

STARTING SALARY DETERMINATION GUIDELINES
For County/Area/Regionally-based Professional Staff

BASE Starting Salary = \$45,000* with MS degree. Add \$2500 for regional responsibilities.

*** Note: Subtract \$3000 off starting salary for bachelor's degree only. Add \$2,500 for Ph.D.**

CSUCE Personnel System Salary Range Determination			
Level	Degree Requirement	Maximum Experience (if stated on the position description)	Salary Range
1	BS (Associate)	5	\$42,000-50,500
2	MS pref., BS req.	10	\$42,000-56,000
3	MS	15	\$45,000-60,500
4	MS	30	\$45,000-72,000

EXPERIENCE CREDIT

Base plus \$1100/year 1-10
\$900/year 11-20
\$700/year 21-30

ADMINISTRATIVE CREDIT for County/Area Directors

1-25% \$2500 Typically 1-2 agent counties.
26-50% \$5000 Typically 3-4 agent counties
51-75% \$7500 Typically major metro counties

NOTE: All salaries must be established in \$100 increments.

TYPE OF EXPERIENCE	EXPERIENCE CREDIT
EXTENSION EMPLOYMENT	Full Credit
HIGHLY RELEVANT EMPLOYMENT RELATED TO THE POSITION --Teaching (Elementary, secondary, college e.g. home economics, vocational agriculture) --Product demonstration and/or sales --Federal agencies --University work/assistantships --Military Officer experience --Research experience B Self Employment	Full Credit
EXPERIENCE OF LOWER RELEVANCE TO THE POSITION --Research somewhat related to responsibilities of position --Assistantships somewhat related to responsibilities of position --Self-employment somewhat related to responsibilities of position	Half credit for the first (most recent) five years. No credit beyond.
OTHER --Farming --Homemaking --Employment in laboring job or other non-professional job --Military --Employment in positions totally unrelated to position	No credit except as justified by position

Base + relevant experience (to the max. allowed) + administration + market = salary

**EFFECTIVE
3/05/2019**