Goshen College Salary and Wage Schedule for 2024-2025 (With comparative prior years)

	20-21	21-22	22-23	23-24	24-25
Teaching Faculty: (Base salaries - 42 weeks)					
Professor	\$66,665	\$68,000	\$70,720	\$72,135	\$74,155
Associate Professor, Ph.D.	\$57,870	\$59,025	\$61,385	\$62,615	\$64,680
Associate Professor, Ph.D. Candidate	\$52,000	\$53,040	\$55,160	\$56,265	\$58,120
Associate Professor, Minimum	\$50,740	\$51,755	\$53,825	\$54,900	\$56,710
Assistant Professor, Ph.D.	\$50,330	\$51,335	\$53,390	\$54,460	\$56,255
Assistant Professor, Ph.D. Candidate	\$46,690	\$47,625	\$49,530	\$50,520	\$52,185
Assistant Professor, Master's + 1 year	\$44,820	\$45,715	\$47,545	\$48,970	\$50,585
Assistant Professor, Minimum	\$43,570	\$44,440	\$46,220	\$48,070	\$49,655
Instructor	\$40,450	\$41,260	\$42,910	\$43,770	\$45,215
(Note: \$50/year is added to base salaries for year	ears of service.)				
Administrative Faculty and Professional Sta	ff: (Base salaries - 12 month	ns)			
Level 1.7	\$67,300	\$68,645	\$71,390	\$72,820	\$74,275
Level 2.0	\$61,535	\$62,765	\$65,275	\$66,580	\$67,910
Level 2.3	\$55,930	\$57,050	\$59,330	\$60,515	\$61,725
Level 2.7	\$50,435	\$51,445	\$53,505	\$54,575	\$55,665
Level 3.0	\$46,025	\$46,945	\$48,825	\$49,800	\$50,795
Level 3.3	\$42,110	\$42,950	\$44,670	\$45,565	\$46,475
Level 3.7	\$38,260	\$39,025	\$40,585	\$41,395	\$20.30
Level 4.0	\$35,568	\$36,280	\$37,730	\$38,485	\$18.87
Level 4.3	\$15.76	\$16.08	\$16.72	\$17.05	\$17.39
20701 1.0	\$14.84	\$15.14	\$15.74	\$16.06	\$16.38
(Notes: \$200 is added to base salaries annuall	y for every completed yea	ar of service as o			
Level 4.7 (Notes: \$200 is added to base salaries annuall time positions that do not meet the FLSA minim Staff: (Starting hourly rate range, based on credit	y for every completed yea um requirement will be co	ar of service as o			
(Notes: \$200 is added to base salaries annuall time positions that do not meet the FLSA minim	y for every completed yea um requirement will be co	ar of service as o		\$15.70-\$16.70	\$16.00-\$17.00
(Notes: \$200 is added to base salaries annuall time positions that do not meet the FLSA minim Staff: (Starting hourly rate range, based on credit	y for every completed yea um requirement will be co for comparable experience)	ar of service as o onverted to an e	quivalent hourly	\$15.70-\$16.70 \$14.70-\$15.70	
(Notes: \$200 is added to base salaries annuall time positions that do not meet the FLSA minimed and the FLSA minimed and the salaries annually staff: (Starting hourly rate range, based on credit Office Level VIII	y for every completed yea um requirement will be co for comparable experience) \$14.50	ar of service as converted to an ed	quivalent hourly \$15.50-\$16.50		\$15.00-\$16.00
(Notes: \$200 is added to base salaries annuall time positions that do not meet the FLSA minimate) Staff: (Starting hourly rate range, based on credit Office Level VIII Office Level VII	y for every completed yea um requirement will be co for comparable experience) \$14.50 \$13.50	ar of service as converted to an ed \$15.50 \$14.50	\$15.50-\$16.50 \$14.50-\$15.50	\$14.70-\$15.70	\$15.00-\$16.00 \$13.97-\$14.9
(Notes: \$200 is added to base salaries annually time positions that do not meet the FLSA minimed and the FLSA mini	y for every completed yea um requirement will be co for comparable experience) \$14.50 \$13.50 \$12.50	ar of service as converted to an ed \$15.50 \$14.50 \$13.50	\$15.50-\$16.50 \$14.50-\$15.50 \$13.50-\$14.50	\$14.70-\$15.70 \$13.70-\$14.70	\$15.00-\$16.00 \$13.97-\$14.97 \$12.95-\$13.98
(Notes: \$200 is added to base salaries annually time positions that do not meet the FLSA minimedial) Staff: (Starting hourly rate range, based on credit Office Level VIII Office Level VII Office Level VI Office Level V Physical Plant Level VIII	y for every completed year um requirement will be confor comparable experience) \$14.50 \$13.50 \$12.50 \$11.50	\$15.50 \$13.50 \$12.50	\$15.50-\$16.50 \$14.50-\$15.50 \$13.50-\$14.50 \$12.50-\$13.50	\$14.70-\$15.70 \$13.70-\$14.70 \$12.70-\$13.70	\$15.00-\$16.00 \$13.97-\$14.97 \$12.95-\$13.95 \$20.60-\$21.60
(Notes: \$200 is added to base salaries annuall time positions that do not meet the FLSA minimed and the FLSA minim	y for every completed year um requirement will be conformed to the conform	\$15.50 \$14.50 \$12.50 \$20.00	\$15.50-\$16.50 \$14.50-\$15.50 \$13.50-\$14.50 \$12.50-\$13.50 \$20.00-\$21.00	\$14.70-\$15.70 \$13.70-\$14.70 \$12.70-\$13.70 \$20.20-\$21.20	\$15.00-\$16.00 \$13.97-\$14.97 \$12.95-\$13.95 \$20.60-\$21.60 \$18.56-\$19.56
(Notes: \$200 is added to base salaries annuall time positions that do not meet the FLSA minimed and the salaries annually staff: (Starting hourly rate range, based on credit Office Level VIII Office Level VII Office Level VI Office Level V Physical Plant Level VIII Physical Plant Level VIII Physical Plant Level VIII	y for every completed year um requirement will be conformed to the conform	\$15.50 \$14.50 \$12.50 \$12.50 \$18.00	\$15.50-\$16.50 \$14.50-\$15.50 \$13.50-\$14.50 \$12.50-\$13.50 \$20.00-\$21.00 \$18.00-\$19.00	\$14.70-\$15.70 \$13.70-\$14.70 \$12.70-\$13.70 \$20.20-\$21.20 \$18.20-\$19.20	\$15.00-\$16.00 \$13.97-\$14.97 \$12.95-\$13.95 \$20.60-\$21.60 \$18.56-\$19.56 \$15.50-\$16.50
(Notes: \$200 is added to base salaries annuall time positions that do not meet the FLSA minimed and the salaries annually staff: (Starting hourly rate range, based on credit Office Level VIII Office Level VII Office Level VI Office Level V Physical Plant Level VIII Physical Plant Level VIII	y for every completed year um requirement will be conformed to the conform	\$15.50 \$14.50 \$12.50 \$12.50 \$18.00 \$15.00	\$15.50-\$16.50 \$14.50-\$15.50 \$13.50-\$14.50 \$12.50-\$13.50 \$20.00-\$21.00 \$18.00-\$19.00 \$15.00-\$16.00	\$14.70-\$15.70 \$13.70-\$14.70 \$12.70-\$13.70 \$20.20-\$21.20 \$18.20-\$19.20 \$15.20-\$16.20	\$15.00-\$16.00 \$13.97-\$14.97 \$12.95-\$13.95 \$20.60-\$21.60 \$18.56-\$19.56 \$15.50-\$16.50 \$14.48-\$15.48
(Notes: \$200 is added to base salaries annually time positions that do not meet the FLSA minimals.) Staff: (Starting hourly rate range, based on credit Office Level VIII Office Level VII Office Level VI Office Level VI Physical Plant Level VIII Physical Plant Level VII Physical Plant Level VI Physical Plant Level IV (Notes: There is a \$1 range for hourly positions hour additional for each year of comparable explored to cents per hour for each year of service at Go	y for every completed year um requirement will be continuous for comparable experience) \$14.50 \$13.50 \$12.50 \$11.50 \$20.00 \$18.00 \$15.00 \$13.00 \$12.00 when hired. New hires reperience up to a maximum poshen College	\$15.50 \$14.50 \$13.50 \$12.50 \$20.00 \$18.00 \$15.00 \$13.00	\$15.50-\$16.50 \$14.50-\$15.50 \$13.50-\$14.50 \$12.50-\$13.50 \$20.00-\$21.00 \$18.00-\$19.00 \$15.00-\$16.00 \$14.00-\$15.00 \$13.00-\$14.00	\$14.70-\$15.70 \$13.70-\$14.70 \$12.70-\$13.70 \$20.20-\$21.20 \$18.20-\$19.20 \$15.20-\$16.20 \$14.20-\$15.20 \$13.20-\$14.20	\$15.00-\$16.00 \$13.97-\$14.97 \$12.95-\$13.95 \$20.60-\$21.60 \$18.56-\$19.56 \$15.50-\$16.50 \$14.48-\$15.48
(Notes: \$200 is added to base salaries annually time positions that do not meet the FLSA minimals.) Staff: (Starting hourly rate range, based on credit Office Level VIII Office Level VII Office Level VI Office Level VI Physical Plant Level VIII Physical Plant Level VII Physical Plant Level VI Physical Plant Level VI Physical Plant Level VI Physical Plant Level V Physical Plant Level V Physical Plant Level IV (Notes: There is a \$1 range for hourly positions hour additional for each year of comparable explored to cents per hour for each year of service at Go	y for every completed year um requirement will be continuous for comparable experience) \$14.50 \$13.50 \$12.50 \$11.50 \$20.00 \$18.00 \$15.00 \$13.00 \$12.00 when hired. New hires reperience up to a maximum poshen College	\$15.50 \$14.50 \$13.50 \$12.50 \$20.00 \$18.00 \$15.00 \$14.00 \$13.00	\$15.50-\$16.50 \$14.50-\$15.50 \$13.50-\$14.50 \$12.50-\$13.50 \$20.00-\$21.00 \$18.00-\$19.00 \$15.00-\$16.00 \$14.00-\$15.00 \$13.00-\$14.00	\$14.70-\$15.70 \$13.70-\$14.70 \$12.70-\$13.70 \$20.20-\$21.20 \$18.20-\$19.20 \$15.20-\$16.20 \$14.20-\$15.20 \$13.20-\$14.20 plus 10 cents per ive an additional	\$15.00-\$16.00 \$13.97-\$14.97 \$12.95-\$13.95 \$20.60-\$21.60 \$18.56-\$19.56 \$15.50-\$16.50 \$14.48-\$15.48 \$13.46-\$14.46
(Notes: \$200 is added to base salaries annually time positions that do not meet the FLSA minimals.) Staff: (Starting hourly rate range, based on credit Office Level VIII Office Level VII Office Level VI Office Level VI Physical Plant Level VIII Physical Plant Level VII Physical Plant Level VI Physical Plant Level V Physical Plant Level V Physical Plant Level V (Notes: There is a \$1 range for hourly positions hour additional for each year of comparable explored to cents per hour for each year of service at Go Teaching Faculty Part-time (Adjuncts), per locations and the provided that the provided tha	y for every completed year um requirement will be continuous for comparable experience) \$14.50 \$13.50 \$12.50 \$11.50 \$20.00 \$18.00 \$15.00 \$12.00 when hired. New hires reperience up to a maximum pashen College up to a	\$15.50 \$14.50 \$13.50 \$12.50 \$20.00 \$18.00 \$15.00 \$14.00 \$13.00	\$15.50-\$16.50 \$14.50-\$15.50 \$13.50-\$14.50 \$12.50-\$13.50 \$20.00-\$21.00 \$18.00-\$19.00 \$15.00-\$16.00 \$14.00-\$15.00 \$13.00-\$14.00 amount listed above pagoing staff will receivers, or \$1.50/hour.)	\$14.70-\$15.70 \$13.70-\$14.70 \$12.70-\$13.70 \$20.20-\$21.20 \$18.20-\$19.20 \$15.20-\$16.20 \$14.20-\$15.20 \$13.20-\$14.20 plus 10 cents per ive an additional	\$15.00-\$16.00 \$13.97-\$14.97 \$12.95-\$13.95 \$20.60-\$21.60 \$18.56-\$19.56 \$15.50-\$16.50 \$14.48-\$15.48 \$13.46-\$14.46
(Notes: \$200 is added to base salaries annuall time positions that do not meet the FLSA minimals.) Staff: (Starting hourly rate range, based on credit Office Level VIII Office Level VII Office Level VI Office Level VI Physical Plant Level VIII Physical Plant Level VII Physical Plant Level VI Physical Plant Level VI Physical Plant Level V Physical Plant Level V (Notes: There is a \$1 range for hourly positions hour additional for each year of comparable explored to cents per hour for each year of service at Go	y for every completed year um requirement will be continuous for comparable experience) \$14.50 \$13.50 \$12.50 \$11.50 \$20.00 \$18.00 \$15.00 \$13.00 \$12.00 when hired. New hires reperience up to a maximum pashen College	\$15.50 \$14.50 \$13.50 \$12.50 \$20.00 \$18.00 \$15.00 \$14.00 \$13.00 \$15.00 \$14.00 \$13.00	\$15.50-\$16.50 \$14.50-\$15.50 \$13.50-\$14.50 \$12.50-\$13.50 \$20.00-\$21.00 \$18.00-\$19.00 \$15.00-\$16.00 \$14.00-\$15.00 \$13.00-\$14.00 amount listed above pagoing staff will receivers, or \$1.50/hour.)	\$14.70-\$15.70 \$13.70-\$14.70 \$12.70-\$13.70 \$20.20-\$21.20 \$18.20-\$19.20 \$15.20-\$16.20 \$14.20-\$15.20 \$13.20-\$14.20 plus 10 cents per ive an additional \$1,300 \$1,200	\$15.00-\$16.00 \$13.97-\$14.97 \$12.95-\$13.95 \$20.60-\$21.60 \$18.56-\$19.56 \$15.50-\$16.50 \$14.48-\$15.46 \$13.46-\$14.46
(Notes: \$200 is added to base salaries annually time positions that do not meet the FLSA minimed by the positions that do not meet the FLSA minimed by the positions that do not meet the FLSA minimed by the positions that do not meet the FLSA minimed by the positions that do not meet the FLSA minimed by the positions that the positions have additional for each year of comparable explored by the positions of the positions and the positions of the positions hour additional for each year of service at Go the positions are positions and positions are positional for each year of service at Go the positions are positions and positions are positional for each year of service at Go the positions are positions and positions are positional for each year of service at Go the positions are positions are positions.	y for every completed year um requirement will be continuous for comparable experience) \$14.50 \$13.50 \$12.50 \$11.50 \$20.00 \$18.00 \$15.00 \$12.00 when hired. New hires reperience up to a maximum pashen College up to a	\$15.50 \$14.50 \$13.50 \$12.50 \$20.00 \$18.00 \$15.00 \$14.00 \$13.00	\$15.50-\$16.50 \$14.50-\$15.50 \$13.50-\$14.50 \$12.50-\$13.50 \$20.00-\$21.00 \$18.00-\$19.00 \$15.00-\$16.00 \$14.00-\$15.00 \$13.00-\$14.00 amount listed above pagoing staff will receivers, or \$1.50/hour.)	\$14.70-\$15.70 \$13.70-\$14.70 \$12.70-\$13.70 \$20.20-\$21.20 \$18.20-\$19.20 \$15.20-\$16.20 \$14.20-\$15.20 \$13.20-\$14.20 plus 10 cents per ive an additional	\$15.00-\$16.00 \$13.97-\$14.97 \$12.95-\$13.95 \$20.60-\$21.60 \$18.56-\$19.56 \$15.50-\$16.50 \$14.48-\$15.46 \$13.46-\$14.46
(Notes: \$200 is added to base salaries annuall time positions that do not meet the FLSA minimed by the positions that do not meet the FLSA minimed by the positions that do not meet the FLSA minimed by the positions that do not meet the FLSA minimed by the positions that do not meet the FLSA minimed by the positions of the positions and the positions are positions to the position of the position	y for every completed year um requirement will be consumer to the consumer to	\$15.50 \$14.50 \$14.50 \$12.50 \$20.00 \$18.00 \$15.00 \$14.00 \$15.00 \$14.00 \$14.00 \$14.00 \$14.00 \$14.00 \$14.00 \$14.00 \$14.00 \$14.00	\$15.50-\$16.50 \$14.50-\$15.50 \$13.50-\$14.50 \$12.50-\$13.50 \$20.00-\$21.00 \$18.00-\$19.00 \$15.00-\$16.00 \$14.00-\$15.00 \$13.00-\$14.00 amount listed above pagoing staff will receivers, or \$1.50/hour.)	\$14.70-\$15.70 \$13.70-\$14.70 \$12.70-\$13.70 \$20.20-\$21.20 \$18.20-\$19.20 \$15.20-\$16.20 \$14.20-\$15.20 \$13.20-\$14.20 plus 10 cents per ive an additional \$1,300 \$1,200	\$15.00-\$16.00 \$13.97-\$14.97 \$12.95-\$13.95 \$20.60-\$21.60 \$18.56-\$19.56 \$15.50-\$16.50 \$14.48-\$15.48 \$13.46-\$14.46
(Notes: \$200 is added to base salaries annuall time positions that do not meet the FLSA minimed by the positions that do not meet the FLSA minimed by the positions that do not meet the FLSA minimed by the positions that do not meet the FLSA minimed by the positions of the positions that the positions have additional for each year of comparable explored by the positions hour additional for each year of service at Go to cents per hour for each year of service at Go to the positions have positions and positions and positions are positionally performed by the positions hour additional for each year of service at Go to cents per hour for each year of comparison for each year of cents per hour for each year of cents per hour for each year of cents per hour for each year of year of year of year of year of year of yea	y for every completed year um requirement will be consumer to the consumer to	\$15.50 \$14.50 \$14.50 \$12.50 \$20.00 \$18.00 \$15.00 \$11.00 \$15.00 \$14.00 \$15.00 \$14.00 \$14.00 \$15.00 \$14.00 \$15.00	\$15.50-\$16.50 \$14.50-\$15.50 \$13.50-\$14.50 \$12.50-\$13.50 \$20.00-\$21.00 \$18.00-\$19.00 \$15.00-\$16.00 \$14.00-\$15.00 \$13.00-\$14.00 amount listed above pagoing staff will receivers, or \$1.50/hour.)	\$14.70-\$15.70 \$13.70-\$14.70 \$12.70-\$13.70 \$20.20-\$21.20 \$18.20-\$19.20 \$15.20-\$16.20 \$14.20-\$15.20 \$13.20-\$14.20 plus 10 cents per ive an additional \$1,300 \$1,200	\$15.00-\$16.00 \$13.97-\$14.97 \$12.95-\$13.95 \$20.60-\$21.60 \$18.56-\$19.56 \$15.50-\$16.50 \$14.48-\$15.48 \$13.46-\$14.46
(Notes: \$200 is added to base salaries annuall time positions that do not meet the FLSA minimed by the positions that do not meet the FLSA minimed by the positions that do not meet the FLSA minimed by the positions that do not meet the FLSA minimed by the positions of the positions that the positions have additional for each year of comparable explored by the positions hour additional for each year of service at Go to cents per hour for each year of service at Go to the positions have positions and positions and positions are positionally performed by the positions hour additional for each year of service at Go to cents per hour for each year of comparison for each year of cents per hour for each year of cents per hour for each year of cents per hour for each year of year of year of year of year of year of yea	y for every completed year um requirement will be consumer to the consumer to	\$15.50 \$14.50 \$14.50 \$12.50 \$20.00 \$18.00 \$15.00 \$11.00 \$15.00 \$14.00 \$15.00 \$14.00 \$14.00 \$15.00 \$14.00 \$15.00	\$15.50-\$16.50 \$14.50-\$15.50 \$13.50-\$14.50 \$12.50-\$13.50 \$20.00-\$21.00 \$18.00-\$19.00 \$15.00-\$16.00 \$14.00-\$15.00 \$13.00-\$14.00 amount listed above pagoing staff will receivers, or \$1.50/hour.)	\$14.70-\$15.70 \$13.70-\$14.70 \$12.70-\$13.70 \$20.20-\$21.20 \$18.20-\$19.20 \$15.20-\$16.20 \$14.20-\$15.20 \$13.20-\$14.20 plus 10 cents per ive an additional \$1,300 \$1,200	\$15.00-\$16.00 \$13.97-\$14.97 \$12.95-\$13.95 \$20.60-\$21.60 \$18.56-\$19.56 \$15.50-\$16.50 \$14.48-\$15.48 \$13.46-\$14.46
(Notes: \$200 is added to base salaries annually time positions that do not meet the FLSA minimals.) Staff: (Starting hourly rate range, based on credit Office Level VIII Office Level VII Office Level VI Office Level VI Physical Plant Level VIII Physical Plant Level VII Physical Plant Level VI Physical Plant Level VI Physical Plant Level VI Physical Plant Level V (Notes: There is a \$1 range for hourly positions hour additional for each year of comparable explored to cents per hour for each year of service at Go Teaching Faculty Part-time (Adjuncts), per location of the property of th	y for every completed year um requirement will be constructed with requirement will be constructed by the construction of the	\$15.50 \$14.50 \$14.50 \$13.50 \$12.50 \$20.00 \$18.00 \$15.00 \$14.00 \$13.00 \$14.00 \$14.00 \$13.00 \$14.00 \$14.00 \$14.00 \$14.00 \$14.00	\$15.50-\$16.50 \$14.50-\$15.50 \$13.50-\$14.50 \$12.50-\$13.50 \$20.00-\$21.00 \$18.00-\$16.00 \$14.00-\$15.00 \$13.00-\$14.00 amount listed above progoing staff will receivers, or \$1.50/hour.)	\$14.70-\$15.70 \$13.70-\$14.70 \$12.70-\$13.70 \$20.20-\$21.20 \$18.20-\$19.20 \$15.20-\$16.20 \$14.20-\$15.20 \$13.20-\$14.20 plus 10 cents per rive an additional \$1,300 \$1,200 \$1,000	\$16.00-\$17.00 \$15.00-\$16.00 \$13.97-\$14.97 \$12.95-\$13.95 \$20.60-\$21.60 \$18.56-\$19.56 \$15.50-\$16.50 \$14.48-\$15.48 \$13.46-\$14.46