

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

	Adjusted Scale	Hourly Step Plus Increment†
	7/7/2024 Hourly	
	\$20.09	
	\$20.51	
Step Plus 1/2 Step	\$20.76	\$0.25
	\$21.01	
Step Plus 1/2 Step	\$21.13	\$0.12
	\$21.24	
Step Plus 1/2 Step	\$21.47	\$0.23
	\$21.70	
Step Plus 1/2 Step	\$21.91	\$0.21
	\$22.12	
Step Plus 1/2 Step	\$22.37	\$0.25
	\$22.61	
Step Plus 1/2 Step	\$22.86	\$0.25
	\$23.11	
Step Plus 1/2 Step	\$23.34	\$0.23
	\$23.57	
Step Plus 1/2 Step	\$23.85	\$0.28
	\$24.12	
Step Plus 1/2 Step	\$24.33	\$0.21
	\$24.54	
Step Plus 1/2 Step	\$24.78	\$0.24
	\$25.01	
Step Plus 1/2 Step	\$25.30	\$0.29
	\$25.58	
Step Plus 1/2 Step	\$25.87	\$0.29
	\$26.16	
Step Plus 1/2 Step	\$26.46	\$0.30
	\$26.76	
Step Plus 1/2 Step	\$27.07	\$0.31
	\$27.38	
Step Plus 1/2 Step	\$27.62	\$0.24
	\$27.86	
Step Plus 1/2 Step	\$28.19	\$0.33
	\$28.52	
Step Plus 1/2 Step	\$28.87	\$0.35
	\$29.21	
Step Plus 1/2 Step	\$29.51	\$0.30
	\$29.81	
Step Plus 1/2 Step	\$30.02	\$0.21
	\$30.23	
Step Plus 1/2 Step	\$30.60	\$0.37
	\$30.97	
Step Plus 1/2 Step	\$31.32	\$0.35
	\$31.66	
Step Plus 1/2 Step	\$32.07	\$0.41
	\$32.48	
Step Plus 1/2 Step	\$32.85	\$0.37
	\$33.11	
Step Plus 1/2 Step	\$33.21	\$0.40
	\$33.57	
Step Plus 1/2 Step	\$33.61	\$0.40
	\$33.85	
Step Plus 1/2 Step	\$34.00	\$0.44
	\$34.12	
Step Plus 1/2 Step	\$34.37	\$0.37
	\$34.74	
Step Plus 1/2 Step	\$35.15	\$0.41
	\$35.55	
Step Plus 1/2 Step	\$35.97	\$0.42
	\$36.38	
Step Plus 1/2 Step	\$36.82	\$0.44
	\$37.25	
Step Plus 1/2 Step	\$37.72	\$0.47
	\$38.18	
Step Plus 1/2 Step	\$38.64	\$0.46
	\$39.10	
Step Plus 1/2 Step	\$39.62	\$0.52
	\$40.14	
Step Plus 1/2 Step	\$40.58	\$0.44

Level I Annual Minimum

Level II Annual Minimum

Advancement Examples

Continuing Educators Level I and II:

- Normal Advancement is every two years
- Salary bump = one salary increment (white boxes)
- Note: 1/2 step salaries (grey boxes) do NOT apply to Levels I and II
 - 1.0 step = 2 salary bumps
 - 1.5 step = 3 salary bumps
 - 2.0 step = 4 salary bumps

Starting Salary →	\$30.97	
Step Plus 1/2 Step	\$31.32	\$0.35
	\$31.66	
Step Plus 1/2 Step	\$32.07	\$0.41
	\$32.48	
1.0 step →	\$32.48	
Step Plus 1/2 Step	\$32.85	\$0.37
	\$33.11	
1.5 step →	\$33.21	
Step Plus 1/2 Step	\$33.61	\$0.40
	\$33.85	
2.0 step →	\$34.00	

Continuing Educators Level III:

- 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 →	\$42.85	
Step Plus 1/2 Step	\$43.30	\$0.45
	\$43.74	
Step Plus 1/2 Step	\$44.36	\$0.62
	\$44.97	
Step Plus 1/2 Step	\$45.57	\$0.60
	\$46.16	
1.0 step →	\$46.16	
Step Plus 1/2 Step	\$46.62	\$0.46
	\$47.07	
1.5 step →	\$47.68	\$0.61
	\$48.29	
Step Plus 1/2 Step	\$48.92	\$0.63
	\$49.54	
2.0 step →	\$49.54	

†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.

NON-EXEMPT ACADEMIC STANDARD TABLE OF PAY RATES
use for CONTINUING EDUCATORS

	Adjusted Scale	Hourly
	7/7/2024	Step Plus
	Hourly	Increment†
	\$41.02	
Step Plus 1/2 Step	\$41.50	\$0.48
	\$41.98	
Step Plus 1/2 Step	\$42.42	\$0.44
	\$42.85	
Step Plus 1/2 Step	\$43.30	\$0.45
	\$43.74	
Step Plus 1/2 Step	\$44.36	\$0.62
	\$44.97	
Step Plus 1/2 Step	\$45.57	\$0.60
	\$46.16	
Step Plus 1/2 Step	\$46.62	\$0.46
	\$47.07	
Step Plus 1/2 Step	\$47.68	\$0.61
	\$48.29	
Step Plus 1/2 Step	\$48.92	\$0.63
	\$49.54	
Step Plus 1/2 Step	\$50.10	\$0.56
	\$50.66	
Step Plus 1/2 Step	\$51.14	\$0.48
	\$51.62	
Step Plus 1/2 Step	\$52.22	\$0.60
	\$52.81	
Step Plus 1/2 Step	\$53.56	\$0.75
	\$54.30	
Step Plus 1/2 Step	\$54.91	\$0.61
	\$55.52	
Step Plus 1/2 Step	\$56.14	\$0.62
	\$56.75	
Step Plus 1/2 Step	\$57.36	\$0.61
	\$57.96	
Step Plus 1/2 Step	\$58.71	\$0.75
	\$59.45	
Step Plus 1/2 Step	\$59.74	\$0.29
	\$60.02	
Step Plus 1/2 Step	\$60.62	\$0.60
	\$61.22	
Step Plus 1/2 Step	\$61.97	\$0.75
	\$62.72	
Step Plus 1/2 Step	\$63.50	\$0.78
	\$64.27	
Step Plus 1/2 Step	\$65.01	\$0.74
	\$65.74	
Step Plus 1/2 Step	\$66.48	\$0.74
	\$67.22	
Step Plus 1/2 Step	\$68.11	\$0.89
	\$69.00	
Step Plus 1/2 Step	\$69.93	\$0.93
	\$70.86	
Step Plus 1/2 Step	\$71.72	\$0.86
	\$72.57	
Step Plus 1/2 Step	\$73.44	\$0.87
	\$74.30	
Step Plus 1/2 Step	\$75.23	\$0.93
	\$76.16	
Step Plus 1/2 Step	\$77.08	\$0.92
	\$78.00	
Step Plus 1/2 Step	\$78.97	\$0.97
	\$79.94	
Step Plus 1/2 Step	\$80.91	\$0.97
	\$81.87	
Step Plus 1/2 Step	\$82.89	\$1.02
	\$83.90	
Step Plus 1/2 Step	\$84.93	\$1.03
	\$85.96	
Step Plus 1/2 Step	\$87.00	\$1.04
	\$88.03	

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.