

**CSEA / New York State
Tentative Agreement
Article 7 - Compensation
2021-2022 Through 2025-2026
Salary Increase Examples**

Salary Schedule
Effective April 2, 2020 (Admin.) and March 26, 2020 (Inst.)

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	INCR	LONG 1	LONG 2	LONG 3
1	25319	26173	27027	27881	28735	29589	30443	31297	854	1500	3000	4500
2	26285	27182	28079	28976	29873	30770	31667	32564	897	1500	3000	4500
3	27598	28534	29470	30406	31342	32278	33214	34150	936	1500	3000	4500
4	28803	29794	30785	31776	32767	33758	34749	35740	991	1500	3000	4500
5	30181	31219	32257	33295	34333	35371	36409	37447	1038	1500	3000	4500
6	31870	32949	34028	35107	36186	37265	38344	39423	1079	1500	3000	4500
7	33631	34763	35895	37027	38159	39291	40423	41555	1132	1500	3000	4500
8	35528	36703	37878	39053	40228	41403	42578	43753	1175	1500	3000	4500
9	37507	38735	39963	41191	42419	43647	44875	46103	1228	1500	3000	4500
10	39653	40940	42227	43514	44801	46088	47375	48662	1287	1500	3000	4500
11	41953	43304	44655	46006	47357	48708	50059	51410	1351	1500	3000	4500
12	44354	45752	47150	48548	49946	51344	52742	54140	1398	1500	3000	4500
13	46983	48447	49911	51375	52839	54303	55767	57231	1464	1500	3000	4500
14	49703	51227	52751	54275	55799	57323	58847	60371	1524	1500	3000	4500
15	52589	54177	55765	57353	58941	60529	62117	63705	1588	1500	3000	4500
16	55535	57197	58859	60521	62183	63845	65507	67169	1662	1500	3000	4500
17	58661	60416	62171	63926	65681	67436	69191	70946	1755	1500	3000	4500
18	62049	63883	65717	67551	69385	71219	73053	74887	1834	1500	3000	4500
19	65374	67299	69224	71149	73074	74999	76924	78849	1925	1500	3000	4500
20	68794	70794	72794	74794	76794	78794	80794	82794	2000	1500	3000	4500
21	72482	74575	76668	78761	80854	82947	85040	87133	2093	1500	3000	4500
22	76368	78556	80744	82932	85120	87308	89496	91684	2188	1500	3000	4500
23	80453	82737	85021	87305	89589	91873	94157	96441	2284	1500	3000	4500
24	84831	87195	89559	91923	94287	96651	99015	101379	2364	1500	3000	4500
25	89519	91988	94457	96926	99395	101864	104333	106802	2469	1500	3000	4500

Salary Schedule
Effective April 1, 2021 (Admin.) and March 25, 2021 (Inst.)

+2.00%

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	INCR	LONG 1	LONG 2	LONG 3
1	25825	26696	27567	28438	29309	30180	31051	31922	871	1500	3000	4500
2	26811	27726	28641	29556	30471	31386	32301	33216	915	1500	3000	4500
3	28150	29105	30060	31015	31970	32925	33880	34835	955	1500	3000	4500
4	29379	30390	31401	32412	33423	34434	35445	36456	1011	1500	3000	4500
5	30785	31844	32903	33962	35021	36080	37139	38198	1059	1500	3000	4500
6	32507	33608	34709	35810	36911	38012	39113	40214	1101	1500	3000	4500
7	34304	35459	36614	37769	38924	40079	41234	42389	1155	1500	3000	4500
8	36239	37437	38635	39833	41031	42229	43427	44625	1198	1500	3000	4500
9	38257	39510	40763	42016	43269	44522	45775	47028	1253	1500	3000	4500
10	40446	41759	43072	44385	45698	47011	48324	49637	1313	1500	3000	4500
11	42792	44170	45548	46926	48304	49682	51060	52438	1378	1500	3000	4500
12	45241	46667	48093	49519	50945	52371	53797	55223	1426	1500	3000	4500
13	47923	49416	50909	52402	53895	55388	56881	58374	1493	1500	3000	4500
14	50697	52251	53805	55359	56913	58467	60021	61575	1554	1500	3000	4500
15	53641	55261	56881	58501	60121	61741	63361	64981	1620	1500	3000	4500
16	56646	58341	60036	61731	63426	65121	66816	68511	1695	1500	3000	4500
17	59834	61624	63414	65204	66994	68784	70574	72364	1790	1500	3000	4500
18	63290	65161	67032	68903	70774	72645	74516	76387	1871	1500	3000	4500
19	66681	68645	70609	72573	74537	76501	78465	80429	1964	1500	3000	4500
20	70170	72210	74250	76290	78330	80370	82410	84450	2040	1500	3000	4500
21	73932	76067	78202	80337	82472	84607	86742	88877	2135	1500	3000	4500
22	77895	80127	82359	84591	86823	89055	91287	93519	2232	1500	3000	4500
23	82062	84392	86722	89052	91382	93712	96042	98372	2330	1500	3000	4500
24	86528	88939	91350	93761	96172	98583	100994	103405	2411	1500	3000	4500
25	91309	93827	96345	98863	101381	103899	106417	108935	2518	1500	3000	4500

Salary Schedule
Effective March 31, 2022 (Admin.) and April 7, 2022 (Inst.)

+2.00%

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	INCR	LONG 1	LONG 2	LONG 3
1	26342	27230	28118	29006	29894	30782	31670	32558	888	1500	3000	4500
2	27347	28280	29213	30146	31079	32012	32945	33878	933	1500	3000	4500
3	28713	29687	30661	31635	32609	33583	34557	35531	974	1500	3000	4500
4	29967	30998	32029	33060	34091	35122	36153	37184	1031	1500	3000	4500
5	31401	32481	33561	34641	35721	36801	37881	38961	1080	1500	3000	4500
6	33157	34280	35403	36526	37649	38772	39895	41018	1123	1500	3000	4500
7	34990	36168	37346	38524	39702	40880	42058	43236	1178	1500	3000	4500
8	36964	38186	39408	40630	41852	43074	44296	45518	1222	1500	3000	4500
9	39022	40300	41578	42856	44134	45412	46690	47968	1278	1500	3000	4500
10	41255	42594	43933	45272	46611	47950	49289	50628	1339	1500	3000	4500
11	43648	45054	46460	47866	49272	50678	52084	53490	1406	1500	3000	4500
12	46146	47600	49054	50508	51962	53416	54870	56324	1454	1500	3000	4500
13	48881	50404	51927	53450	54973	56496	58019	59542	1523	1500	3000	4500
14	51711	53296	54881	56466	58051	59636	61221	62806	1585	1500	3000	4500
15	54714	56366	58018	59670	61322	62974	64626	66278	1652	1500	3000	4500
16	57779	59508	61237	62966	64695	66424	68153	69882	1729	1500	3000	4500
17	61031	62857	64683	66509	68335	70161	71987	73813	1826	1500	3000	4500
18	64556	66464	68372	70280	72188	74096	76004	77912	1908	1500	3000	4500
19	68015	70018	72021	74024	76027	78030	80033	82036	2003	1500	3000	4500
20	71573	73654	75735	77816	79897	81978	84059	86140	2081	1500	3000	4500
21	75411	77589	79767	81945	84123	86301	88479	90657	2178	1500	3000	4500
22	79453	81730	84007	86284	88561	90838	93115	95392	2277	1500	3000	4500
23	83703	86080	88457	90834	93211	95588	97965	100342	2377	1500	3000	4500
24	88259	90718	93177	95636	98095	100554	103013	105472	2459	1500	3000	4500
25	93135	95703	98271	100839	103407	105975	108543	111111	2568	1500	3000	4500

Salary Schedule
Effective March 30, 2023 (Admin.) and April 6, 2023 (Inst.)

+3.00%

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	INCR	LONG 1	LONG 2	LONG 3
1	27132	28047	28962	29877	30792	31707	32622	33537	915	1500	3000	4500
2	28167	29128	30089	31050	32011	32972	33933	34894	961	1500	3000	4500
3	29574	30577	31580	32583	33586	34589	35592	36595	1003	1500	3000	4500
4	30866	31928	32990	34052	35114	36176	37238	38300	1062	1500	3000	4500
5	32343	33455	34567	35679	36791	37903	39015	40127	1112	1500	3000	4500
6	34152	35309	36466	37623	38780	39937	41094	42251	1157	1500	3000	4500
7	36040	37253	38466	39679	40892	42105	43318	44531	1213	1500	3000	4500
8	38073	39332	40591	41850	43109	44368	45627	46886	1259	1500	3000	4500
9	40193	41509	42825	44141	45457	46773	48089	49405	1316	1500	3000	4500
10	42493	43872	45251	46630	48009	49388	50767	52146	1379	1500	3000	4500
11	44957	46405	47853	49301	50749	52197	53645	55093	1448	1500	3000	4500
12	47530	49028	50526	52024	53522	55020	56518	58016	1498	1500	3000	4500
13	50347	51916	53485	55054	56623	58192	59761	61330	1569	1500	3000	4500
14	53262	54895	56528	58161	59794	61427	63060	64693	1633	1500	3000	4500
15	56355	58057	59759	61461	63163	64865	66567	68269	1702	1500	3000	4500
16	59512	61293	63074	64855	66636	68417	70198	71979	1781	1500	3000	4500
17	62862	64743	66624	68505	70386	72267	74148	76029	1881	1500	3000	4500
18	66493	68458	70423	72388	74353	76318	78283	80248	1965	1500	3000	4500
19	70055	72118	74181	76244	78307	80370	82433	84496	2063	1500	3000	4500
20	73720	75863	78006	80149	82292	84435	86578	88721	2143	1500	3000	4500
21	77673	79916	82159	84402	86645	88888	91131	93374	2243	1500	3000	4500
22	81837	84182	86527	88872	91217	93562	95907	98252	2345	1500	3000	4500
23	86214	88662	91110	93558	96006	98454	100902	103350	2448	1500	3000	4500
24	90907	93440	95973	98506	101039	103572	106105	108638	2533	1500	3000	4500
25	95929	98574	101219	103864	106509	109154	111799	114444	2645	1500	3000	4500

Salary Schedule*
Effective March 28, 2024 (Admin.) and April 4, 2024 (Inst.)

+3.00%

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	INCR	LONG 1	LONG 2	LONG 3
1	27946	28888	29830	30772	31714	32656	33598	34540	942	1500	3000	4500
2	29012	30002	30992	31982	32972	33962	34952	35942	990	1500	3000	4500
3	30461	31494	32527	33560	34593	35626	36659	37692	1033	1500	3000	4500
4	31792	32886	33980	35074	36168	37262	38356	39450	1094	1500	3000	4500
5	33313	34458	35603	36748	37893	39038	40183	41328	1145	1500	3000	4500
6	35177	36369	37561	38753	39945	41137	42329	43521	1192	1500	3000	4500
7	37121	38370	39619	40868	42117	43366	44615	45864	1249	1500	3000	4500
8	39215	40512	41809	43106	44403	45700	46997	48294	1297	1500	3000	4500
9	41399	42754	44109	45464	46819	48174	49529	50884	1355	1500	3000	4500
10	43768	45188	46608	48028	49448	50868	52288	53708	1420	1500	3000	4500
11	46306	47797	49288	50779	52270	53761	55252	56743	1491	1500	3000	4500
12	48956	50499	52042	53585	55128	56671	58214	59757	1543	1500	3000	4500
13	51857	53473	55089	56705	58321	59937	61553	63169	1616	1500	3000	4500
14	54860	56542	58224	59906	61588	63270	64952	66634	1682	1500	3000	4500
15	58046	59799	61552	63305	65058	66811	68564	70317	1753	1500	3000	4500
16	61297	63131	64965	66799	68633	70467	72301	74135	1834	1500	3000	4500
17	64748	66685	68622	70559	72496	74433	76370	78307	1937	1500	3000	4500
18	68488	70512	72536	74560	76584	78608	80632	82656	2024	1500	3000	4500
19	72157	74282	76407	78532	80657	82782	84907	87032	2125	1500	3000	4500
20	75932	78139	80346	82553	84760	86967	89174	91381	2207	1500	3000	4500
21	80003	82313	84623	86933	89243	91553	93863	96173	2310	1500	3000	4500
22	84292	86707	89122	91537	93952	96367	98782	101197	2415	1500	3000	4500
23	88800	91322	93844	96366	98888	101410	103932	106454	2522	1500	3000	4500
24	93634	96243	98852	101461	104070	106679	109288	111897	2609	1500	3000	4500
25	98807	101531	104255	106979	109703	112427	115151	117875	2724	1500	3000	4500

Salary Schedule
Effective March 27, 2025 (Admin.) and April 3, 2025 (Inst.)

+3.00%

SG	HR	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	JR	INCR
1	28784	29754	30724	31694	32664	33634	34604	35574	970
2	29882	30902	31922	32942	33962	34982	36002	37022	1020
3	31375	32439	33503	34567	35631	36695	37759	38823	1064
4	32746	33873	35000	36127	37254	38381	39508	40635	1127
5	34312	35491	36670	37849	39028	40207	41386	42565	1179
6	36232	37460	38688	39916	41144	42372	43600	44828	1228
7	38235	39521	40807	42093	43379	44665	45951	47237	1286
8	40391	41727	43063	44399	45735	47071	48407	49743	1336
9	42641	44037	45433	46829	48225	49621	51017	52413	1396
10	45081	46544	48007	49470	50933	52396	53859	55322	1463
11	47695	49231	50767	52303	53839	55375	56911	58447	1536
12	50425	52014	53603	55192	56781	58370	59959	61548	1589
13	53413	55077	56741	58405	60069	61733	63397	65061	1664
14	56506	58238	59970	61702	63434	65166	66898	68630	1732
15	59787	61593	63399	65205	67011	68817	70623	72429	1806
16	63136	65025	66914	68803	70692	72581	74470	76359	1889
17	66690	68685	70680	72675	74670	76665	78660	80655	1995
18	70543	72628	74713	76798	78883	80968	83053	85138	2085
19	74322	76511	78700	80889	83078	85267	87456	89645	2189
20	78210	80483	82756	85029	87302	89575	91848	94121	2273
21	82403	84782	87161	89540	91919	94298	96677	99056	2379
22	86821	89308	91795	94282	96769	99256	101743	104230	2487
23	91464	94062	96660	99258	101856	104454	107052	109650	2598
24	96443	99130	101817	104504	107191	109878	112565	115252	2687
25	101771	104577	107383	110189	112995	115801	118607	121413	2806

* Note: Effective on the dates above, Longevity Lump Sums are based on total Years of Service with the State

CSEA ASU, OSU, ISU & DMNA

COMPENSATION PACKAGE

2021 - 2022 THROUGH 2025 - 2026

AVERAGE SALARY		Annual			
YEAR	Important Dates	Starting at Average Salary	Across the Board Contract Increase	Cumulative \$ Dollar \$ Increase	Cumulative Percent Increase
CURRENT	04/01/2020	\$ 50,000			
1	04/01/2021	\$ 1,000 \$ 51,000	+ 2.00%	\$ 1,000.00	2.0%
2	04/01/2022	\$ 1,020 \$ 52,020	+ 2.00%	\$ 2,020.00	4.0%
3	04/01/2023	\$ 1,561 \$ 53,581	+ 3.00%	\$ 3,580.60	7.2%
4	04/01/2024	\$ 1,607 \$ 55,188	+ 3.00%	\$ 5,188.02	10.4%
5	04/01/2025	\$ 1,656 \$ 56,844	+ 3.00%	\$ 6,843.66	13.7%

Prepared by CSEA Contract Administration/Research 06/03/2022

CSEA ASU, OSU, ISU & DMNA

COMPENSATION PACKAGE

2021 - 2022 THROUGH 2025 - 2026

GRADE 6		Annual			
YEAR	Important Dates	Starting at Hiring Rate	Across the Board Contract Increase	Cumulative \$ Dollar \$ Increase	Cumulative Increase in Base Salary
CURRENT	04/01/2020	\$ 31,870			
1	04/01/2021 Hiring Rate	\$ 637	+ 2.00%		
	Increment Amt	\$ 32,507			
	Step 1	\$ 1,101		\$ 1,738.40	5.5%
2	04/01/2022 Step 1	\$ 671	+ 2.00%		
	Increment Amt	\$ 34,280			
	Step 2	\$ 1,123		\$ 3,532.57	11.1%
3	04/01/2023 Step 2	\$ 1,063	+ 3.00%		
	Increment Amt	\$ 36,466			
	Step 3	\$ 1,157		\$ 5,752.65	18.1%
4	04/01/2024 Step 3	\$ 1,131	+ 3.00%		
	Increment Amt	\$ 38,753			
	Step 4	\$ 1,192		\$ 8,075.32	25.3%
5	04/01/2025 Step 4	\$ 1,198	+ 3.00%		
	Increment Amt	\$ 41,144			
	Step 5	\$ 1,228		\$ 10,501.68	33.0%
		\$ 42,372			

Note: the amounts may be + or - \$1.00 due to rounding

Prepared by CSEA Contract Administration/Research 06/03/2022

CSEA ASU, OSU, ISU & DMNA

COMPENSATION PACKAGE

2021 - 2022 THROUGH 2025 - 2026

GRADE 9		Annual			
YEAR	Important Dates	Starting at Hiring Rate	Across the Board Contract Increase	Cumulative \$ Dollar \$ Increase	Cumulative Percent Increase
CURRENT	04/01/2020	\$ 37,507			
1	04/01/2021 Hiring Rate	\$ 750 \$ 38,257	+ 2.00%		
	Increment Amt Step 1	\$ 1,253 \$ 39,510		\$ 2,003.14	5.3%
2	04/01/2022 Step 1	\$ 790 \$ 40,300	+ 2.00%		
	Increment Amt Step 2	\$ 1,278 \$ 41,578		\$ 4,071.34	10.9%
3	04/01/2023 Step 2	\$ 1,246 \$ 42,825	+ 3.00%		
	Increment Amt Step 3	\$ 1,316 \$ 44,141		\$ 6,633.69	17.7%
4	04/01/2024 Step 3	\$ 1,323 \$ 45,464	+ 3.00%		
	Increment Amt Step 4	\$ 1,355 \$ 46,819		\$ 9,311.91	24.8%
5	04/01/2025 Step 4	\$ 1,407 \$ 48,225	+ 3.00%		
	Increment Amt Step 5	\$ 1,396 \$ 49,621		\$ 12,114.48	32.3%

Note: the amounts may be + or - \$1.00 due to rounding

Prepared by CSEA Contract Administration/Research 06/03/2022

CSEA ASU, OSU, ISU & DMNA

COMPENSATION PACKAGE

2021 - 2022 THROUGH 2025 - 2026

GRADE 11		Annual			
YEAR	Important Dates	Starting at Hiring Rate	Across the Board Contract Increase	Cumulative \$ Dollar \$ Increase	Cumulative Percent Increase
CURRENT	04/01/2020	\$ 41,953			
1	04/01/2021	\$ 839	+ 2.00%		
	Hiring Rate	\$ 42,792			
	Increm Amt	\$ 1,378			
	Step 1	\$ 44,170		\$ 2,217.06	5.3%
2	04/01/2022	\$ 884	+ 2.00%		
	Step 1	\$ 45,054			
	Increm Amt	\$ 1,406			
	Step 2	\$ 46,460		\$ 4,507.46	10.7%
3	04/01/2023	\$ 1,393	+ 3.00%		
	Step 2	\$ 47,853			
	Increm Amt	\$ 1,448			
	Step 3	\$ 49,301		\$ 7,348.28	17.5%
4	04/01/2024	\$ 1,478	+ 3.00%		
	Step 3	\$ 50,779			
	Increm Amt	\$ 1,491			
	Step 4	\$ 52,270		\$ 10,317.31	24.6%
5	04/01/2025	\$ 1,569	+ 3.00%		
	Step 4	\$ 53,839			
	Increm Amt	\$ 1,536			
	Step 5	\$ 55,375		\$ 13,422.42	32.0%

Note: the amounts may be + or - \$1.00 due to rounding

Prepared by CSEA Contract Administration/Research 06/03/2022

CSEA ASU, OSU, ISU & DMNA

COMPENSATION PACKAGE

2021 - 2022 THROUGH 2025 - 2026

GRADE 12		Annual			
YEAR	Important Dates	Starting at Hiring Rate	Across the Board Contract Increase	Cumulative \$ Dollar \$ Increase	Cumulative Percent Increase
CURRENT	04/01/2020	\$ 44,354			
1	04/01/2021 Hiring Rate	\$ 887	+ 2.00%		
	Increm Amt	\$ 45,241			
	Step 1	\$ 1,426		\$ 2,313.08	5.2%
		\$ 46,667			
2	04/01/2022 Step 1	\$ 933	+ 2.00%		
	Increm Amt	\$ 47,600			
	Step 2	\$ 1,454		\$ 4,700.42	10.6%
		\$ 49,054			
3	04/01/2023 Step 2	\$ 1,472	+ 3.00%		
	Increm Amt	\$ 50,526			
	Step 3	\$ 1,498		\$ 7,670.05	17.3%
		\$ 52,024			
4	04/01/2024 Step 3	\$ 1,561	+ 3.00%		
	Increm Amt	\$ 53,585			
	Step 4	\$ 1,543		\$ 10,773.78	24.3%
		\$ 55,128			
5	04/01/2025 Step 4	\$ 1,653	+ 3.00%		
	Increm Amt	\$ 56,781			
	Step 5	\$ 1,589		\$ 14,015.61	31.6%
		\$ 58,370			

Note: the amounts may be + or - \$1.00 due to rounding

Prepared by CSEA Contract Administration/Research 06/03/2022

CSEA ASU, OSU, ISU & DMNA

COMPENSATION PACKAGE

2021 - 2022 THROUGH 2025 - 2026

GRADE 14		Annual			
YEAR	Important Dates	Starting at Hiring Rate	Across the Board Contract Increase	Cumulative \$ Dollar \$ Increase	Cumulative Percent Increase
CURRENT	04/01/2020	\$ 49,703			
1	04/01/2021	\$ 994	+ 2.00%		
	Hiring Rate	\$ 50,697			
	Increment Amt Step 1	\$ 1,554		\$ 2,548.06	5.1%
2	04/01/2022	\$ 1,045	+ 2.00%		
	Step 1	\$ 53,296			
	Increment Amt Step 2	\$ 1,585		\$ 5,178.08	10.4%
3	04/01/2023	\$ 1,646	+ 3.00%		
	Step 2	\$ 56,528			
	Increment Amt Step 3	\$ 1,633		\$ 8,457.51	17.0%
4	04/01/2024	\$ 1,746	+ 3.00%		
	Step 3	\$ 59,906			
	Increment Amt Step 4	\$ 1,682		\$ 11,885.33	23.9%
5	04/01/2025	\$ 1,846	+ 3.00%		
	Step 4	\$ 63,434			
	Increment Amt Step 5	\$ 1,732		\$ 15,462.98	31.1%

Note: the amounts may be + or - \$1.00 due to rounding

Prepared by CSEA Contract Administration/Research 06/03/2022

CSEA /New York State Tentative Agreement

Article 7 Compensation

Longevity Lump Sum Payments

New System Effective April 2025

Longevities

Effective March 27, 2025 (Admin.) and April 3, 2025 (Inst.)

YEARS OF TOTAL STATE SERVICE	12 YRS	17 YRS	22 YRS
	\$1,500	\$3,000	\$4,500

