

**Appendix A
SALARY SCHEDULE**

AFO Salary Schedule						
2017-2018 -- 3% Increase						
Step	Teaching				Non-Teaching	
	LMA	MA	MA+	PHD	LMA/Adv	MA-NT
1	\$39.58	\$41.28	\$43.00	\$44.70	\$23.45	\$28.34
2	\$42.56	\$44.39	\$46.24	\$48.08	\$25.21	\$30.47
3	\$45.77	\$47.73	\$49.72	\$51.70	\$27.12	\$32.76
4	\$49.20	\$51.34	\$53.46	\$55.58	\$29.16	\$35.24

AFO Salary Schedule						
2018-2019 -- 3% Increase						
Step	Teaching				Non-Teaching	
	LMA	MA	MA+	PHD	LMA/Adv	MA-NT
1	\$40.77	\$42.52	\$44.29	\$46.04	\$24.16	\$29.19
2	\$43.84	\$45.72	\$47.62	\$49.52	\$25.97	\$31.38
3	\$47.15	\$49.16	\$51.21	\$53.25	\$27.93	\$33.75
4	\$50.68	\$52.88	\$55.06	\$57.25	\$30.03	\$36.29

AFO Salary Schedule						
2019-2020 -- 3% Increase						
Step	Teaching				Non-Teaching	
	LMA	MA	MA+	PHD	LMA/Adv	MA-NT
1	\$41.99	\$43.80	\$45.62	\$47.42	\$24.88	\$30.06
2	\$45.15	\$47.10	\$49.05	\$51.01	\$26.75	\$32.32
3	\$48.56	\$50.64	\$52.75	\$54.84	\$28.77	\$34.76
4	\$52.20	\$54.46	\$56.71	\$58.96	\$30.94	\$37.38

AFO Salary Schedule						
2020-2021 -- 3% Increase						
Step	Teaching				Non-Teaching	
	LMA	MA	MA+	PHD	LMA/Adv	MA-NT
1	\$43.25	\$45.11	\$46.99	\$48.85	\$25.63	\$30.96
2	\$46.51	\$48.51	\$50.52	\$52.54	\$27.55	\$33.29
3	\$50.02	\$52.16	\$54.33	\$56.49	\$29.63	\$35.80
4	\$53.77	\$56.10	\$58.41	\$60.73	\$31.86	\$38.50