

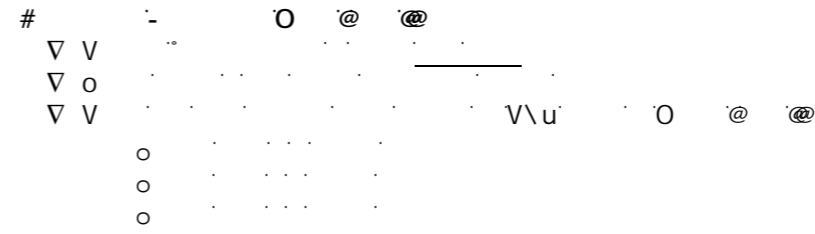
STEP PLUS SYSTEM - TABLE 31N -1 (formerly 39N-1)
NON-EXEMPT ACADEMIC STANDARD TABLE OF PAY RATES
 use for **CONTINUING EDUCATORS**

	Adjusted Scale	Hourly
	7/9/2023 Hourly	Step Plus Increment†
	\$19.28	
	\$19.68	
Step Plus 1/2 Step	\$19.92	\$0.24
	\$20.16	
Step Plus 1/2 Step	\$20.27	\$0.11
	\$20.38	
Step Plus 1/2 Step	\$20.60	\$0.22
	\$20.82	
Step Plus 1/2 Step	\$21.02	\$0.20
	\$21.22	
Step Plus 1/2 Step	\$21.46	\$0.24
	\$21.70	
Step Plus 1/2 Step	\$21.94	\$0.24
	\$22.17	
Step Plus 1/2 Step	\$22.40	\$0.23
	\$22.62	
Step Plus 1/2 Step	\$22.89	\$0.27
	\$23.15	
Step Plus 1/2 Step	\$23.35	\$0.20
	\$23.55	
Step Plus 1/2 Step	\$23.78	\$0.23
	\$24.01	
Step Plus 1/2 Step	\$24.28	\$0.27
	\$24.55	
Step Plus 1/2 Step	\$24.83	\$0.28
	\$25.11	
Step Plus 1/2 Step	\$25.40	\$0.29
	\$25.68	
Step Plus 1/2 Step	\$25.98	\$0.30
	\$26.27	
Step Plus 1/2 Step	\$26.51	\$0.24
	\$26.74	
Step Plus 1/2 Step	\$27.06	\$0.32
	\$27.37	
Step Plus 1/2 Step	\$27.71	\$0.34
	\$28.04	
Step Plus 1/2 Step	\$28.33	\$0.29
	\$28.61	
Step Plus 1/2 Step	\$28.81	\$0.20
	\$29.01	
Step Plus 1/2 Step	\$29.37	\$0.36
	\$29.72	
Step Plus 1/2 Step	\$30.06	\$0.34
	\$30.39	
Step Plus 1/2 Step	\$30.78	\$0.39
	\$31.17	
Step Plus 1/2 Step	\$31.52	\$0.35
	\$31.87	
Step Plus 1/2 Step	\$32.25	\$0.38
	\$32.63	
Step Plus 1/2 Step	\$32.99	\$0.36
	\$33.34	
Step Plus 1/2 Step	\$33.73	\$0.39
	\$34.12	
Step Plus 1/2 Step	\$34.52	\$0.40
	\$34.92	
Step Plus 1/2 Step	\$35.34	\$0.42
	\$35.75	
Step Plus 1/2 Step	\$36.20	\$0.45
	\$36.64	
Step Plus 1/2 Step	\$37.09	\$0.45
	\$37.53	
Step Plus 1/2 Step	\$38.03	\$0.50
	\$38.52	
Step Plus 1/2 Step	\$38.94	\$0.42

Level I Annual Minimum

Level II Annual Minimum

Advancement Examples



Starting Salary →	\$32.63	
Step Plus 1/2 Step	\$32.99	\$0.36
	\$33.34	
Step Plus 1/2 Step	\$33.73	\$0.39
1.0 step →	\$34.12	
Step Plus 1/2 Step	\$34.52	\$0.40
1.5 step →	\$34.92	
Step Plus 1/2 Step	\$35.34	\$0.42
2.0 step →	\$35.75	



- Normal Advancement is every three years
- Salary bump = one salary increment (white boxes)
- Note: 1/2 step salaries (grey boxes) applies to Level III only when there is an advancement that includes a 1/2 step (e.g. 1.5)
 - 1.0 step = 3 salary bumps
 - 1.5 step = 4.5 salary bumps
 - 2.0 step = 6 salary bumps

Starting Salary →	\$41.97	
Step Plus 1/2 Step	\$42.56	\$0.59
	\$43.15	
Step Plus 1/2 Step	\$43.73	\$0.58
	\$44.30	
Step Plus 1/2 Step	\$44.74	\$0.44
1.0 step →	\$45.18	
Step Plus 1/2 Step	\$45.77	\$0.59
	\$46.35	
1.5 step →	\$46.95	\$0.60
	\$47.54	
Step Plus 1/2 Step	\$48.08	\$0.54
2.0 step →	\$48.62	

†Already factored into the base. This is the half-step amount to be entered in payroll as an off-scale component (UCOHR2). This component is retained as long as the appointee remains at this step.

STEP PLUS SYSTEM - TABLE 31N -2 (formerly 39N-2)
NON-EXEMPT ACADEMIC STANDARD TABLE OF PAY RATES
 use for **CONTINUING EDUCATORS**

	Adjusted Scale	Hourly
	7/9/2023	Step Plus
	Hourly	Increment†
	\$39.36	
Step Plus 1/2 Step	\$39.83	\$0.47
	\$40.29	
Step Plus 1/2 Step	\$40.71	\$0.42
	\$41.13	
Step Plus 1/2 Step	\$41.55	\$0.42
	\$41.97	
Step Plus 1/2 Step	\$42.56	\$0.59
	\$43.15	
Step Plus 1/2 Step	\$43.73	\$0.58
	\$44.30	
Step Plus 1/2 Step	\$44.74	\$0.44
	\$45.18	
Step Plus 1/2 Step	\$45.77	\$0.59
	\$46.35	
Step Plus 1/2 Step	\$46.95	\$0.60
	\$47.54	
Step Plus 1/2 Step	\$48.08	\$0.54
	\$48.62	
Step Plus 1/2 Step	\$49.08	\$0.46
	\$49.54	
Step Plus 1/2 Step	\$50.11	\$0.57
	\$50.68	
Step Plus 1/2 Step	\$51.40	\$0.72
	\$52.11	
Step Plus 1/2 Step	\$52.70	\$0.59
	\$53.28	
Step Plus 1/2 Step	\$53.87	\$0.59
	\$54.46	
Step Plus 1/2 Step	\$55.04	\$0.58
	\$55.62	
Step Plus 1/2 Step	\$56.34	\$0.72
	\$57.06	
Step Plus 1/2 Step	\$57.33	\$0.27
	\$57.60	
Step Plus 1/2 Step	\$58.18	\$0.58
	\$58.75	
Step Plus 1/2 Step	\$59.47	\$0.72
	\$60.19	
Step Plus 1/2 Step	\$60.94	\$0.75
	\$61.68	
Step Plus 1/2 Step	\$62.39	\$0.71
	\$63.09	
Step Plus 1/2 Step	\$63.80	\$0.71
	\$64.51	
Step Plus 1/2 Step	\$65.37	\$0.86
	\$66.22	
Step Plus 1/2 Step	\$67.11	\$0.89
	\$68.00	
Step Plus 1/2 Step	\$68.82	\$0.82
	\$69.64	
Step Plus 1/2 Step	\$70.47	\$0.83
	\$71.30	
Step Plus 1/2 Step	\$72.20	\$0.90
	\$73.09	
Step Plus 1/2 Step	\$73.97	\$0.88
	\$74.85	
Step Plus 1/2 Step	\$75.79	\$0.94
	\$76.72	
Step Plus 1/2 Step	\$77.65	\$0.93
	\$78.57	
Step Plus 1/2 Step	\$79.55	\$0.98
	\$80.52	
Step Plus 1/2 Step	\$81.51	\$0.99
	\$82.49	
Step Plus 1/2 Step	\$83.49	\$1.00
	\$84.48	

Level III Annual Minimum

Level I Annual Maximum

Level II Annual Maximum

Level III Annual Maximum

†Already factored into the base. This is the half-step amount to be entered in payroll as an off-scale component. (UCOHR2). This component is retained as long as the appointee remains at this step.