

June 30, 2019 Salary Scale

As of Date: 28 Aug 20

Rank	Floor	Breakpoint	Ceiling
Lab Instructor	\$ 63,361	None	\$ 87,121
Lecturer	\$ 79,202	\$ 92,401	\$ 100,322
Senior Lecturer	\$ 89,762	\$ 116,162	\$ 126,722
University Lecturer	\$ 105,601	\$ 126,722	\$ 137,282
Instructor	\$ 79,202	None	\$ 84,481
Assistant Prof	\$ 84,481	\$ 108,241	\$ 116,162
Associate Prof	\$ 105,601	\$ 126,722	\$ 137,282
Professor	\$ 121,442	\$ 147,842	\$ 160,514
Librarian/Archivist I	\$ 68,641	None	\$ 73,921
Librarian/Archivist II	\$ 73,921	None	\$ 89,762
Librarian/Archivist III	\$ 84,481	\$ 110,882	\$ 121,442
Librarian/Archivist IV	\$ 95,041	\$ 116,162	\$ 126,722
Division Head	\$ 100,322	\$ 121,442	\$ 132,002

Step Values for Each Year of Experience (For initial placement of faculty member only) ¹	2017 and each calendar year prior			
	2021	2020	2019	2018
Regular Step Award (RSA)	\$2,681.24	\$2,542.20	\$2,362.51	\$1,988.59
Modified Step Award (MSA)	\$1,608.74	\$1,525.32	\$1,417.51	\$1,193.15

Promotion Step Value ²	2017 and each calendar year prior			
	2020	2019	2018	2017
Tenure Track	\$2,640.03	\$2,640.03	\$2,594.63	\$2,546.25
Teaching	\$2,475.05	\$2,475.05	\$2,432.48	\$2,387.13
Librarian/Archivist	\$2,310.03	\$2,310.03	\$2,270.30	\$2,227.97

Career Progress Step Value (Sep 1) for steps awarded from salary review	2017 and each calendar year prior			
	2020	2019	2018	2017
Regular Step Award (RSA)	\$2,681.24	\$2,542.20	\$2,362.51	\$1,988.59
Modified Step Award (MSA)	\$1,608.74	\$1,525.32	\$1,417.51	\$1,193.15

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. Article 42.35.2

A step on promotion will be assigned a value of 1/32 of the floor of the Assistant Professor, Lecturer, or Librarian/Archivist 2 scale, as appropriate.

3. Per 42.3, these general wage increases have been distributed

- July 1, 2014 0%
- July 1, 2015 1% (retroactive)
- May 1, 2016 0.45% [0% plus ESD (0.45%)] (retroactive)
- July 1, 2016 0.5% (retroactive)
- July 1, 2017 1.85% [1.5% plus ESD (0.045%)]
- July 1, 2018 1.9% [1.5% plus ESD (0.4%)]
- June 30, 2019 1.75% [1% plus ESD (0.75%)]