

Year 1: 2018-19, 86% Pro-rata Instructional and Instructionally Related Pay Scales*

F MA or Equivalent	F plus 15 BA plus 45 units with MA	F plus 30 BA plus 60 units with MA	F plus 45 BA plus 75 units with MA	F plus 60 PhD BA plus 90 units with MA
Minimum Qualification plus 30 units	Minimum Qualification plus 45 units	Minimum Qualification plus 60 units with BA	Minimum Qualification plus 75 units with BA	Minimum Qualification plus 90 units with BA

Steps

1	52,632.00	54,162.80	55,693.60	57,224.40	59,520.60
2	54,928.20	56,459.00	57,989.80	59,520.60	61,816.80
3	57,224.40	58,755.20	60,286.00	61,816.80	64,113.00
4	59,520.60	61,051.40	62,582.20	64,113.00	66,409.20
5	61,816.80	63,347.60	64,878.40	66,409.20	68,705.40
6	64,113.00	65,643.80	67,174.60	68,705.40	71,001.60
7	66,409.20	67,940.00	69,470.80	71,001.60	73,297.80
8	68,705.40	70,236.20	71,767.00	73,297.80	75,594.00
9	71,001.60	72,532.40	74,063.20	75,594.00	77,890.20
10	73,297.80	74,828.60	76,359.40	77,890.20	80,186.40
11	75,594.00	77,124.80	78,655.60	80,186.40	82,482.60
12	77,890.20	79,421.00	80,951.80	82,482.60	84,778.80
13	80,186.40	81,717.20	83,248.00	84,778.80	87,075.00

**assuming 100% load*

Year 1: 2018-19, Workload (per unit) Salary - 86% Pro-rata Pay Scales

F MA or Equivalent	F plus 15 BA plus 45 units with MA	F plus 30 BA plus 60 units with MA	F plus 45 BA plus 75 units with MA	F plus 60 PhD BA plus 90 units with MA
Minimum Qualification plus 30 units	Minimum Qualification plus 45 units	Minimum Qualification plus 60 units with BA	Minimum Qualification plus 75 units with BA	Minimum Qualification plus 90 units with BA

Steps

1	1,754.40	1,805.43	1,856.45	1,907.48	1,984.02
2	1,830.94	1,881.97	1,932.99	1,984.02	2,060.56
3	1,907.48	1,958.51	2,009.53	2,060.56	2,137.10
4	1,984.02	2,035.05	2,086.07	2,137.10	2,213.64
5	2,060.56	2,111.59	2,162.61	2,213.64	2,290.18
6	2,137.10	2,188.13	2,239.15	2,290.18	2,366.72
7	2,213.64	2,264.67	2,315.69	2,366.72	2,443.26
8	2,290.18	2,341.21	2,392.23	2,443.26	2,519.80
9	2,366.72	2,417.75	2,468.77	2,519.80	2,596.34
10	2,443.26	2,494.29	2,545.31	2,596.34	2,672.88
11	2,519.80	2,570.83	2,621.85	2,672.88	2,749.42
12	2,596.34	2,647.37	2,698.39	2,749.42	2,825.96
13	2,672.88	2,723.91	2,774.93	2,825.96	2,902.50

Year 2: 2019-20, 86% Pro-rata Instructional and Instructionally Related Pay Scales*

F MA or Equivalent	F plus 15 BA plus 45 units with MA	F plus 30 BA plus 60 units with MA	F plus 45 BA plus 75 units with MA	F plus 60 PhD BA plus 90 units with MA
Minimum Qualification plus 30 units	Minimum Qualification plus 45 units	Minimum Qualification plus 60 units with BA	Minimum Qualification plus 75 units with BA	Minimum Qualification plus 90 units with BA

Steps

1	54,782.00	56,695.50	58,609.00	60,522.50	62,818.70
2	57,078.20	58,991.70	60,905.20	62,818.70	65,114.90
3	59,374.40	61,287.90	63,201.40	65,114.90	67,411.10
4	61,670.60	63,584.10	65,497.60	67,411.10	69,707.30
5	63,966.80	65,880.30	67,793.80	69,707.30	72,003.50
6	66,263.00	68,176.50	70,090.00	72,003.50	74,299.70
7	68,559.20	70,472.70	72,386.20	74,299.70	76,595.90

Year 2: 2019-20, Workload (per unit) Salary - 86% Pro-rata Pay Scales

F MA or Equivalent	F plus 15 BA plus 45 units with MA	F plus 30 BA plus 60 units with MA	F plus 45 BA plus 75 units with MA	F plus 60 PhD BA plus 90 units with MA
Minimum Qualification plus 30 units	Minimum Qualification plus 45 units	Minimum Qualification plus 60 units with BA	Minimum Qualification plus 75 units with BA	Minimum Qualification plus 90 units with BA

Steps

1	1,826.07	1,889.85	1,953.63	2,017.42	2,093.96
2	1,902.61	1,966.39	2,030.17	2,093.96	2,170.50
3	1,979.15	2,042.93	2,106.71	2,170.50	2,247.04
4	2,055.69	2,119.47	2,183.25	2,247.04	2,323.58
5	2,132.23	2,196.01	2,259.79	2,323.58	2,400.12
6	2,208.77	2,272.55	2,336.33	2,400.12	2,476.66
7	2,285.31	2,349.09	2,412.87	2,476.66	2,553.20

8	70,855.40	72,768.90	74,682.40	76,595.90	78,892.10
9	73,151.60	75,065.10	76,978.60	78,892.10	81,188.30
10	75,447.80	77,361.30	79,274.80	81,188.30	83,484.50
11	77,744.00	79,657.50	81,571.00	83,484.50	85,780.70
12	80,040.20	81,953.70	83,867.20	85,780.70	88,076.90
13	82,336.40	84,249.90	86,163.40	88,076.90	90,373.10
14	84,632.60	86,546.10	88,459.60	90,373.10	92,669.30
15	84,632.60	86,546.10	88,459.60	90,373.10	92,669.30

8	2,361.85	2,425.63	2,489.41	2,553.20	2,629.74
9	2,438.39	2,502.17	2,565.95	2,629.74	2,706.28
10	2,514.93	2,578.71	2,642.49	2,706.28	2,782.82
11	2,591.47	2,655.25	2,719.03	2,782.82	2,859.36
12	2,668.01	2,731.79	2,795.57	2,859.36	2,935.90
13	2,744.55	2,808.33	2,872.11	2,935.90	3,012.44
14	2,821.09	2,884.87	2,948.65	3,012.44	3,088.98
15	2,821.09	2,884.87	2,948.65	3,012.44	3,088.98

**assuming 100% load*

Note: Step 14 implemented July 1, 2019; Step 15 in Jan. 2020 based on budget contingencies

Year 3: 2020-21, 86% Pro-rata Instructional and Instructionally Related Pay Scales*

F MA or Equivalent	F plus 15 BA plus 45 units with MA	F plus 30 BA plus 60 units with MA	F plus 45 BA plus 75 units with MA	F plus 60 PhD BA plus 90 units with MA
Minimum Qualification plus 30 units	Minimum Qualification plus 45 units	Minimum Qualification plus 60 units with BA	Minimum Qualification plus 75 units with BA	Minimum Qualification plus 90 units with BA

Steps

1	56,674.00	58,970.20	61,266.40	63,562.60	65,858.80
2	58,970.20	61,266.40	63,562.60	65,858.80	68,155.00
3	61,266.40	63,562.60	65,858.80	68,155.00	70,451.20
4	63,562.60	65,858.80	68,155.00	70,451.20	72,747.40
5	65,858.80	68,155.00	70,451.20	72,747.40	75,043.60
6	68,155.00	70,451.20	72,747.40	75,043.60	77,339.80
7	70,451.20	72,747.40	75,043.60	77,339.80	79,636.00
8	72,747.40	75,043.60	77,339.80	79,636.00	81,932.20
9	75,043.60	77,339.80	79,636.00	81,932.20	84,228.40
10	77,339.80	79,636.00	81,932.20	84,228.40	86,524.60
11	79,636.00	81,932.20	84,228.40	86,524.60	88,820.80
12	81,932.20	84,228.40	86,524.60	88,820.80	91,117.00
13	84,228.40	86,524.60	88,820.80	91,117.00	93,413.20
14	86,524.60	88,820.80	91,117.00	93,413.20	95,709.40
15*	86,524.60	88,820.80	91,117.00	93,413.20	95,709.40
16*	86,524.60	88,820.80	91,117.00	93,413.20	95,709.40

**assuming 100% load*

Note: Step 16 effective Jan 2021 based on budget contingencies.

Year 3: 2020-21, Workload (per unit) Salary - 86% Pro-rata Pay Scales

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Minimum Qualification plus 30 units	Minimum Qualification plus 45 units	Minimum Qualification plus 60 units with BA	Minimum Qualification plus 75 units with BA	Minimum Qualification plus 90 units with BA

Steps

1	1,889.13	1,965.67	2,042.21	2,118.75	2,195.29
2	1,965.67	2,042.21	2,118.75	2,195.29	2,271.83
3	2,042.21	2,118.75	2,195.29	2,271.83	2,348.37
4	2,118.75	2,195.29	2,271.83	2,348.37	2,424.91
5	2,195.29	2,271.83	2,348.37	2,424.91	2,501.45
6	2,271.83	2,348.37	2,424.91	2,501.45	2,577.99
7	2,348.37	2,424.91	2,501.45	2,577.99	2,654.53
8	2,424.91	2,501.45	2,577.99	2,654.53	2,731.07
9	2,501.45	2,577.99	2,654.53	2,731.07	2,807.61
10	2,577.99	2,654.53	2,731.07	2,807.61	2,884.15
11	2,654.53	2,731.07	2,807.61	2,884.15	2,960.69
12	2,731.07	2,807.61	2,884.15	2,960.69	3,037.23
13	2,807.61	2,884.15	2,960.69	3,037.23	3,113.77
14	2,884.15	2,960.69	3,037.23	3,113.77	3,190.31
15	2,884.15	2,960.69	3,037.23	3,113.77	3,190.31
16	2,884.15	2,960.69	3,037.23	3,113.77	3,190.31