

STEPS and RANKS

STEP	INSTRUCTOR			
1	1			
2	2			
3	3	ASS'T. PROF.		
4	4	4		
5	5	5		
6	6	6		
7	7	7	ASSOC. PROF.	
8	8	8	8	
9	9	9	9	
10		10	10	
11		11	11	
12		12	12	PROFESSOR
13			13	13
14			14	14
15			15	15
16			16	16
17				17
18				18
19				19
20				20

PROFESSIONAL ASSISTANTS

STEP	PA		
1	1		
2	2		
3	3	PA 1	
4	4	4	
5	5	5	
6	6	6	PA 2
7	7	7	7
8	8	8	8
9		9	9
10		10	10
11		11	11
12			12
13			13
14			14
15			15
16			16

SPECIALISTS

STEP	Spec. 1		
1	1		
2	2		
3	3		
4	4	Spec. 2	
5	5	5	
6	6	6	
7	7	7	
8	8	8	
9	9	9	
10		10	
11		11	
12		12	

			1.60%		1.60%		1.60%
	Step	Sept. 2019	Feb. 2020	Sept. 2020	Feb. 2021	Sept. 2021	Feb. 2022
INSTRUCTOR	1	\$52,701	\$53,544	\$53,544	\$54,401	\$54,401	\$55,271
	2	\$59,421	\$60,372	\$60,372	\$61,338	\$61,338	\$62,319
	3	\$61,899	\$62,889	\$62,889	\$63,895	\$63,895	\$64,917
ASST PROFESSOR	4	\$64,479	\$65,511	\$65,511	\$66,559	\$66,559	\$67,624
	5	\$67,168	\$68,243	\$68,243	\$69,335	\$69,335	\$70,444
	6	\$69,965	\$71,084	\$71,084	\$72,221	\$72,221	\$73,377
	7	\$72,883	\$74,049	\$74,049	\$75,234	\$75,234	\$76,438
ASSOC PROFESSOR	8	\$75,918	\$77,133	\$77,133	\$78,367	\$78,367	\$79,621
	9	\$79,082	\$80,347	\$80,347	\$81,633	\$81,633	\$82,939
	10	\$82,378	\$83,696	\$83,696	\$85,035	\$85,035	\$86,396
	11	\$85,805	\$87,178	\$87,178	\$88,573	\$88,573	\$89,990
	12	\$89,383	\$90,813	\$90,813	\$92,266	\$92,266	\$93,742
PROFESSOR	13	\$93,107	\$94,597	\$94,597	\$96,111	\$96,111	\$97,649
	14	\$96,986	\$98,538	\$98,538	\$100,115	\$100,115	\$101,717
	15	\$101,027	\$102,643	\$102,643	\$104,285	\$104,285	\$105,954
	16	\$105,236	\$106,920	\$106,920	\$108,631	\$108,631	\$110,369
	17	\$109,619	\$111,373	\$111,373	\$113,155	\$113,155	\$114,965
	18	\$114,188	\$116,015	\$116,015	\$117,871	\$117,871	\$119,757
	19	\$118,944	\$120,847	\$120,847	\$122,781	\$122,781	\$124,745
	20	\$123,702	\$125,681	\$125,681	\$127,692	\$127,692	\$129,735
	Ed Stipend	\$4,959	\$5,038	\$5,038	\$5,119	\$5,119	\$5,201
PROFESSIONAL ASSISTANTS							
	Step	Sept. 2019	1.60% Feb. 2020	Sept. 2020	1.60% Feb. 2021	Sept. 2021	1.60% Feb. 2022
PROF ASSISTANT	1	\$40,271	\$40,915	\$40,915	\$41,570	\$41,570	\$42,235
	2	\$41,949	\$42,620	\$42,620	\$43,302	\$43,302	\$43,995
	3	\$43,700	\$44,399	\$44,399	\$45,109	\$45,109	\$45,831
PROF ASSISTANT 1	4	\$45,517	\$46,245	\$46,245	\$46,985	\$46,985	\$47,737
	5	\$47,343	\$48,100	\$48,100	\$48,870	\$48,870	\$49,652
	6	\$49,234	\$50,022	\$50,022	\$50,822	\$50,822	\$51,635
PROF ASSISTANT 2	7	\$51,205	\$52,024	\$52,024	\$52,856	\$52,856	\$53,702
	8	\$53,253	\$54,105	\$54,105	\$54,971	\$54,971	\$55,851
	9	\$55,381	\$56,267	\$56,267	\$57,167	\$57,167	\$58,082
	10	\$57,598	\$58,520	\$58,520	\$59,456	\$59,456	\$60,407
	11	\$59,901	\$60,859	\$60,859	\$61,833	\$61,833	\$62,822
	12	\$62,297	\$63,294	\$63,294	\$64,307	\$64,307	\$65,336
	13	\$64,791	\$65,828	\$65,828	\$66,881	\$66,881	\$67,951
	14	\$67,385	\$68,463	\$68,463	\$69,558	\$69,558	\$70,671
	15	\$70,077	\$71,198	\$71,198	\$72,337	\$72,337	\$73,494
	16	\$72,883	\$74,049	\$74,049	\$75,234	\$75,234	\$76,438
	Ed Stipend	\$2,974	\$3,022	\$3,022	\$3,070	\$3,070	\$3,119

SPECIALISTS	Step	1.60%			1.60%		1.60%
		Sept. 2019	Feb. 2020	Sept. 2020	Feb. 2021	Sept. 2021	Feb. 2022
SPECIALIST 1	1	\$55,341	\$56,226	\$56,226	\$57,126	\$57,126	\$58,040
	2	\$62,297	\$63,294	\$63,294	\$64,307	\$64,307	\$65,336
	3	\$64,791	\$65,828	\$65,828	\$66,881	\$66,881	\$67,951
SPECIALIST 2	4	\$67,385	\$68,463	\$68,463	\$69,558	\$69,558	\$70,671
	5	\$70,077	\$71,198	\$71,198	\$72,337	\$72,337	\$73,494
	6	\$72,883	\$74,049	\$74,049	\$75,234	\$75,234	\$76,438
	7	\$75,793	\$77,006	\$77,006	\$78,238	\$78,238	\$79,490
	8	\$78,828	\$80,089	\$80,089	\$81,370	\$81,370	\$82,672
	9	\$83,163	\$84,494	\$84,494	\$85,846	\$85,846	\$87,220
	10	\$86,491	\$87,875	\$87,875	\$89,281	\$89,281	\$90,709
	11	\$89,947	\$91,386	\$91,386	\$92,848	\$92,848	\$94,334
	12	\$93,545	\$95,042	\$95,042	\$96,563	\$96,563	\$98,108
	13	\$97,288	\$98,845	\$98,845	\$100,427	\$100,427	\$102,034
Ed Stipend	\$2,974	\$3,022	\$3,022	\$3,070	\$3,070	\$3,119	

ADJUNCT/OVERLOAD RATES	2.00%			2.50%		2.50%
	Sept. 2019	Feb. 2020	Sept. 2020	Feb. 2021	Sept. 2021	Feb. 2022
PROF ASSISTANT	\$815	\$831	\$831	\$852	\$852	\$873
PROF ASSISTANT 1	\$960	\$979	\$979	\$1,003	\$1,003	\$1,028
PROF ASSISTANT 2	\$1,061	\$1,082	\$1,082	\$1,109	\$1,109	\$1,137
SPECIALIST 1	\$1,136	\$1,159	\$1,159	\$1,188	\$1,188	\$1,218
SPECIALIST 2	\$1,223	\$1,247	\$1,247	\$1,278	\$1,278	\$1,310
INSTRUCTOR	\$1,257	\$1,282	\$1,282	\$1,314	\$1,314	\$1,347
ASST PROFESSOR	\$1,362	\$1,389	\$1,389	\$1,424	\$1,424	\$1,460
ASSOC PROFESSOR	\$1,461	\$1,490	\$1,490	\$1,527	\$1,527	\$1,565
PROFESSOR	\$1,601	\$1,633	\$1,633	\$1,674	\$1,674	\$1,716

	2019/2020	2020/2021	2021/2022
READERS/HOLISTIC SCORERS (per hour)	\$50.00	\$50.00	\$50.00
ADJUNCT "RIGHT TO KNOW" TRAINING Session Rate (per hour)	\$40.00	\$40.00	\$40.00
FA BENEFIT FUND	\$2,033	\$2,083	\$2,133

LONGEVITY	YEARS			
	10-14	\$1,350	\$1,350	\$1,350
	15-19	\$1,850	\$1,850	\$1,850
	20-24	\$2,350	\$2,350	\$2,350
	25-29	\$2,700	\$2,700	\$2,700
	30+	\$3,200	\$3,200	\$3,200

CONFERENCE ATTENDANCE	\$2,000	\$2,200
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