$ 132,064	\$ 144,414
Librarian/Archivist IV	\$ 113,537	\$ 138,238	\$ 150,589
Division Head	\$ 119,713	\$ 144,414	\$ 156,765

Step Values for Each Year of Experience (For initial placement of faculty member only) ¹	2024	July 1 - December 31 2023 ⁴	January 1 - June 30, 2023	July 1 - December 31 2022 ³	January 1 - June 30, 2022	July 1 - December 31 2021 ²	January 1 - June 30, 2021 ²	2020	2019	2018	2017 and each calendar year prior
	Regular Step Award (RSA)	\$2,957.43	\$3,051.46	\$2,858.51	\$2,872.73	\$2,782.57	\$2,845.35	\$2,789.56	\$2,542.20	\$2,362.51	\$1,988.59
Modified Step Award (MSA)	\$1,774.46	\$1,830.88	\$1,715.11	\$1,723.64	\$1,669.54	\$1,707.21	\$1,673.74	\$1,525.32	\$1,417.51	\$1,193.15	\$1,500.00

Promotion Step Value	2023	2022	2021	2020	2019	2018	2017
All Ranks	\$3,162.09	\$2,909.18	\$2,801.63	\$2,692.84	\$2,640.03	\$2,594.63	\$2,546.25

Career Progress Step Value (Sep 1) for steps awarded from salary review	2023	2022	2021	2020	2019	2018	2017
Regular Step Award (RSA)							

1. Each calendar year has a distinct dollar value attached to it. These unique calendar year values are added together as applicable to the calculation for initial placement (starting salary).
2. There were two increases in 2021 scheduled 6 months apart - on January 1 and July 1. Both increases impact the 2021 Step Values for Years of Experience.
3. The step values for Years of Experience are adjusted by 3.24% on July 1, 2022.
4. The step values for Years of Experience are adjusted by 6.75% on July 1, 2023.

Per 42.1, general wage increases were distributed on the following schedule:

July 1, 2022 \$520 Flat Rate GWI + 3.24% (retroactive)

July 1, 2023 6.75% (retroactive)

August 1, 2023 \$1,809.32 TLMSA (retroactive)