

COUNCIL OF NJ STATE COLLEGE LOCALS - AFT 2023-27 FT/PT SALARIES

APPENDIX V - SALARY SCHEDULES

ANNUAL SALARIES

July 2023 - June 2024 (12 Month Employees)

Sept. 2023 - June 2024 (10 Month Employees)

RANGE	INCREMENT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
12	1,916.50	38,416.70	40,333.20	42,249.70	44,166.20	46,082.69	47,999.19	49,915.69	51,832.19	53,748.69	55,665.19	57,581.68	59,498.18
13	2,016.41	40,333.20	42,349.60	44,366.01	46,382.42	48,398.82	50,415.23	52,431.63	54,448.04	56,464.44	58,480.85	60,497.26	62,513.66
14	2,116.33	42,349.60	44,465.93	46,582.26	48,698.59	50,814.92	52,931.25	55,047.57	57,163.90	59,280.23	61,396.56	63,512.89	65,629.21
15	2,220.84	44,465.93	46,686.77	48,907.61	51,128.45	53,349.28	55,570.12	57,790.96	60,011.80	62,232.64	64,453.47	66,674.31	68,895.15
16	2,335.11	46,686.77	49,021.88	51,357.00	53,692.11	56,027.22	58,362.34	60,697.45	63,032.56	65,367.67	67,702.79	70,037.90	72,373.01
17	2,453.93	49,021.88	51,475.81	53,929.74	56,383.67	58,837.60	61,291.53	63,745.46	66,199.39	68,653.32	71,107.25	73,561.18	76,015.11
18	2,572.81	51,475.81	54,048.62	56,621.43	59,194.24	61,767.04	64,339.85	66,912.66	69,485.46	72,058.27	74,631.08	77,203.89	79,776.69
19	2,701.54	54,048.62	56,750.16	59,451.70	62,153.24	64,854.78	67,556.32	70,257.87	72,959.41	75,660.95	78,362.49	81,064.03	83,765.57
20	2,838.84	56,750.16	59,589.01	62,427.85	65,266.69	68,105.54	70,944.38	73,783.22	76,622.07	79,460.91	82,299.75	85,138.60	87,977.44
21	2,981.87	59,589.01	62,570.87	65,552.74	68,534.61	71,516.48	74,498.35	77,480.22	80,462.09	83,443.96	86,425.82	89,407.69	92,389.56
22	3,129.25	62,570.87	65,700.13	68,829.38	71,958.64	75,087.89	78,217.15	81,346.40	84,475.66	87,604.91	90,734.16	93,863.42	96,992.67
23	3,286.22	65,700.13	68,986.35	72,272.58	75,558.80	78,845.02	82,131.25	85,417.47	88,703.69	91,989.92	95,276.14	98,562.36	101,848.59
24	3,447.87	68,986.35	72,434.22	75,882.09	79,329.96	82,777.84	86,225.71	89,673.58	93,121.45	96,569.32	100,017.19	103,465.06	106,912.93
25	3,623.86	72,434.22	76,058.08	79,681.93	83,305.79	86,929.65	90,553.50	94,177.36	97,801.21	101,425.07	105,048.92	108,672.78	112,296.64
26	3,804.56	76,058.08	79,862.64	83,667.21	87,471.77	91,276.33	95,080.90	98,885.46	102,690.03	106,494.59	110,299.15	114,103.72	117,908.28
27	3,994.81	79,862.64	83,857.45	87,852.26	91,847.07	95,841.88	99,836.69	103,831.50	107,826.32	111,821.13	115,815.94	119,810.75	123,805.56
28	4,194.56	83,857.45	88,052.02	92,246.58	96,441.15	100,635.71	104,830.28	109,024.84	113,219.40	117,413.97	121,608.53	125,803.10	129,997.66
29	4,403.72	88,052.02	92,455.74	96,859.46	101,263.18	105,666.90	110,070.62	114,474.34	118,878.06	123,281.78	127,685.50	132,089.22	136,492.94
30	4,622.61	92,455.74	97,078.35	101,700.96	106,323.57	110,946.18	115,568.79	120,191.41	124,814.02	129,436.63	134,059.24	138,681.85	143,304.46
31	4,855.57	97,078.35	101,933.92	106,789.48	111,645.05	116,500.62	121,356.18	126,211.75	131,067.32	135,922.88	140,778.45	145,634.02	150,489.59
32	5,098.15	101,933.92	107,032.07	112,130.22	117,228.37	122,326.52	127,424.67	132,522.83	137,620.98	142,719.13	147,817.28	152,915.43	158,013.58
33	5,350.15	107,032.07	112,382.22	117,732.37	123,082.53	128,432.68	133,782.83	139,132.99	144,483.14	149,833.29	155,183.44	160,533.60	165,883.75
34	5,621.23	112,382.22	118,003.45	123,624.68	129,245.91	134,867.14	140,488.37	146,109.60	151,730.84	157,352.07	162,973.30	168,594.53	174,215.76
35	5,900.20	118,003.45	123,903.65	129,803.84	135,704.04	141,604.24	147,504.43	153,404.63	159,304.82	165,205.02	171,105.22	177,005.41	182,905.61

COUNCIL OF NJ STATE COLLEGE LOCALS - AFT 2023-27 FT/PT SALARIES

ANNUAL SALARIES

July 2024 - June 2025 (12 Month Employees)

Sept. 2024 - June 2025 (10 Month Employees)

RANGE	INCREMENT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
12	1,983.58	39,761.29	41,744.86	43,728.44	45,712.01	47,695.59	49,679.16	51,662.74	53,646.32	55,629.89	57,613.47	59,597.04	61,580.62
13	2,086.98	41,744.86	43,831.84	45,918.82	48,005.80	50,092.78	52,179.76	54,266.74	56,353.72	58,440.70	60,527.68	62,614.66	64,701.64
14	2,190.40	43,831.84	46,022.24	48,212.64	50,403.04	52,593.44	54,783.84	56,974.24	59,164.64	61,355.04	63,545.44	65,735.84	67,926.24
15	2,298.57	46,022.24	48,320.81	50,619.37	52,917.94	55,216.51	57,515.08	59,813.64	62,112.21	64,410.78	66,709.35	69,007.91	71,306.48
16	2,416.84	48,320.81	50,737.65	53,154.49	55,571.33	57,988.18	60,405.02	62,821.86	65,238.70	67,655.54	70,072.38	72,489.23	74,906.07
17	2,539.82	50,737.65	53,277.47	55,817.28	58,357.10	60,896.92	63,436.74	65,976.55	68,516.37	71,056.19	73,596.01	76,135.82	78,675.64
18	2,662.86	53,277.47	55,940.32	58,603.18	61,266.03	63,928.89	66,591.74	69,254.60	71,917.46	74,580.31	77,243.17	79,906.02	82,568.88
19	2,796.09	55,940.32	58,736.42	61,532.51	64,328.61	67,124.70	69,920.80	72,716.89	75,512.99	78,309.08	81,105.18	83,901.27	86,697.36
20	2,938.20	58,736.42	61,674.62	64,612.82	67,551.03	70,489.23	73,427.43	76,365.63	79,303.84	82,242.04	85,180.24	88,118.45	91,056.65
21	3,086.23	61,674.62	64,760.85	67,847.09	70,933.32	74,019.56	77,105.79	80,192.03	83,278.26	86,364.49	89,450.73	92,536.96	95,623.20
22	3,238.78	64,760.85	67,999.63	71,238.41	74,477.19	77,715.97	80,954.75	84,193.52	87,432.30	90,671.08	93,909.86	97,148.64	100,387.42
23	3,401.24	67,999.63	71,400.87	74,802.12	78,203.36	81,604.60	85,005.84	88,407.08	91,808.32	95,209.56	98,610.81	102,012.05	105,413.29
24	3,568.55	71,400.87	74,969.42	78,537.97	82,106.51	85,675.06	89,243.61	92,812.15	96,380.70	99,949.25	103,517.79	107,086.34	110,654.89
25	3,750.69	74,969.42	78,720.11	82,470.80	86,221.49	89,972.18	93,722.87	97,473.56	101,224.26	104,974.95	108,725.64	112,476.33	116,227.02
26	3,937.72	78,720.11	82,657.84	86,595.56	90,533.28	94,471.01	98,408.73	102,346.45	106,284.18	110,221.90	114,159.63	118,097.35	122,035.07
27	4,134.63	82,657.84	86,792.46	90,927.09	95,061.72	99,196.35	103,330.98	107,465.61	111,600.24	115,734.87	119,869.49	124,004.12	128,138.75
28	4,341.37	86,792.46	91,133.84	95,475.21	99,816.59	104,157.96	108,499.34	112,840.71	117,182.08	121,523.46	125,864.83	130,206.21	134,547.58
29	4,557.85	91,133.84	95,691.69	100,249.54	104,807.39	109,365.24	113,923.09	118,480.94	123,038.79	127,596.64	132,154.49	136,712.35	141,270.20
30	4,784.40	95,691.69	100,476.09	105,260.49	110,044.90	114,829.30	119,613.70	124,398.10	129,182.51	133,966.91	138,751.31	143,535.72	148,320.12
31	5,025.51	100,476.09	105,501.60	110,527.12	115,552.63	120,578.14	125,603.65	130,629.16	135,654.67	140,680.19	145,705.70	150,731.21	155,756.72
32	5,276.59	105,501.60	110,778.19	116,054.78	121,331.36	126,607.95	131,884.54	137,161.12	142,437.71	147,714.30	152,990.88	158,267.47	163,544.06
33	5,537.41	110,778.19	116,315.60	121,853.01	127,390.42	132,927.82	138,465.23	144,002.64	149,540.05	155,077.46	160,614.87	166,152.27	171,689.68
34	5,817.97	116,315.60	122,133.57	127,951.55	133,769.52	139,587.49	145,405.47	151,223.44	157,041.41	162,859.39	168,677.36	174,495.34	180,313.31
35	6,106.70	122,133.57	128,240.28	134,346.98	140,453.68	146,560.38	152,667.09	158,773.79	164,880.49	170,987.20	177,093.90	183,200.60	189,307.30

COUNCIL OF NJ STATE COLLEGE LOCALS - AFT 2023-27 FT/PT SALARIES

ANNUAL SALARIES

July 2025 - June 2026 (12 Month Employees)

Sept. 2025 - June 2026 (10 Month Employees)

RANGE	INCREMENT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
12	2,053.00	41,152.93	43,205.93	45,258.93	47,311.93	49,364.93	51,417.93	53,470.94	55,523.94	57,576.94	59,629.94	61,682.94	63,735.94	65,788.94
13	2,160.02	43,205.93	45,365.96	47,525.98	49,686.00	51,846.03	54,006.05	56,166.08	58,326.10	60,486.12	62,646.15	64,806.17	66,966.20	69,126.22
14	2,267.06	45,365.96	47,633.02	49,900.08	52,167.15	54,434.21	56,701.27	58,968.34	61,235.40	63,502.46	65,769.53	68,036.59	70,303.65	72,570.72
15	2,379.02	47,633.02	50,012.04	52,391.05	54,770.07	57,149.09	59,528.10	61,907.12	64,286.14	66,665.16	69,044.17	71,423.19	73,802.21	76,181.22
16	2,501.43	50,012.04	52,513.47	55,014.90	57,516.33	60,017.76	62,519.19	65,020.62	67,522.06	70,023.49	72,524.92	75,026.35	77,527.78	80,029.21
17	2,628.71	52,513.47	55,142.18	57,770.89	60,399.60	63,028.31	65,657.02	68,285.73	70,914.44	73,543.16	76,171.87	78,800.58	81,429.29	84,058.00
18	2,756.06	55,142.18	57,898.23	60,654.29	63,410.34	66,166.40	68,922.46	71,678.51	74,434.57	77,190.62	79,946.68	82,702.73	85,458.79	88,214.84
19	2,893.96	57,898.23	60,792.19	63,686.15	66,580.11	69,474.07	72,368.02	75,261.98	78,155.94	81,049.90	83,943.86	86,837.81	89,731.77	92,625.73
20	3,041.04	60,792.19	63,833.23	66,874.27	69,915.31	72,956.35	75,997.39	79,038.43	82,079.47	85,120.51	88,161.55	91,202.59	94,243.63	97,284.67
21	3,194.25	63,833.23	67,027.48	70,221.74	73,415.99	76,610.24	79,804.49	82,998.75	86,193.00	89,387.25	92,581.50	95,775.76	98,970.01	102,164.26
22	3,352.14	67,027.48	70,379.62	73,731.76	77,083.89	80,436.03	83,788.16	87,140.30	90,492.43	93,844.57	97,196.71	100,548.84	103,900.98	107,253.11
23	3,520.28	70,379.62	73,899.90	77,420.19	80,940.47	84,460.76	87,981.04	91,501.33	95,021.61	98,541.90	102,062.18	105,582.47	109,102.75	112,623.04
24	3,693.45	73,899.90	77,593.35	81,286.80	84,980.24	88,673.69	92,367.13	96,060.58	99,754.02	103,447.47	107,140.92	110,834.36	114,527.81	118,221.25
25	3,881.96	77,593.35	81,475.32	85,357.28	89,239.24	93,121.21	97,003.17	100,885.14	104,767.10	108,649.07	112,531.03	116,413.00	120,294.96	124,176.93
26	4,075.54	81,475.32	85,550.86	89,626.40	93,701.95	97,777.49	101,853.04	105,928.58	110,004.12	114,079.67	118,155.21	122,230.76	126,306.30	130,381.84
27	4,279.34	85,550.86	89,830.20	94,109.54	98,388.88	102,668.22	106,947.56	111,226.90	115,506.24	119,785.59	124,064.93	128,344.27	132,623.61	136,902.95
28	4,493.32	89,830.20	94,323.52	98,816.84	103,310.17	107,803.49	112,296.81	116,790.13	121,283.46	125,776.78	130,270.10	134,763.42	139,256.75	143,750.07
29	4,717.38	94,323.52	99,040.90	103,758.27	108,475.65	113,193.02	117,910.40	122,627.78	127,345.15	132,062.53	136,779.90	141,497.28	146,214.65	150,932.03
30	4,951.86	99,040.90	103,992.75	108,944.61	113,896.47	118,848.33	123,800.18	128,752.04	133,703.90	138,655.75	143,607.61	148,559.47	153,511.32	158,463.18
31	5,201.40	103,992.75	109,194.16	114,395.56	119,596.97	124,798.37	129,999.78	135,201.18	140,402.59	145,603.99	150,805.40	156,006.80	161,208.21	166,409.61
32	5,461.27	109,194.16	114,655.43	120,116.69	125,577.96	131,039.23	136,500.50	141,961.76	147,423.03	152,884.30	158,345.57	163,806.83	169,268.10	174,729.37
33	5,731.22	114,655.43	120,386.64	126,117.86	131,849.08	137,580.30	143,311.52	149,042.73	154,773.95	160,505.17	166,236.39	171,967.60	177,698.82	183,430.04
34	6,021.60	120,386.64	126,408.25	132,429.85	138,451.45	144,473.06	150,494.66	156,516.26	162,537.86	168,559.47	174,581.07	180,602.67	186,624.27	192,645.88
35	6,320.44	126,408.25	132,728.68	139,049.12	145,369.56	151,690.00	158,010.43	164,330.87	170,651.31	176,971.75	183,292.18	189,612.62	195,933.06	202,253.50

COUNCIL OF NJ STATE COLLEGE LOCALS - AFT 2023-27 FT/PT SALARIES

ANNUAL SALARIES

July 2026 - June 2027 (12 Month Employees)

Sept. 2026 - June 2027 (10 Month Employees)

RANGE	INCREMENT	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
12	2,124.86	42,593.28	44,718.14	46,842.99	48,967.85	51,092.71	53,217.56	55,342.42	57,467.27	59,592.13	61,716.99	63,841.84	65,966.70	68,091.55
13	2,235.62	44,718.14	46,953.76	49,189.39	51,425.01	53,660.64	55,896.26	58,131.89	60,367.51	62,603.14	64,838.76	67,074.39	69,310.01	71,545.64
14	2,346.41	46,953.76	49,300.17	51,646.59	53,993.00	56,339.41	58,685.82	61,032.23	63,378.64	65,725.05	68,071.46	70,417.87	72,764.28	75,110.69
15	2,462.28	49,300.17	51,762.46	54,224.74	56,687.02	59,149.31	61,611.59	64,073.87	66,536.15	68,998.44	71,460.72	73,923.00	76,385.28	78,847.57
16	2,588.98	51,762.46	54,351.44	56,940.42	59,529.40	62,118.38	64,707.36	67,296.35	69,885.33	72,474.31	75,063.29	77,652.27	80,241.25	82,830.23
17	2,720.72	54,351.44	57,072.15	59,792.87	62,513.59	65,234.30	67,955.02	70,675.73	73,396.45	76,117.17	78,837.88	81,558.60	84,279.31	87,000.03
18	2,852.52	57,072.15	59,924.67	62,777.19	65,629.71	68,482.22	71,334.74	74,187.26	77,039.78	79,892.29	82,744.81	85,597.33	88,449.85	91,302.36
19	2,995.25	59,924.67	62,919.92	65,915.17	68,910.41	71,905.66	74,900.90	77,896.15	80,891.40	83,886.64	86,881.89	89,877.14	92,872.38	95,867.63
20	3,147.48	62,919.92	66,067.40	69,214.87	72,362.35	75,509.82	78,657.30	81,804.78	84,952.25	88,099.73	91,247.21	94,394.68	97,542.16	100,689.64
21	3,306.05	66,067.40	69,373.45	72,679.50	75,985.55	79,291.60	82,597.65	85,903.70	89,209.75	92,515.81	95,821.86	99,127.91	102,433.96	105,740.01
22	3,469.46	69,373.45	72,842.91	76,312.37	79,781.83	83,251.29	86,720.75	90,190.21	93,659.67	97,129.13	100,598.59	104,068.05	107,537.51	111,006.97
23	3,643.49	72,842.91	76,486.40	80,129.90	83,773.39	87,416.89	91,060.38	94,703.88	98,347.37	101,990.87	105,634.36	109,277.86	112,921.35	116,564.85
24	3,822.72	76,486.40	80,309.12	84,131.83	87,954.55	91,777.27	95,599.98	99,422.70	103,245.42	107,068.13	110,890.85	114,713.56	118,536.28	122,359.00
25	4,017.83	80,309.12	84,326.95	88,344.78	92,362.62	96,380.45	100,398.29	104,416.12	108,433.95	112,451.79	116,469.62	120,487.45	124,505.29	128,523.12
26	4,218.19	84,326.95	88,545.14	92,763.33	96,981.52	101,199.70	105,417.89	109,636.08	113,854.27	118,072.46	122,290.64	126,508.83	130,727.02	134,945.21
27	4,429.12	88,545.14	92,974.26	97,403.37	101,832.49	106,261.61	110,690.73	115,119.85	119,548.96	123,978.08	128,407.20	132,836.32	137,265.43	141,694.55
28	4,650.59	92,974.26	97,624.85	102,275.43	106,926.02	111,576.61	116,227.20	120,877.79	125,528.38	130,178.97	134,829.56	139,480.14	144,130.73	148,781.32
29	4,882.48	97,624.85	102,507.33	107,389.81	112,272.30	117,154.78	122,037.26	126,919.75	131,802.23	136,684.71	141,567.20	146,449.68	151,332.17	156,214.65
30	5,125.17	102,507.33	107,632.50	112,757.67	117,882.84	123,008.02	128,133.19	133,258.36	138,383.53	143,508.70	148,633.88	153,759.05	158,884.22	164,009.39
31	5,383.45	107,632.50	113,015.96	118,399.41	123,782.86	129,166.32	134,549.77	139,933.22	145,316.68	150,700.13	156,083.59	161,467.04	166,850.49	172,233.95
32	5,652.41	113,015.96	118,668.37	124,320.78	129,973.19	135,625.60	141,278.01	146,930.43	152,582.84	158,235.25	163,887.66	169,540.07	175,192.48	180,844.90
33	5,931.81	118,668.37	124,600.18	130,531.99	136,463.80	142,395.61	148,327.42	154,259.23	160,191.04	166,122.85	172,054.66	177,986.47	183,918.28	189,850.09
34	6,232.36	124,600.18	130,832.54	137,064.89	143,297.25	149,529.61	155,761.97	161,994.33	168,226.69	174,459.05	180,691.41	186,923.77	193,156.12	199,388.48
35	6,541.65	130,832.54	137,374.19	143,915.84	150,457.49	156,999.15	163,540.80	170,082.45	176,624.11	183,165.76	189,707.41	196,249.06	202,790.72	209,332.37