

APPENDIX F
ANNUAL SALARY SCHEDULES

| 2023-2024 Annual Salary Schedule | | | | | | | |
|-----------------------------------------|--------------|-----------|--------------|--------------|--------------|--------------|------------|
| Master's Track | | BA | BA+24 | M | M+15 | M+30 | DOC |
| Credit Track | | BA | BA+24 | BA+45 | BA+60 | BA+75 | DOC |
| Step | Years | | | | | | |
| 1 | 0-1 | \$54,466 | \$58,314 | \$59,671 | \$61,365 | \$63,376 | \$65,344 |
| 2 | 2 | \$55,216 | \$59,064 | \$60,421 | \$62,115 | \$64,126 | \$66,094 |
| 3 | 3 | \$55,966 | \$59,814 | \$61,171 | \$62,865 | \$64,876 | \$66,844 |
| 4 | 4 | \$57,066 | \$60,914 | \$62,271 | \$63,965 | \$65,976 | \$67,944 |
| 5 | 5 | \$58,106 | \$61,954 | \$63,311 | \$65,005 | \$67,016 | \$68,984 |
| 6 | 6 | \$59,679 | \$63,587 | \$64,973 | \$66,696 | \$68,738 | \$70,735 |
| 7 | 7 | \$61,286 | \$65,254 | \$66,671 | \$68,425 | \$70,496 | \$72,524 |
| 8 | 8 | \$62,926 | \$66,957 | \$68,405 | \$70,191 | \$72,294 | \$74,353 |
| 9 | 9 | \$64,601 | \$68,697 | \$70,177 | \$71,996 | \$74,131 | \$76,222 |
| 10 | 10 | \$66,312 | \$70,474 | \$71,988 | \$73,840 | \$76,008 | \$78,133 |
| 11 | 11 | \$68,060 | \$72,291 | \$73,839 | \$75,725 | \$77,928 | \$80,087 |
| 12 | 12-13 | \$69,846 | \$74,149 | \$75,732 | \$77,652 | \$79,891 | \$82,085 |
| 13 | 14 | \$71,673 | \$76,047 | \$77,667 | \$79,624 | \$81,898 | \$84,128 |
| 14 | 15 | \$73,538 | \$77,988 | \$79,645 | \$81,640 | \$83,952 | \$86,220 |
| 15 | 16 | \$75,446 | \$79,973 | \$81,668 | \$83,701 | \$86,052 | \$88,358 |
| 16 | 17 | \$77,398 | \$82,003 | \$83,738 | \$85,810 | \$88,200 | \$90,546 |
| 17 | 18 | \$79,393 | \$84,079 | \$85,855 | \$87,968 | \$90,399 | \$92,785 |
| 18 | ≥19 | \$86,473 | \$94,051 | \$95,469 | \$97,624 | \$100,096 | \$102,525 |

| 2024-2025 Annual Salary Schedule | | | | | | | |
|-----------------------------------------|--------------|-----------|--------------|--------------|--------------|--------------|------------|
| Master's Track | | BA | BA+24 | M | M+15 | M+30 | DOC |
| Credit Track | | BA | BA+24 | BA+45 | BA+60 | BA+75 | DOC |
| Step | Years | | | | | | |
| 1 | 0 | \$56,395 | \$61,405 | \$62,820 | \$64,696 | \$67,204 | \$69,429 |
| 2 | 1-2 | \$57,145 | \$62,155 | \$63,570 | \$65,446 | \$67,954 | \$70,179 |
| 3 | 3 | \$57,895 | \$62,905 | \$64,320 | \$66,196 | \$68,704 | \$70,929 |
| 4 | 4 | \$59,345 | \$64,355 | \$65,770 | \$67,646 | \$70,154 | \$72,379 |
| 5 | 5 | \$60,675 | \$65,685 | \$67,100 | \$68,976 | \$71,484 | \$73,709 |
| 6 | 6 | \$62,404 | \$67,460 | \$68,897 | \$70,794 | \$73,325 | \$75,573 |
| 7 | 7 | \$64,159 | \$69,260 | \$70,720 | \$72,641 | \$75,194 | \$77,465 |
| 8 | 8 | \$65,939 | \$71,087 | \$72,571 | \$74,515 | \$77,092 | \$79,387 |
| 9 | 9 | \$67,745 | \$72,942 | \$74,450 | \$76,418 | \$79,020 | \$81,338 |
| 10 | 10 | \$69,579 | \$74,825 | \$76,358 | \$78,351 | \$80,978 | \$83,322 |
| 11 | 11 | \$71,440 | \$76,738 | \$78,297 | \$80,316 | \$82,968 | \$85,337 |
| 12 | 12 | \$73,330 | \$78,681 | \$80,266 | \$82,311 | \$84,990 | \$87,386 |
| 13 | 13-14 | \$75,249 | \$80,655 | \$82,267 | \$84,339 | \$87,045 | \$89,468 |
| 14 | 15 | \$77,199 | \$82,660 | \$84,301 | \$86,401 | \$89,135 | \$91,586 |
| 15 | 16 | \$79,180 | \$84,699 | \$86,368 | \$88,498 | \$91,260 | \$93,740 |
| 16 | 17 | \$81,193 | \$86,772 | \$88,471 | \$90,629 | \$93,422 | \$95,931 |
| 17 | 18 | \$83,239 | \$88,879 | \$90,608 | \$92,798 | \$95,621 | \$98,161 |
| 18 | ≥19 | \$89,099 | \$96,908 | \$98,369 | \$100,590 | \$103,444 | \$106,016 |

| 2025-2026 Annual Salary Schedule | | | | | | | |
|-----------------------------------------|--------------|-----------|--------------|--------------|--------------|--------------|------------|
| Master's Track | | BA | BA+24 | M | M+15 | M+30 | DOC |
| Credit Track | | BA | BA+24 | BA+45 | BA+60 | BA+75 | DOC |
| Step | Years | | | | | | |
| 1 | 0-1 | \$59,000 | \$66,296 | \$67,770 | \$69,826 | \$72,831 | \$75,315 |
| 2 | 2-3 | \$60,873 | \$67,046 | \$68,520 | \$70,576 | \$73,581 | \$76,065 |
| 3 | 4 | \$61,623 | \$67,796 | \$69,270 | \$71,326 | \$74,331 | \$76,815 |
| 4 | 5 | \$63,243 | \$69,416 | \$70,890 | \$72,946 | \$75,951 | \$78,435 |
| 5 | 6 | \$65,129 | \$71,333 | \$72,821 | \$74,891 | \$77,912 | \$80,411 |
| 6 | 7 | \$67,033 | \$73,266 | \$74,770 | \$76,856 | \$79,891 | \$82,405 |
| 7 | 8 | \$68,953 | \$75,218 | \$76,737 | \$78,839 | \$81,890 | \$84,420 |
| 8 | 9 | \$70,890 | \$77,188 | \$78,723 | \$80,841 | \$83,909 | \$86,454 |
| 9 | 10 | \$72,846 | \$79,176 | \$80,729 | \$82,863 | \$85,947 | \$88,510 |
| 10 | 11 | \$74,820 | \$81,185 | \$82,754 | \$84,906 | \$88,007 | \$90,587 |
| 11 | 12 | \$76,813 | \$83,214 | \$84,801 | \$86,969 | \$90,089 | \$92,686 |
| 12 | 13 | \$78,826 | \$85,263 | \$86,868 | \$89,055 | \$92,192 | \$94,807 |
| 13 | 14-15 | \$80,859 | \$87,333 | \$88,957 | \$91,163 | \$94,319 | \$96,953 |
| 14 | 16 | \$82,913 | \$89,426 | \$91,069 | \$93,294 | \$96,469 | \$99,122 |
| 15 | 17 | \$84,989 | \$91,541 | \$93,203 | \$95,448 | \$98,643 | \$101,316 |
| 16 | 18 | \$87,086 | \$93,679 | \$95,362 | \$97,627 | \$100,843 | \$103,536 |
| 17 | ≥19 | \$91,726 | \$99,765 | \$101,269 | \$103,555 | \$106,791 | \$109,506 |

| 2026-2027 Annual Salary Schedule | | | | | | | |
|-----------------------------------------|--------------|-----------|--------------|--------------|--------------|--------------|------------|
| Master's Track | | BA | BA+24 | M | M+15 | M+30 | DOC |
| Credit Track | | BA | BA+24 | BA+45 | BA+60 | BA+75 | DOC |
| Step | Years | | | | | | |
| 1 | 0 | \$61,000 | \$69,387 | \$70,919 | \$73,156 | \$76,659 | \$79,401 |
| 2 | 1-2 | \$62,801 | \$70,137 | \$71,669 | \$73,906 | \$77,409 | \$80,151 |
| 3 | 3-4 | \$63,901 | \$71,237 | \$72,769 | \$75,006 | \$78,509 | \$81,251 |
| 4 | 5 | \$65,811 | \$73,147 | \$74,679 | \$76,916 | \$80,419 | \$83,161 |
| 5 | 6 | \$67,855 | \$75,206 | \$76,745 | \$78,989 | \$82,499 | \$85,249 |
| 6 | 7 | \$69,906 | \$77,272 | \$78,819 | \$81,071 | \$84,589 | \$87,346 |
| 7 | 8 | \$71,966 | \$79,348 | \$80,903 | \$83,163 | \$86,688 | \$89,453 |
| 8 | 9 | \$74,035 | \$81,433 | \$82,996 | \$85,264 | \$88,798 | \$91,570 |
| 9 | 10 | \$76,113 | \$83,527 | \$85,099 | \$87,375 | \$90,917 | \$93,698 |
| 10 | 11 | \$78,200 | \$85,632 | \$87,212 | \$89,496 | \$93,047 | \$95,837 |
| 11 | 12 | \$80,296 | \$87,746 | \$89,335 | \$91,628 | \$95,188 | \$97,986 |
| 12 | 13 | \$82,403 | \$89,871 | \$91,468 | \$93,771 | \$97,339 | \$100,147 |
| 13 | 14 | \$84,519 | \$92,006 | \$93,613 | \$95,925 | \$99,503 | \$102,320 |
| 14 | 15-16 | \$86,646 | \$94,152 | \$95,769 | \$98,090 | \$101,678 | \$104,504 |
| 15 | 17 | \$88,784 | \$96,310 | \$97,936 | \$100,267 | \$103,865 | \$106,701 |
| 16 | 18 | \$90,933 | \$98,479 | \$100,115 | \$102,457 | \$106,065 | \$108,911 |
| 17 | ≥19 | \$94,353 | \$102,622 | \$104,169 | \$106,521 | \$110,139 | \$112,996 |

| 2027-2028 Annual Salary Schedule | | | | | | | |
|-----------------------------------------|--------------|-----------|--------------|--------------|--------------|--------------|------------|
| Master's Track | | BA | BA+24 | M | M+15 | M+30 | DOC |
| Credit Track | | BA | BA+24 | BA+45 | BA+60 | BA+75 | DOC |
| Step | Years | | | | | | |
| 1 | 0-1 | \$63,680 | \$72,179 | \$73,769 | \$76,186 | \$80,186 | \$83,186 |
| 2 | 2-3 | \$66,180 | \$74,679 | \$76,269 | \$78,686 | \$82,686 | \$85,686 |
| 3 | 4-5 | \$68,380 | \$76,879 | \$78,469 | \$80,886 | \$84,886 | \$87,886 |
| 4 | 6 | \$70,580 | \$79,079 | \$80,669 | \$83,086 | \$87,086 | \$90,086 |
| 5 | 7 | \$72,780 | \$81,279 | \$82,869 | \$85,286 | \$89,286 | \$92,286 |
| 6 | 8 | \$74,980 | \$83,479 | \$85,069 | \$87,486 | \$91,486 | \$94,486 |
| 7 | 9 | \$77,180 | \$85,679 | \$87,269 | \$89,686 | \$93,686 | \$96,686 |
| 8 | 10 | \$79,380 | \$87,879 | \$89,469 | \$91,886 | \$95,886 | \$98,886 |
| 9 | 11 | \$81,580 | \$90,079 | \$91,669 | \$94,086 | \$98,086 | \$101,086 |
| 10 | 12 | \$83,780 | \$92,279 | \$93,869 | \$96,286 | \$100,286 | \$103,286 |
| 11 | 13 | \$85,980 | \$94,479 | \$96,069 | \$98,486 | \$102,486 | \$105,486 |
| 12 | 14 | \$88,180 | \$96,679 | \$98,269 | \$100,686 | \$104,686 | \$107,686 |
| 13 | 15 | \$90,380 | \$98,879 | \$100,469 | \$102,886 | \$106,886 | \$109,886 |
| 14 | 16-17 | \$92,580 | \$101,079 | \$102,669 | \$105,086 | \$109,086 | \$112,086 |
| 15 | 18 | \$94,780 | \$103,279 | \$104,869 | \$107,286 | \$111,286 | \$114,286 |
| 16 | ≥19 | \$96,980 | \$105,479 | \$107,069 | \$109,486 | \$113,486 | \$116,486 |