

PROFESSOR SERIES - REGULAR SCALES
ACADEMIC YEAR RATES**

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	<u>UC Scale (minimum)</u> <u>10/1/2007, 10/1/2008</u> <u>& 10/1/2009</u>		<u>UC Irvine Merit Scale</u> <u>for Review Actions</u> <u>7/1/2011*</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT PROFESSOR (e.g., 1300)	I	2	53,200	4,433.33		
	II	2	56,400	4,700.00		
	III	2	59,500	4,958.33		
	IV	2	62,900	5,241.67		
	V	2	66,000	5,500.00		
	VI	2	69,200	5,766.67		
ASSOCIATE PROFESSOR (e.g., 1200)	I	2	66,100	5,508.33	71,900	5,991.67
	II	2	69,300	5,775.00	74,900	6,241.67
	III	2	73,200	6,100.00	78,300	6,525.00
	IV	3	77,700	6,475.00	82,300	6,858.33
	V	3	83,700	6,975.00	86,300	7,191.67
PROFESSOR (e.g., 1100)	I	3	77,800	6,483.33	85,600	7,133.33
	II	3	83,800	6,983.33	93,000	7,750.00
	III	3	89,900	7,491.67	96,300	8,025.00
	IV	3	96,400	8,033.33	102,600	8,550.00
	V	—	103,300	8,608.33	110,000	9,166.67
	VI	—	111,800	9,316.67	116,900	9,741.67
	VII	—	121,000	10,083.33	125,400	10,450.00
	VIII	—	131,000	10,916.67	134,900	11,241.67
	IX	—	142,000	11,833.33	144,000	12,000.00

* Regular Rank Faculty (Associate & Full Professors) awarded a promotion/merit increase effective July 1, 2011 are eligible for the UC Irvine merit scale. Assistant Professors will remain on the UC Scale.

** The Acting Professorial titles, Adjunct Professor Series and Professor in Residence Series may be paid on either the Academic Year or Fiscal Year Professor Series Scales. The title codes shown are only samples of the title codes paid on this scale; see the Title Code/Salary Scale Cross Reference for complete list. These rates are also used for research appointments which occur during the academic year (i.e. sabbatical supplement, one quarter of research leave, etc.). Normally such appointments are funded from extramural sources.

**PROFESSOR SERIES - REGULAR SCALES*
FISCAL YEAR RATES**

<u>Rank</u>	<u>Years at</u>		<u>Scale 10/1/2006</u>		<u>Salary Scale</u> <u>10/1/2007, 10/1/2008</u> <u>& 10/1/2009</u>	
	<u>Step</u>	<u>Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>WITH COLA & MARKET</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT PROFESSOR (e.g.,1310)	I	2	56,100	4,675.00	61,700	5,141.67
	II	2	59,100	4,925.00	65,400	5,450.00
	III	2	62,300	5,191.67	69,000	5,750.00
	IV	2	65,800	5,483.33	73,000	6,083.33
	V	2	69,100	5,758.33	76,600	6,383.33
	VI	2	72,500	6,041.67	80,300	6,691.67
ASSOCIATE PROFESSOR (e.g.,1210)	I	2	69,200	5,766.67	76,700	6,391.67
	II	2	72,600	6,050.00	80,400	6,700.00
	III	2	76,800	6,400.00	84,900	7,075.00
	IV	3	81,600	6,800.00	90,100	7,508.33
	V	3	87,500	7,291.67	97,100	8,091.67
PROFESSOR (e.g.,1110)	I	3	81,700	6,808.33	90,200	7,516.67
	II	3	87,600	7,300.00	97,200	8,100.00
	III	3	95,000	7,916.67	104,300	8,691.67
	IV	3	103,000	8,583.33	111,800	9,316.67
	V	--	111,700	9,308.33	119,800	9,983.33
	VI	--	121,300	10,108.33	129,700	10,808.33
	VII	--	131,600	10,966.67	140,400	11,700.00
	VIII	--	142,500	11,875.00	152,000	12,666.67
	IX	--	154,800	12,900.00	164,700	13,725.00

*The Acting Professorial titles, Adjunct Professor Series and Professor in Residence Series may be paid on either the Academic Year or Fiscal Year Professor Series scales. The title codes shown are only samples of the title codes paid on this scale; see the Title Code/Salary Scale Cross Reference for a complete list.

**PROFESSOR SERIES - REGULAR SCALES
SUMMER RESEARCH*
ACADEMIC YEAR - ONE NINTH**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 10/1/2006</u>		<u>UC Irvine Merit Scale for Review Actions</u>		<u>Salary Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>	
			<u>Annual</u>	<u>Monthly (1/9)</u>	<u>7/1/2007</u>	<u>Annual</u>	<u>Monthly (1/9)</u>	<u>WITH COLA & MARKET</u>
ASSISTANT RESEARCHER	I	2	48,100	5,344.44			53,200	5,911.11
(e.g., 3225)	II	2	50,900	5,655.56			56,400	6,266.67
ASSISTANT PROFESSOR	III	2	53,800	5,977.78			59,500	6,611.11
(e.g.,1303)	IV	2	56,800	6,311.11			62,900	6,988.89
	V	2	59,600	6,622.22			66,000	7,333.33
	VI	2	62,500	6,944.44			69,200	7,688.89
ASSOCIATE RESEARCHER	I	2	59,700	6,633.33	65,400	7,266.67	66,100	7,344.44
(e.g., 3215)	II	2	62,600	6,955.56	68,300	7,588.89	69,300	7,700.00
ASSOCIATE PROFESSOR	III	2	66,100	7,344.44	71,400	7,933.33	73,200	8,133.33
(e.g.,1203)	IV	3	70,100	7,788.89	74,500	8,277.78	77,700	8,633.33
	V	3	75,600	8,400.00	77,500	8,611.11	83,700	9,300.00
RESEARCHER	I	3	70,200	7,800.00	79,600	8,844.44	77,800	8,644.44
(e.g., 3205)	II	3	75,700	8,411.11	83,600	9,288.89	83,800	9,311.11
PROFESSOR	III	3	81,800	9,088.89	88,800	9,866.67	89,900	9,988.89
(e.g.,1103)	IV	3	88,700	9,855.56	92,800	10,311.11	96,400	10,711.11
	V	--	96,400	10,711.11	100,500	11,166.67	103,300	11,477.78
	VI	--	104,400	11,600.00	111,200	12,355.56	111,800	12,422.22
	VII	--	113,500	12,611.11	118,300	13,144.44	121,000	13,444.44
	VIII	--	122,900	13,655.56	126,800	14,088.89	131,000	14,555.56
	IX	--	133,500	14,833.33	136,000	15,111.11	142,000	15,777.78

* These rates are applicable only to appointees who also hold an Academic Year (9 month) appointment in the professorial series (e.g. Regular Ranks, Law School, Acting, In Residence, or Adjunct Professor).

The 1/9th monthly rate is normally used for faculty members who are employed during the summer months.

**PROFESSOR SERIES - LAW SCHOOL
ACADEMIC YEAR RATES**

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	Scale 10/1/2006		Salary Scale 10/1/2007, 10/1/2008 & 10/1/2009 WITH COLA & MARKET	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
PROFESSOR* (e.g., 1180)	I	3	118,500	9,875.00	131,200	10,933.33
	II	3	124,000	10,333.33	137,300	11,441.67
	III	3	130,500	10,875.00	144,500	12,041.67
ACTING PROFESSOR (e.g., 1182)	IV	3	137,700	11,475.00	152,400	12,700.00
	V	--	145,200	12,100.00	160,700	13,391.67
	VI	--	152,800	12,733.33	169,100	14,091.67
	VII	--	161,000	13,416.67	178,200	14,850.00
	VIII	--	169,700	14,141.67	187,800	15,650.00
	IX	--	180,000	15,000.00	199,300	16,608.33

*The only tenured title in the scale is Professor.

All salary levels for Professor may be used for the non-tenured title Acting Professor.

These rates are also used for research appointments which occur during the academic year (i.e. sabbatical supplement, one quarter of research leave, etc.) Normally such appointments are funded from extramural sources.

**PROFESSOR SERIES - LAW SCHOOL SCALE
SUMMER RESEARCH*
ACADEMIC YEAR RATES - ONE NINTH**

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	<u>Scale 10/1/2006</u>		<u>Salary Scale</u> <u>10/1/2007, 10/1/2008</u> <u>& 10/1/2009</u> <u>WITH COLA & MARKET</u>	
			<u>Annual</u>	<u>Monthly (1/9)</u>	<u>Annual</u>	<u>Monthly (1/9)</u>
RESEARCHER (e.g., 3205)	I	3	118,500	13,166.67	131,200	14,577.78
	II	3	124,000	13,777.78	137,300	15,255.56
ASSOCIATE	III	3	130,500	14,500.00	144,500	16,055.56
RESEARCHER (e.g., 3215)	IV	3	137,700	15,300.00	152,400	16,933.33
	V	--	145,200	16,133.33	160,700	17,855.56
PROFESSOR (e.g., 1181)	VI	--	152,800	16,977.78	169,100	18,788.89
	VII	--	161,000	17,888.89	178,200	19,800.00
ACTING PROF (e.g., 1183)	VIII	--	169,700	18,855.56	187,800	20,866.67
	IX	--	180,000	20,000.00	199,300	22,144.44

*These rates are applicable only to appointees who also hold an Academic-Year (9-month) appointment in the Law School professorial series. The monthly rate is normally used for faculty members who are employed during the summer months.

PROFESSOR SERIES - BUSINESS/ECONOMICS/ENGINEERING SCALES
ACADEMIC YEAR RATES**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>UC Scale (minimum) 10/1/2007, 10/1/2008 & 10/1/2009</u>		<u>UC Irvine Merit Scale for Review Actions 7/1/2011*</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT PROFESSOR (e.g., 1343)	I	2	70,900	5,908.33		
	II	2	74,600	6,216.67		
	III	2	78,200	6,516.67		
	IV	2	82,400	6,866.67		
	V	2	85,900	7,158.33		
	VI	2	89,000	7,416.67		
ASSOCIATE PROFESSOR (e.g., 1243)	I	2	86,000	7,166.67	87,900	7,325.00
	II	2	89,100	7,425.00	91,600	7,633.33
	III	2	92,700	7,725.00	94,200	7,850.00
	IV	3	95,500	7,958.33	95,500	7,958.33
	V	3	98,300	8,191.67	98,300	8,191.67
PROFESSOR (e.g., 1143)	I	3	95,600	7,966.67	97,100	8,091.67
	II	3	98,400	8,200.00	100,200	8,350.00
	III	3	104,000	8,666.67	108,500	9,041.67
	IV	3	110,100	9,175.00	113,800	9,483.33
	V	—	116,600	9,716.67	119,000	9,916.67
	VI	—	125,400	10,450.00	131,200	10,933.33
	VII	—	134,500	11,208.33	143,000	11,916.67
	VIII	—	144,000	12,000.00	152,700	12,725.00
	IX	—	155,600	12,966.67	161,800	13,483.33

* Economics, Engineering and Information and Computer Sciences (ICS) Regular Rank Faculty (Associate & Full Professors) awarded a promotion/merit increase effective July 1, 2011 are eligible for the UC Irvine merit scale. Assistant Professors will remain on the UC Scale.

** The Acting Professorial titles, Adjunct Professor Series and Professor in Residence Series may be paid on either the Academic Year or Fiscal Year Professor Series Scales. The title codes shown are only samples of the title codes paid on this scale; see the Title Code/Salary Scale Cross Reference for complete list. These rates are also used for research appointments which occur during the academic year (i.e. sabbatical supplement, one quarter of research leave, etc.). Normally such appointments are funded from extramural sources.

**PROFESSOR SERIES - BUSINESS/ECONOMICS/ENGINEERING SCALES*
FISCAL YEAR RATES**

Rank	Years at		Scale 10/1/2006		Salary Scale 10/1/2007, 10/1/2008 & 10/1/2009 WITH COLA & MARKET	
	Step	Step	Annual	Monthly	Annual	Monthly
ASSISTANT PROFESSOR (e.g., 1344)	I	2	74,300	6,191.67	82,200	6,850.00
	II	2	78,100	6,508.33	86,500	7,208.33
	III	2	82,100	6,841.67	90,700	7,558.33
	IV	2	86,000	7,166.67	95,600	7,966.67
	V	2	89,900	7,491.67	99,700	8,308.33
	VI	2	93,200	7,766.67	103,300	8,608.33
ASSOCIATE PROFESSOR (e.g., 1244)	I	2	90,000	7,500.00	99,800	8,316.67
	II	2	93,300	7,775.00	103,400	8,616.67
	III	2	97,000	8,083.33	107,500	8,958.33
	IV	3	99,900	8,325.00	110,800	9,233.33
	V	3	103,200	8,600.00	114,000	9,500.00
PROFESSOR (e.g., 1144)	I	3	100,000	8,333.33	110,900	9,241.67
	II	3	103,300	8,608.33	114,100	9,508.33
	III	3	109,500	9,125.00	120,600	10,050.00
	IV	3	117,600	9,800.00	127,700	10,641.67
	V	--	126,500	10,541.67	135,300	11,275.00
	VI	--	136,200	11,350.00	145,500	12,125.00
	VII	--	145,900	12,158.33	156,000	13,000.00
	VIII	--	156,200	13,016.67	167,000	13,916.67
	IX	--	169,600	14,133.33	180,500	15,041.67

*The Acting Professorial titles, Adjunct Professor Series and Professor in Residence Series, in the appropriate disciplines, may be paid on either the Academic Year or Fiscal Year Business/Economics/Engineering Professor Series scales. The title codes shown are only samples of the title codes paid on this scale; see the Title Code/Salary Scale Cross Reference for a complete list.

**PROFESSOR SERIES - BUSINESS/ECONOMICS/ENGINEERING SCALES
SUMMER RESEARCH*
ACADEMIC YEAR RATES - ONE NINTH**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>UC Scale (minimum)</u>		<u>UC Irvine Merit Scale for Review Actions</u>		<u>Salary Scale 10/1/2007, 10/1/2008 & 10/1/2009 WITH COLA & MARKET</u>	
			<u>10/1/2006 Annual</u>	<u>10/1/2006 Monthly (1/9)</u>	<u>7/1/2007 Annual</u>	<u>7/1/2007 Monthly (1/9)</u>	<u>Annual</u>	<u>Monthly (1/9)</u>
ASSISTANT RESEARCHER (1986)	I	2	64,100.00	7,122.22			70,900	7,877.78
	II	2	67,300.00	7,477.78			74,600	8,288.89
	III	2	70,700.00	7,855.56			78,200	8,688.89
ASSISTANT PROFESSOR (1345)	IV	2	74,400.00	8,266.67			82,400	9,155.56
	V	2	77,600.00	8,622.22			85,900	9,544.44
	VI	2	80,400.00	8,933.33			89,000	9,888.89
ASSOCIATE RESEARCHER (1984)	I	2	77,700.00	8,633.33	84,200	9,355.56	86,000	9,555.56
	II	2	80,500.00	8,944.44	86,400	9,600.00	89,100	9,900.00
	III	2	83,700.00	9,300.00	89,300	9,922.22	92,700	10,300.00
ASSOCIATE PROFESSOR (1245)	IV	3	86,200.00	9,577.78	90,400	10,044.44	95,500	10,611.11
	V	3	88,800.00	9,866.67	92,500	10,277.78	98,300	10,922.22
RESEARCHER (1982)	I	3	86,300.00	9,588.89	92,600	10,288.89	95,600	10,622.22
	II	3	88,900.00	9,877.78	94,700	10,522.22	98,400	10,933.33
PROFESSOR (1145)	III	3	94,600.00	10,511.11	99,700	11,077.78	104,000	11,555.56
	IV	3	101,300.00	11,255.56	105,100	11,677.78	110,100	12,233.33
	V	--	109,000.00	12,111.11	114,000	12,666.67	116,600	12,955.56
	VI	--	117,600.00	13,066.67	126,700	14,077.78	125,400	13,933.33
	VII	--	125,900.00	13,988.89	132,600	14,733.33	134,500	14,944.44
	VIII	--	135,500.00	15,055.56	138,700	15,411.11	144,000	16,000.00
	IX	--	147,200.00	16,355.56	149,700	16,633.33	155,600	17,288.89

*These rates are applicable only to appointees who also hold an Academic-Year appointment in the professorial series (e.g. Regular Ranks, Law School, In Residence or Adjunct Professor). The 1/9th monthly rate is normally used for faculty members who are employed during the summer months.

FACULTY LADDER RANK - SPECIALIZED SCALES
HEALTH SCIENCES COMPENSATION PLAN

SALARY SCALES EFFECTIVE 10/1/2007, 10/1/2008 & 10/1/2009

RANK	STEP	SCALE 0		SCALE 1			SCALE 2			SCALE 3		
		Annual 1.00	Monthly REG	Annual 1.10	Monthly REG	Monthly HS1	Annual 1.20	Monthly REG	Monthly HS2	Annual 1.30	Monthly REG	Monthly HS3
INSTRUCTOR		53,200	4,433.33	58,500	4,433.33	441.67	63,800	4,433.33	883.33	69,200	4,433.33	1,333.33
ASSISTANT	I	61,700	5,141.67	67,900	5,141.67	516.67	74,000	5,141.67	1,025.00	80,200	5,141.67	1,541.67
PROFESSOR	II	65,400	5,450.00	71,900	5,450.00	541.67	78,500	5,450.00	1,091.67	85,000	5,450.00	1,633.33
	III	69,000	5,750.00	75,900	5,750.00	575.00	82,800	5,750.00	1,150.00	89,700	5,750.00	1,725.00
	IV	73,000	6,083.33	80,300	6,083.33	608.33	87,600	6,083.33	1,216.67	94,900	6,083.33	1,825.00
	V	76,600	6,383.33	84,300	6,383.33	641.67	91,900	6,383.33	1,275.00	99,600	6,383.33	1,916.67
	VI	80,300	6,691.67	88,300	6,691.67	666.67	96,400	6,691.67	1,341.67	104,400	6,691.67	2,008.33
ASSOCIATE	I	76,700	6,391.67	84,400	6,391.67	641.67	92,000	6,391.67	1,275.00	99,700	6,391.67	1,916.67
PROFESSOR	II	80,400	6,700.00	88,400	6,700.00	666.67	96,500	6,700.00	1,341.67	104,500	6,700.00	2,008.33
	III	84,900	7,075.00	93,400	7,075.00	708.33	101,900	7,075.00	1,416.67	110,400	7,075.00	2,125.00
	IV	90,100	7,508.33	99,100	7,508.33	750.00	108,100	7,508.33	1,500.00	117,100	7,508.33	2,250.00
	V	97,100	8,091.67	106,800	8,091.67	808.33	116,500	8,091.67	1,616.67	126,200	8,091.67	2,425.00
PROFESSOR	I	90,200	7,516.67	99,200	7,516.67	750.00	108,200	7,516.67	1,500.00	117,300	7,516.67	2,258.33
	II	97,200	8,100.00	106,900	8,100.00	808.33	116,600	8,100.00	1,616.67	126,400	8,100.00	2,433.33
	III	104,300	8,691.67	114,700	8,691.67	866.67	125,200	8,691.67	1,741.67	135,600	8,691.67	2,608.33
	IV	111,800	9,316.67	123,000	9,316.67	933.33	134,200	9,316.67	1,866.67	145,300	9,316.67	2,791.67
	V	119,800	9,983.33	131,800	9,983.33	1,000.00	143,800	9,983.33	2,000.00	155,700	9,983.33	2,991.67
	VI	129,700	10,808.33	142,700	10,808.33	1,083.33	155,600	10,808.33	2,158.33	168,600	10,808.33	3,241.67
	VII	140,400	11,700.00	154,400	11,700.00	1,166.67	168,500	11,700.00	2,341.67	182,500	11,700.00	3,508.33
	VIII	152,000	12,666.67	167,200	12,666.67	1,266.67	182,400	12,666.67	2,533.33	197,600	12,666.67	3,800.00
	IX*	164,700	13,725.00	181,200	13,725.00	1,375.00	197,600	13,725.00	2,741.67	214,100	13,725.00	4,116.67

Scales 1 through 3 use ONLY the corresponding HS code (ie scale 1 = HS1, scale 2 = HS2, scale 3 = HS3)

Scales 4 through 9 MUST have HS3 line AND corresponding HS code

FACULTY LADDER RANK - SPECIALIZED SCALES
HEALTH SCIENCES COMPENSATION PLAN

SALARY SCALES EFFECTIVE 10/1/2007, 10/1/2008 & 10/1/2009

RANK	STEP	SCALE 4				SCALE 5				SCALE 6			
		Annual 1.40	Monthly REG	Monthly HS3	Monthly HS4	Annual 1.50	Monthly REG	Monthly HS3	Monthly HS5	Annual 1.65	Monthly REG	Monthly HS3	Monthly HS6
INSTRUCTOR		74,500	4,433.33	1,333.33	441.67	79,800	4,433.33	1,333.33	883.33	87,800	4,433.33	1,333.33	1,550.01
ASSISTANT	I	86,400	5,141.67	1,541.67	516.67	92,600	5,141.67	1,541.67	1,033.33	101,800	5,141.67	1,541.67	1,800.00
PROFESSOR	II	91,600	5,450.00	1,633.33	550.00	98,100	5,450.00	1,633.33	1,091.67	107,900	5,450.00	1,633.33	1,908.33
	III	96,600	5,750.00	1,725.00	575.00	103,500	5,750.00	1,725.00	1,150.00	113,900	5,750.00	1,725.00	2,016.67
	IV	102,200	6,083.33	1,825.00	608.33	109,500	6,083.33	1,825.00	1,216.67	120,500	6,083.33	1,825.00	2,133.33
	V	107,200	6,383.33	1,916.67	633.33	114,900	6,383.33	1,916.67	1,275.00	126,400	6,383.33	1,916.67	2,233.33
	VI	112,400	6,691.67	2,008.33	666.67	120,500	6,691.67	2,008.33	1,341.67	132,500	6,691.67	2,008.33	2,341.67
ASSOCIATE	I	107,400	6,391.67	1,916.67	641.67	115,100	6,391.67	1,916.67	1,283.33	126,600	6,391.67	1,916.67	2,241.67
PROFESSOR	II	112,600	6,700.00	2,008.33	675.00	120,600	6,700.00	2,008.33	1,341.67	132,700	6,700.00	2,008.33	2,350.00
	III	118,900	7,075.00	2,125.00	708.33	127,400	7,075.00	2,125.00	1,416.67	140,100	7,075.00	2,125.00	2,475.00
	IV	126,100	7,508.33	2,250.00	750.00	135,200	7,508.33	2,250.00	1,508.33	148,700	7,508.33	2,250.00	2,633.33
	V	135,900	8,091.67	2,425.00	808.33	145,700	8,091.67	2,425.00	1,625.00	160,200	8,091.67	2,425.00	2,833.33
PROFESSOR	I	126,300	7,516.67	2,258.33	750.00	135,300	7,516.67	2,258.33	1,500.00	148,800	7,516.67	2,258.33	2,625.00
	II	136,100	8,100.00	2,433.33	808.33	145,800	8,100.00	2,433.33	1,616.67	160,400	8,100.00	2,433.33	2,833.33
	III	146,000	8,691.67	2,608.33	866.67	156,500	8,691.67	2,608.33	1,741.67	172,100	8,691.67	2,608.33	3,041.67
	IV	156,500	9,316.67	2,791.67	933.33	167,700	9,316.67	2,791.67	1,866.67	184,500	9,316.67	2,791.67	3,266.67
	V	167,700	9,983.33	2,991.67	1,000.00	179,700	9,983.33	2,991.67	2,000.00	197,700	9,983.33	2,991.67	3,500.00
	VI	181,600	10,808.33	3,241.67	1,083.33	194,600	10,808.33	3,241.67	2,166.67	214,000	10,808.33	3,241.67	3,783.33
	VII	196,600	11,700.00	3,508.33	1,175.00	210,600	11,700.00	3,508.33	2,341.67	231,700	11,700.00	3,508.33	4,100.00
	VIII	212,800	12,666.67	3,800.00	1,266.67	228,000	12,666.67	3,800.00	2,533.33	250,800	12,666.67	3,800.00	4,433.33
	IX*	230,600	13,725.00	4,116.67	1,375.00	247,100	13,725.00	4,116.67	2,750.00	271,800	13,725.00	4,116.67	4,808.33

Scales 1 through 3 use ONLY the corresponding HS code (ie scale 1 = HS1, scale 2 = HS2, scale 3 = HS3)

Scales 4 through 9 MUST have HS3 line AND corresponding HS code

FACULTY LADDER RANK - SPECIALIZED SCALES
HEALTH SCIENCES COMPENSATION PLAN

SALARY SCALES EFFECTIVE 10/1/2007, 10/1/2008 & 10/1/2009

RANK	STEP	SCALE 7				SCALE 8				SCALE 9			
		Annual 1.80	Monthly REG	Monthly HS3	Monthly HS7	Annual 2.00	Monthly REG	Monthly HS3	Monthly HS8	Annual 2.25	Monthly REG	Monthly HS3	Monthly HS9
INSTRUCTOR		95,800	4,433.33	1,333.33	2,216.67	106,400	4,433.33	1,333.33	3,100.01	119,700	4,433.33	1,333.33	4,208.33
ASSISTANT PROFESSOR	I	111,100	5,141.67	1,541.67	2,575.00	123,400	5,141.67	1,541.67	3,600.00	138,800	5,141.67	1,541.67	4,883.33
	II	117,700	5,450.00	1,633.33	2,725.00	130,800	5,450.00	1,633.33	3,816.67	147,200	5,450.00	1,633.33	5,183.33
	III	124,200	5,750.00	1,725.00	2,875.00	138,000	5,750.00	1,725.00	4,025.00	155,300	5,750.00	1,725.00	5,466.67
	IV	131,400	6,083.33	1,825.00	3,041.67	146,000	6,083.33	1,825.00	4,258.33	164,300	6,083.33	1,825.00	5,783.33
	V	137,900	6,383.33	1,916.67	3,191.67	153,200	6,383.33	1,916.67	4,466.67	172,400	6,383.33	1,916.67	6,066.67
	VI	144,500	6,691.67	2,008.33	3,341.67	160,600	6,691.67	2,008.33	4,683.33	180,700	6,691.67	2,008.33	6,358.33
ASSOCIATE PROFESSOR	I	138,100	6,391.67	1,916.67	3,200.00	153,400	6,391.67	1,916.67	4,475.00	172,600	6,391.67	1,916.67	6,075.00
	II	144,700	6,700.00	2,008.33	3,350.00	160,800	6,700.00	2,008.33	4,691.67	180,900	6,700.00	2,008.33	6,366.67
	III	152,800	7,075.00	2,125.00	3,533.33	169,800	7,075.00	2,125.00	4,950.00	191,000	7,075.00	2,125.00	6,716.67
	IV	162,200	7,508.33	2,250.00	3,758.33	180,200	7,508.33	2,250.00	5,258.33	202,700	7,508.33	2,250.00	7,133.33
	V	174,800	8,091.67	2,425.00	4,050.00	194,200	8,091.67	2,425.00	5,666.67	218,500	8,091.67	2,425.00	7,691.67
PROFESSOR	I	162,400	7,516.67	2,258.33	3,758.33	180,400	7,516.67	2,258.33	5,258.33	203,000	7,516.67	2,258.33	7,141.67
	II	175,000	8,100.00	2,433.33	4,050.00	194,400	8,100.00	2,433.33	5,666.67	218,700	8,100.00	2,433.33	7,691.67
	III	187,700	8,691.67	2,608.33	4,341.67	208,600	8,691.67	2,608.33	6,083.33	234,700	8,691.67	2,608.33	8,258.33
	IV	201,200	9,316.67	2,791.67	4,658.33	223,600	9,316.67	2,791.67	6,525.00	251,600	9,316.67	2,791.67	8,858.33
	V	215,600	9,983.33	2,991.67	4,991.67	239,600	9,983.33	2,991.67	6,991.67	269,600	9,983.33	2,991.67	9,491.67
	VI	233,500	10,808.33	3,241.67	5,408.33	259,400	10,808.33	3,241.67	7,566.67	291,800	10,808.33	3,241.67	10,266.67
	VII	252,700	11,700.00	3,508.33	5,850.00	280,800	11,700.00	3,508.33	8,191.67	315,900	11,700.00	3,508.33	11,116.67
	VIII	273,600	12,666.67	3,800.00	6,333.33	304,000	12,666.67	3,800.00	8,866.67	342,000	12,666.67	3,800.00	12,033.33
	IX*	296,500	13,725.00	4,116.67	6,866.67	329,400	13,725.00	4,116.67	9,608.33	370,600	13,725.00	4,116.67	13,041.67

Scales 1 through 3 use ONLY the corresponding HS code (ie scale 1 = HS1, scale 2 = HS2, scale 3 = HS3)
Scales 4 through 9 MUST have HS3 line AND corresponding HS code

**RESIDENT PHYSICIANS (OR POST-M.D.'S)
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	<u>Scale 7/1/2008</u>		<u>Scale 7/1/2009</u>		<u>Scale 7/1/2010</u>	
		<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
RESIDENT PHYSICIAN (2708 - Step I) (2724 - Steps II-VIII)	I	45,659	3,804.92	47,166	3,930.50	48,259	4,021.58
	II	47,211	3,934.25	48,816	4,068.00	50,003	4,166.92
	III	49,095	4,091.25	50,715	4,226.25	52,069	4,339.08
	IV	50,987	4,248.92	52,670	4,389.17	54,335	4,527.92
	V	52,905	4,408.75	54,704	4,558.67	56,494	4,707.83
	VI	54,900	4,575.00	57,089	4,757.42	58,881	4,906.75
	VII	56,857	4,738.08	58,909	4,909.08	60,853	5,071.08
	VIII	59,108	4,925.67	61,059	5,088.25	63,074	5,256.17
	IX	60,017	5,001.42	*****	*****	*****	*****

NOTE: The compensation of a Chief Resident Physician should be paid according to their step assignment as a Resident Physician (title code 2724) plus an additional fixed annual stipend as Senior/Chief Resident under title code 2725.

***** Resident Physician, Step IX, eliminated effective July 1, 2009.

**LECTURERS AND SENIOR LECTURERS WITH SECURITY OF EMPLOYMENT
LECTURERS AND SENIOR LECTURERS WITH POTENTIAL SOE - 100%**

Rank	Scale 10/1/2006		Scale 10/1/2007, 10/1/2008 & 10/1/2009	
	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
ACADEMIC YEAR				
Lecturer with Security of Employment (1607)	42,552 - 114,924	3,546.00 - 9,577.00	43,908 - 118,596	3,659.00 - 9,883.00
Lecturer with Potential SOE - 100% Time (1680)				
Senior Lecturer with Security of Employment (1603)	70,632 - 114,924	5,886.00 - 9,577.00	78,516 - 118,596	6,543 - 9,883.00
Senior Lecturer with Potential SOE - 100% Time (1683)				
FISCAL YEAR				
Lecturer with Security of Employment (1617)	48,732 - 136,356	4,061.00 - 11,363.00	50,292 - 140,724	4,191.00 - 11,727.00
Lecturer with Potential SOE - 100% Time (1682)				
Senior Lecturer with Security of Employment (1613)	81,708 - 136,356	6,809.00 - 11,363.00	92,400 - 140,724	7,700 - 11,727.00
Senior Lecturer with Potential SOE - 100% Time (1685)				

For salary levels within range, see SOE rate table (pages 11ab).

**LECTURERS AND SENIOR LECTURERS
WITH SECURITY OF EMPLOYMENT
WITH POTENTIAL SECURITY OF EMPLOYMENT - 100%**

Scale 10/1/2006		Scale 10/1/2007, 10/1/2008 & 10/1/2009	
<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
42,552	3,546.00	43,908	3,659.00
43,500	3,625.00	44,892	3,741.00
44,472	3,706.00	45,900	3,825.00
45,528	3,794.00	46,980	3,915.00
46,584	3,882.00	48,072	4,006.00
47,688	3,974.00	49,212	4,101.00
48,732	4,061.00	50,292	4,191.00
49,860	4,155.00	51,456	4,288.00
51,060	4,255.00	52,692	4,391.00
52,212	4,351.00	53,880	4,490.00
53,496	4,458.00	55,212	4,601.00
54,744	4,562.00	56,496	4,708.00
56,016	4,668.00	57,804	4,817.00
57,276	4,773.00	59,112	4,926.00
58,680	4,890.00	60,552	5,046.00
60,012	5,001.00	61,932	5,161.00
61,404	5,117.00	63,372	5,281.00
62,940	5,245.00	64,956	5,413.00
64,488	5,374.00	66,552	5,546.00
66,192	5,516.00	68,316	5,693.00
67,632	5,636.00	69,792	5,816.00
69,228	5,769.00	71,448	5,954.00
70,632	5,886.00	72,888	6,074.00
72,132	6,011.00	74,436	6,203.00
74,148	6,179.00	76,524	6,377.00
76,080	6,340.00	78,516	6,543.00
77,628	6,469.00	80,112	6,676.00

**LECTURERS AND SENIOR LECTURERS
WITH SECURITY OF EMPLOYMENT
WITH POTENTIAL SECURITY OF EMPLOYMENT - 100%**

Scale 10/1/2006		Scale 10/1/2007, 10/1/2008 & 10/1/2009	
<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
79,632	6,636.00	82,176	6,848.00
81,708	6,809.00	84,324	7,027.00
83,520	6,960.00	86,196	7,183.00
85,140	7,095.00	87,864	7,322.00
87,132	7,261.00	89,916	7,493.00
89,532	7,461.00	92,400	7,700.00
91,608	7,634.00	94,536	7,878.00
93,612	7,801.00	96,612	8,051.00
95,532	7,961.00	98,592	8,216.00
98,028	8,169.00	101,160	8,430.00
99,960	8,330.00	103,164	8,597.00
101,976	8,498.00	105,240	8,770.00
104,460	8,705.00	107,808	8,984.00
107,076	8,923.00	110,508	9,209.00
109,440	9,120.00	112,944	9,412.00
111,936	9,328.00	115,512	9,626.00
114,924	9,577.00	118,596	9,883.00
117,972	9,831.00	121,752	10,146.00
120,900	10,075.00	124,764	10,397.00
123,732	10,311.00	127,692	10,641.00
126,816	10,568.00	130,872	10,906.00
129,912	10,826.00	134,064	11,172.00
133,092	11,091.00	137,352	11,446.00
136,356	11,363.00	140,724	11,727.00

NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
***LECTURERS - NOT CONTINUING APPOINTMENTS**
***LECTURERS - POTENTIAL SECURITY OF EMPLOYMENT, LESS THAN 100%**

<u>RANK</u>	<u>Scale 7/1/2008 Annual Range</u>	<u>Scale 10/01/2008 Annual Range</u>	<u>Scale 10/01/2009 Annual Range</u>
ACADEMIC YEAR			
Lecturer (Not Continuing) (e.g., 1630, 1632)	42,074 - 118,691	43,336 - 122,252	44,636-125,920
Senior Lecturer (Not Continuing) (e.g., 1640, 1642)	65,621 - 118,691	67,590 - 122,252	69,618-125,920

For salary levels within range, see Non-Senate Instructional Unit Academic Standard Table of Pay Rates (pages 12ab).

* For employees in the above-referenced title (Lecturers) who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). As such, for employees covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided in the MOU.

The October 1, 2009 range adjustment applies to both represented and non-represented employees in the above-referenced title (Lecturers).

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES
FOR LECTURERS, NOT CONTINUING APPOINTMENTS
AND POTENTIAL SOE, LESS THAN 100%**

Scale 7/1/2008			Scale 10/1/2008			Scale 10/1/2009		
Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month
42,074	3,506.17	4,674.89	43,336	3,611.33	4,815.11	44,636	3,719.67	4,959.56
43,126	3,593.83	4,791.78	44,420	3,701.67	4,935.56	45,753	3,812.75	5,083.67
44,204	3,683.67	4,911.56	45,530	3,794.17	5,058.89	46,896	3,908.00	5,210.67
45,309	3,775.75	5,034.33	46,668	3,889.00	5,185.33	48,068	4,005.67	5,340.89
46,442	3,870.17	5,160.22	47,835	3,986.25	5,315.00	49,270	4,105.83	5,474.44
47,603	3,966.92	5,289.22	49,031	4,085.92	5,447.89	50,502	4,208.50	5,611.33
48,793	4,066.08	5,421.44	50,257	4,188.08	5,584.11	51,765	4,313.75	5,751.67
50,013	4,167.75	5,557.00	51,513	4,292.75	5,723.67	53,058	4,421.50	5,895.33
51,263	4,271.92	5,695.89	52,801	4,400.08	5,866.78	54,385	4,532.08	6,042.78
52,545*	4,378.75*	5,838.33*	54,121	4,510.08	6,013.44	55,745	4,645.42	6,193.89
53,858	4,488.17	5,984.22	55,474	4,622.83	6,163.78	57,138	4,761.50	6,348.67
55,205	4,600.42	6,133.89	56,861	4,738.42	6,317.89	58,567	4,880.58	6,507.44
56,585	4,715.42	6,287.22	58,283	4,856.92	6,475.89	60,031	5,002.58	6,670.11
57,999	4,833.25	6,444.33	59,739	4,978.25	6,637.67	61,531	5,127.58	6,836.78
59,449	4,954.08	6,605.44	61,232	5,102.67	6,803.56	63,069	5,255.75	7,007.67
60,936	5,078.00	6,770.67	62,764	5,230.33	6,973.78	64,647	5,387.25	7,183.00
62,459	5,204.92	6,939.89	64,333	5,361.08	7,148.11	66,263	5,521.92	7,362.56
64,021	5,335.08	7,113.44	65,942	5,495.17	7,326.89	67,920	5,660.00	7,546.67
65,621	5,468.42	7,291.22	67,590	5,632.50	7,510.00	69,618	5,801.50	7,735.33
67,262	5,605.17	7,473.56	69,280	5,773.33	7,697.78	71,358	5,946.50	7,928.67
68,943	5,745.25	7,660.33	71,011	5,917.58	7,890.11	73,141	6,095.08	8,126.78
70,667	5,888.92	7,851.89	72,787	6,065.58	8,087.44	74,971	6,247.58	8,330.11
72,433	6,036.08	8,048.11	74,606	6,217.17	8,289.56	76,844	6,403.67	8,538.22
74,244	6,187.00	8,249.33	76,471	6,372.58	8,496.78	78,765	6,563.75	8,751.67
76,100	6,341.67	8,455.56	78,383	6,531.92	8,709.22	80,734	6,727.83	8,970.44
78,003	6,500.25	8,667.00	80,343	6,695.25	8,927.00	82,753	6,896.08	9,194.78
79,953*	6,662.75*	8,883.67*	82,352	6,862.67	9,150.22	84,823	7,068.58	9,424.78
81,952	6,829.33	9,105.78	84,411	7,034.25	9,379.00	86,943	7,245.25	9,660.33
84,001	7,000.08	9,333.44	86,521	7,210.08	9,613.44	89,117	7,426.42	9,901.89
86,101	7,175.08	9,566.78	88,684	7,390.33	9,853.78	91,345	7,612.08	10,149.44

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES
FOR LECTURERS, NOT CONTINUING APPOINTMENTS
AND POTENTIAL SOE, LESS THAN 100%**

Scale 7/1/2008			Scale 10/1/2008			Scale 10/1/2009		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>
88,253	7,354.42	9,805.89	90,901	7,575.08	10,100.11	93,628	7,802.33	10,403.11
90,459	7,538.25	10,051.00	93,173	7,764.42	10,352.56	95,968	7,997.33	10,663.11
92,721	7,726.75	10,302.33	95,503	7,958.58	10,611.44	98,368	8,197.33	10,929.78
95,039*	7,919.92*	10,559.89*	97,890	8,157.50	10,876.67	100,827	8,402.25	11,203.00
97,415	8,117.92	10,823.89	100,337	8,361.42	11,148.56	103,347	8,612.25	11,483.00
99,850	8,320.83	11,094.44	102,846	8,570.50	11,427.33	105,931	8,827.58	11,770.11
102,346	8,528.83	11,371.78	105,416	8,784.67	11,712.89	108,578	9,048.17	12,064.22
104,905	8,742.08	11,656.11	108,052	9,004.33	12,005.78	111,294	9,274.50	12,366.00
107,528	8,960.67	11,947.56	110,754	9,229.50	12,306.00	114,077	9,506.42	12,675.22
110,216	9,184.67	12,246.22	113,522	9,460.17	12,613.56	116,928	9,744.00	12,992.00
112,971	9,414.25	12,552.33	116,360	9,696.67	12,928.89	119,851	9,987.58	13,316.78
115,796	9,649.67	12,866.22	119,270	9,939.17	13,252.22	122,848	10,237.33	13,649.78
118,691	9,890.92	13,187.89	122,252	10,187.67	13,583.56	125,920	10,493.33	13,991.11

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
*LECTURERS - CONTINUING APPOINTMENTS**

<u>Rank</u>	<u>Scale 7/1/2008 Annual Range</u>	<u>Scale 10/1/2008 Annual Range</u>	<u>Scale 10/1/2009 Annual Range</u>
ACADEMIC YEAR			
Lecturer (Continuing) (e.g., 1631, 1633)	47,603 - 118,691	49,031 - 122,252	50,502-125,920
Senior Lecturer (Continuing) (e.g., 1641, 1643)	65,621 - 118,691	67,590 - 122,252	69,618-125,920

For salary levels within range, see Non-Senate Instructional Unit Academic Standard Table of Pay Rates (pages 13ab).

* For employees in the above-referenced title (Lecturers) who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). As such, for employees covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided in the MOU.

The October 1, 2009 range adjustment applies to both represented and non-represented employees in the above-referenced title (Lecturers).

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES
FOR LECTURERS, CONTINUING APPOINTMENTS**

Scale 7/1/2008			Scale 10/1/2008			Scale 10/1/2009		
Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month
47,603	3,966.92	5,289.22	49,031	4,085.92	5,447.89	50,502	4,208.50	5,611.33
48,793	4,066.08	5,421.44	50,257	4,188.08	5,584.11	51,765	4,313.75	5,751.67
50,013	4,167.75	5,557.00	51,513	4,292.75	5,723.67	53,058	4,421.50	5,895.33
51,263	4,271.92	5,695.89	52,801	4,400.08	5,866.78	54,385	4,532.08	6,042.78
52,545*	4,378.75*	5,838.33*	54,121	4,510.08	6,013.44	55,745	4,645.42	6,193.89
53,858	4,488.17	5,984.22	55,474	4,622.83	6,163.78	57,138	4,761.50	6,348.67
55,205	4,600.42	6,133.89	56,861	4,738.42	6,317.89	58,567	4,880.58	6,507.44
56,585	4,715.42	6,287.22	58,283	4,856.92	6,475.89	60,031	5,002.58	6,670.11
57,999	4,833.25	6,444.33	59,739	4,978.25	6,637.67	61,531	5,127.58	6,836.78
59,449	4,954.08	6,605.44	61,232	5,102.67	6,803.56	63,069	5,255.75	7,007.67
60,936	5,078.00	6,770.67	62,764	5,230.33	6,973.78	64,647	5,387.25	7,183.00
62,459	5,204.92	6,939.89	64,333	5,361.08	7,148.11	66,263	5,521.92	7,362.56
64,021	5,335.08	7,113.44	65,942	5,495.17	7,326.89	67,920	5,660.00	7,546.67
65,621	5,468.42	7,291.22	67,590	5,632.50	7,510.00	69,618	5,801.50	7,735.33
67,262	5,605.17	7,473.56	69,280	5,773.33	7,697.78	71,358	5,946.50	7,928.67
68,943	5,745.25	7,660.33	71,011	5,917.58	7,890.11	73,141	6,095.08	8,126.78
70,667	5,888.92	7,851.89	72,787	6,065.58	8,087.44	74,971	6,247.58	8,330.11
72,433	6,036.08	8,048.11	74,606	6,217.17	8,289.56	76,844	6,403.67	8,538.22
74,244	6,187.00	8,249.33	76,471	6,372.58	8,496.78	78,765	6,563.75	8,751.67
76,100	6,341.67	8,455.56	78,383	6,531.92	8,709.22	80,734	6,727.83	8,970.44
78,003	6,500.25	8,667.00	80,343	6,695.25	8,927.00	82,753	6,896.08	9,194.78
79,953*	6,662.75*	8,883.67*	82,352	6,862.67	9,150.22	84,823	7,068.58	9,424.78
81,952	6,829.33	9,105.78	84,411	7,034.25	9,379.00	86,943	7,245.25	9,660.33
84,001	7,000.08	9,333.44	86,521	7,210.08	9,613.44	89,117	7,426.42	9,901.89
86,101	7,175.08	9,566.78	88,684	7,390.33	9,853.78	91,345	7,612.08	10,149.44
88,253	7,354.42	9,805.89	90,901	7,575.08	10,100.11	93,628	7,802.33	10,403.11
90,459	7,538.25	10,051.00	93,173	7,764.42	10,352.56	95,968	7,997.33	10,663.11
92,721	7,726.75	10,302.33	95,503	7,958.58	10,611.44	98,368	8,197.33	10,929.78
95,039*	7,919.92*	10,559.89*	97,890	8,157.50	10,876.67	100,827	8,402.25	11,203.00
97,415	8,117.92	10,823.89	100,337	8,361.42	11,148.56	103,347	8,612.25	11,483.00

* In accordance with the Unit 18 MOU, the increments on the Unit 18 Academic Standard of Pay Rates have been standardized to 2.5%, resulting in the number of increments being reduced for 10/1/07.

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
ACADEMIC STANDARD TABLE OF PAY RATES
FOR LECTURERS, CONTINUING APPOINTMENTS**

Scale 7/1/2008			Scale 10/1/2008			Scale 10/1/2009		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Month</u>
99,850	8,320.83	11,094.44	102,846	8,570.50	11,427.33	105,931	8,827.58	11,770.11
102,346	8,528.83	11,371.78	105,416	8,784.67	11,712.89	108,578	9,048.17	12,064.22
104,905	8,742.08	11,656.11	108,052	9,004.33	12,005.78	111,294	9,274.50	12,366.00
107,528	8,960.67	11,947.56	110,754	9,229.50	12,306.00	114,077	9,506.42	12,675.22
110,216	9,184.67	12,246.22	113,522	9,460.17	12,613.56	116,928	9,744.00	12,992.00
112,971	9,414.25	12,552.33	116,360	9,696.67	12,928.89	119,851	9,987.58	13,316.78
115,796	9,649.67	12,866.22	119,270	9,939.17	13,252.22	122,848	10,237.33	13,649.78
118,691	9,890.92	13,187.89	122,252	10,187.67	13,583.56	125,920	10,493.33	13,991.11

* In accordance with the Unit 18 MOU, the increments on the Unit 18 Academic Standard of Pay Rates have been standardized to 2.5%, resulting in the number of increments being reduced for 10/1/07.

**PROFESSIONAL RESEARCH SERIES
FISCAL YEAR RATES**

Rank	Step	Years at Step	Salary Scale 10/1/2007, 10/1/2008 & 10/1/2009 WITH COLA & MARKET				Salary Scale 10/1/2010 WITH COLA & MARKET	
			Annual	Monthly	Annual	Monthly		
ASSISTANT RESEARCHER (e.g.,3220)	I	2	57,900 - 61,700	4,825.00 - 5,141.67	61,700	5,141.67		
	II	2	61,000 - 65,400	5,083.33 - 5,450.00	65,400	5,450.00		
	III	2	64,300 - 69,000	5,358.33 - 5,750.00	69,000	5,750.00		
	IV	2	67,900 - 73,000	5,658.33 - 6,083.33	73,000	6,083.33		
	V	2	71,300 - 76,600	5,941.67 - 6,383.33	76,600	6,383.33		
	VI	2	74,800 - 80,300	6,233.33 - 6,691.67	80,300	6,691.67		
ASSOCIATE RESEARCHER (e.g.,3210)	I	2	71,400 - 76,700	5,950.00 - 6,391.67	76,700	6,391.67		
	II	2	74,900 - 80,400	6,241.67 - 6,700.00	80,400	6,700.00		
	III	2	79,300 - 84,900	6,608.33 - 7,075.00	84,900	7,075.00		
	IV	3	84,200 - 90,100	7,016.67 - 7,508.33	90,100	7,508.33		
	V	3	90,300 - 97,100	7,525.00 - 8,091.67	97,100	8,091.67		
RESEARCHER (e.g.,3200)	I	3	84,300 - 90,200	7,025.00 - 7,516.67	90,200	7,516.67		
	II	3	90,400 - 97,200	7,533.33 - 8,100.00	97,200	8,100.00		
	III	3	98,000 - 104,300	8,166.67 - 8,691.67	104,300	8,691.67		
	IV	3	106,300 - 111,800	8,858.33 - 9,316.67	111,800	9,316.67		
	V	--	115,300 - 119,800	9,608.33 - 9,983.33	119,800	9,983.33		
	VI	--	125,200 - 129,700	10,433.33 - 10,808.33	129,700	10,808.33		
	VII	--	135,800 - 140,400	11,316.67 - 11,700.00	140,400	11,700.00		
	VIII	--	147,000 - 152,000	12,250.00 - 12,666.67	152,000	12,666.67		
	IX	--	159,800 - 164,700	13,316.67 - 13,725.00	164,700	13,725.00		

This scale is used for individuals appointed in the Professorial Research series who do not have a professorial appointment.

**PROFESSIONAL RESEARCH SERIES - BUSINESS/ECONOMICS/ENGINEERING SCALES
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Salary Scale</u> <u>10/1/2007, 10/1/2008 & 10/1/2009</u> <u>WITH COLA & MARKET</u>				<u>Salary Scale</u> <u>10/1/2010</u> <u>WITH COLA & MARKET</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>		
ASSISTANT RESEARCHER (e.g.,1989)	I	2	76,700 - 82,200	6,391.67 - 6,850.00	82,200	6,850.00		
	II	2	80,600 - 86,500	6,716.67 - 7,208.33	86,500	7,208.33		
	III	2	84,700 - 90,700	7,058.33 - 7,558.33	90,700	7,558.33		
	IV	2	88,800 - 95,600	7,400.00 - 7,966.67	95,600	7,966.67		
	V	2	92,800 - 99,700	7,733.33 - 8,308.33	99,700	8,308.33		
	VI	2	96,200 - 103,300	8,016.67 - 8,608.33	103,300	8,608.33		
ASSOCIATE RESEARCHER (e.g.,1988)	I	2	92,900 - 99,800	7,741.67 - 8,316.67	99,800	8,316.67		
	II	2	96,300 - 103,400	8,025.00 - 8,616.67	103,400	8,616.67		
	III	2	100,100 - 107,500	8,341.67 - 8,958.33	107,500	8,958.33		
	IV	3	103,100 - 110,800	8,591.67 - 9,233.33	110,800	9,233.33		
	V	3	106,500 - 114,000	8,875.00 - 9,500.00	114,000	9,500.00		
RESEARCHER (e.g.,1987)	I	3	103,200 - 110,900	8,600.00 - 9,241.67	110,900	9,241.67		
	II	3	106,600 - 114,100	8,883.33 - 9,508.33	114,100	9,508.33		
	III	3	113,000 - 120,600	9,416.67 - 10,050.00	120,600	10,050.00		
	IV	3	121,400 - 127,700	10,116.67 - 10,641.67	127,700	10,641.67		
	V	--	130,500 - 135,300	10,875.00 - 11,275.00	135,300	11,275.00		
	VI	--	140,600 - 145,500	11,716.67 - 12,125.00	145,500	12,125.00		
	VII	--	150,600 - 156,000	12,550.00 - 13,000.00	156,000	13,000.00		
	VIII	--	161,200 - 167,000	13,433.33 - 13,916.67	167,000	13,916.67		
	IX	--	175,000 - 180,500	14,583.33 - 15,041.67	180,500	15,041.67		

This scale is used for individuals appointed in the Professional Research series who do not have a professorial appointment.

**PROJECT (E.G., SCIENTIST) SERIES
FISCAL YEAR RATES**

Rank	Years at		Salary Scale 10/1/2006		Salary Scale 10/1/2007, 10/1/2008 & 10/1/2009	
	Step	Step	Annual	Monthly	Annual	Monthly
ASSISTANT PROJECT SCIENTIST (3394)	I	2	47,600	3,966.67	49,100	4,091.67
	II	2	50,300	4,191.67	51,900	4,325.00
	III	2	52,900	4,408.33	54,600	4,550.00
	IV	2	55,900	4,658.33	57,700	4,808.33
	V	2	58,700	4,891.67	60,600	5,050.00
	VI	2	61,600	5,133.33	63,600	5,300.00
ASSOCIATE PROJECT SCIENTIST (3392)	I	2	58,800	4,900.00	60,700	5,058.33
	II	2	61,700	5,141.67	63,700	5,308.33
	III	2	65,300	5,441.67	67,400	5,616.67
	IV	3	69,300	5,775.00	71,500	5,958.33
	V	3	74,400	6,200.00	76,800	6,400.00
PROJECT SCIENTIST (3390)	I	3	69,400	5,783.33	71,600	5,966.67
	II	3	74,500	6,208.33	76,900	6,408.33
	III	3	80,800	6,733.33	83,400	6,950.00
	IV	3	87,600	7,300.00	90,400	7,533.33
	V	--	95,000	7,916.67	98,000	8,166.67
	VI	--	103,100	8,591.67	106,400	8,866.67
	VII	--	111,900	9,325.00	115,500	9,625.00
	VIII	--	121,200	10,100.00	125,100	10,425.00
	IX	--	131,600	10,966.67	135,800	11,316.67

**PROJECT (E.G., SCIENTIST) SERIES
BUSINESS/ECONOMICS/ENGINEERING
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	<u>Salary Scale</u> 10/1/2006		<u>Salary Scale</u> 10/1/2007, 10/1/2008 & 10/1/2009	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT PROJECT SCIENTIST (3395)	I	2	63,100	5,258.33	65,100	5,425.00
	II	2	66,400	5,533.33	68,500	5,708.33
	III	2	69,800	5,816.67	72,000	6,000.00
	IV	2	73,000	6,083.33	75,300	6,275.00
	V	2	76,400	6,366.67	78,800	6,566.67
	VI	2	79,300	6,608.33	81,800	6,816.67
ASSOCIATE PROJECT SCIENTIST (3393)	I	2	76,500	6,375.00	78,900	6,575.00
	II	2	79,400	6,616.67	81,900	6,825.00
	III	2	82,400	6,866.67	85,000	7,083.33
	IV	3	84,900	7,075.00	87,600	7,300.00
	V	3	87,700	7,308.33	90,500	7,541.67
PROJECT SCIENTIST (3391)	I	3	85,000	7,083.33	87,700	7,308.33
	II	3	87,800	7,316.67	90,600	7,550.00
	III	3	93,100	7,758.33	96,100	8,008.33
	IV	3	100,000	8,333.33	103,200	8,600.00
	V	--	107,600	8,966.67	111,000	9,250.00
	VI	--	115,800	9,650.00	119,500	9,958.33
	VII	--	124,000	10,333.33	128,000	10,666.67
	VIII	--	132,800	11,066.67	137,000	11,416.67
	IX	--	144,200	12,016.67	148,800	12,400.00

**POSTDOCTORAL SCHOLAR-EMPLOYEE
POSTDOCTORAL SCHOLAR-FELLOW
POSTDOCTORAL SCHOLAR-PAID DIRECT
FISCAL YEAR**

<u>Salary/Stipend Scale</u> 9/1/10		<u>Salary/Stipend Scale</u> 6/1/11*		
<u>Annual Range</u>	<u>Monthly Range</u>	<u>Experience Level</u>	<u>Annual</u>	<u>Monthly</u>
\$37,740 - \$80,880	\$3,145.00 - \$6,740.00	Level 0 (0 - 11 months)	\$38,496	\$3,208.00
		Level 1 (12 - 23 months)	\$40,548	\$3,379.00
		Level 2 (24 - 35 months)	\$43,476	\$3,623.00
		Level 3 (36 - 47 months)	\$45,192	\$3,766.00
		Level 4 (48 - 59 months)	\$46,884	\$3,907.00
		Level 5 (60 - 71 months)	\$48,900	\$4,075.00

* Effective June 1, 2011: Beginning June 1, 2011, the Postdoctoral Scholar Experience-based Salary/Stipend Minima shall be implemented with the rates listed above for new appointments/reappointments.**

Beginning June 1, 2011, once a Postdoctoral Scholar is appointed at or above the appropriate experience rate, all future appointments and reappointments must be to at least the appropriate experience-based salary/stipend rate.

- a. In the event a Postdoctoral Scholar initially appointed on or after June 1, 2011 receives a multiple-year appointment, the Postdoctoral Scholar must thereafter receive salary/stipend increases to the appropriate experience-based salary/stipend rate on her/his anniversary date.
- b. If a Postdoctoral Scholar's salary/stipend amount is above the appropriate experience level on reappointment, or on her/his anniversary date for Postdoctoral Scholars with multi-year appointments, the Postdoctoral Scholar shall receive at least a two percent (2%) salary increase.

**** Phase-in of Salary Scale for Postdoctoral Scholars employed as of August 12, 2010:** Beginning June 1, 2011 through May 31, 2014, a Postdoctoral Scholar receiving a salary/stipend below the appropriate experience rate based on her/his experience as a Postdoctoral Scholar, shall be moved (on reappointment or anniversary date) to the appropriate salary rate for her/his experience level provided such move does not exceed a 3% increase from June 1, 2011 through May 31, 2013, and a 3.5% increase from June 1, 2013 - May 31, 2014. If the increase would exceed 3%, the Postdoctoral Scholar shall receive a 3% increase to her/his salary/stipend for the period through May 31, 2013, and 3.5% increase through May 31, 2014.

Appointment to Postdoctoral Scholar, Experience Level 5, is by exception.

Rates for the Postdoctoral Scholar titles apply to both represented and non-represented employees in these titles.

**SPECIALIST SERIES
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	<u>Salary Scale</u> 10/1/2006		<u>Salary Scale</u> 4/1/2007		<u>Salary Scale</u> 10/1/2007, 10/1/2008 & 10/1/2009	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
JUNIOR	I	1	32,304	2,692.00	32,628	2,719.00	33,672	2,806.00
SPECIALIST (3330)	II	1	34,440	2,870.00	34,788	2,899.00	35,904	2,992.00
ASSISTANT	I	2	37,548	3,129.00	37,740	3,145.00	38,952	3,246.00
SPECIALIST (3320)	II	2	40,212	3,351.00	40,212	3,351.00	41,496	3,458.00
	III	2	43,020	3,585.00	43,020	3,585.00	44,400	3,700.00
ASSOCIATE	I	2	46,872	3,906.00	46,872	3,906.00	48,372	4,031.00
SPECIALIST (3310)	II	2	50,112	4,176.00	50,112	4,176.00	51,720	4,310.00
	III	2	53,748	4,479.00	53,748	4,479.00	55,464	4,622.00
	IV	--	56,424	4,702.00	56,424	4,702.00	58,224	4,852.00
SPECIALIST (3300)	I	3	60,588	5,049.00	60,588	5,049.00	62,532	5,211.00
	II	3	66,612	5,551.00	66,612	5,551.00	68,748	5,729.00
	III	--	74,484	6,207.00	74,484	6,207.00	76,872	6,406.00
	IV	--	83,640	6,970.00	83,640	6,970.00	86,316	7,193.00
	V	--	92,772	7,731.00	92,772	7,731.00	95,736	7,978.00

STUDENT TITLES*
ASSOCIATES PAY RATE TABLE
ACADEMIC YEAR RATES
(1506, 1507)

Scale 10/1/2008 & 10/1/2009		Scale 02/01/2011	
<u>ANNUAL</u>	<u>1/9TH</u>	<u>ANNUAL</u>	<u>1/9TH</u>
34,863	3,873.67	35,560	3,951.11
35,539	3,948.78	36,250	4,027.78
36,347	4,038.56	37,074	4,119.33
37,139	4,126.56	37,882	4,209.11
37,903	4,211.44	38,661	4,295.67
38,755	4,306.11	39,530	4,392.22
39,651	4,405.67	40,444	4,493.78
40,412	4,490.22	41,220	4,580.00
41,326	4,591.78	42,153	4,683.67

Scale 10/1/2008 & 10/1/2009

Acad. Year (9 mo.) Range
34,863 - 41,326

Scale 02/01/2011

Acad. Year (9 mo.) Range
35,560 - 42,153

* For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). For any of the titles in this list that are covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

STUDENT TITLES

TEACHING ASSISTANT, READER, AND TUTOR (9 MONTH APPOINTMENT ONLY)

	Scale 10/1/2008 & 10/1/2009			Scale 02/01/2011		
	<u>Hourly</u>			<u>Hourly</u>		
READER (2850, 2851)						
Holders of baccalaureate			12.72			12.97
Undergraduate Students			12.08			12.32
 TUTOR (2860, 2861)						
Holders of baccalaureate			17.10			17.44
Undergraduate Students			12.72			12.97
	<u>Annual</u>	<u>Monthly*</u>	<u>Quarterly</u>	<u>Annual</u>	<u>Monthly*</u>	<u>Quarterly</u>
TEACHING ASSISTANT	33,274	3,697.11	11,091.33	33,939	3,771.00	11,313.00
GSHIP-9 mo. (2310)						
NON-GSHIP-9 mo. (2311)						

* Monthly rate is 1/9 annual rate.

For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). For any of the titles in this list that are covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

**GRADUATE STUDENT RESEARCHER
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	<u>Scale 10/1/2006</u>		<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>	
		<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
GRADUATE STUDENT RESEARCHER (3284, 3282, 3266)	I	30,876	2,573.00	32,424	2,702.00
	II	33,276	2,773.00	34,944	2,912.00
	III	36,900	3,075.00	38,748	3,229.00
	IV	39,864	3,322.00	41,856	3,488.00
	V	42,516	3,543.00	44,640	3,720.00
	VI	44,496	3,708.00	46,716	3,893.00
	VII	48,060	4,005.00	50,460	4,205.00
	VIII	51,888	4,324.00	54,480	4,540.00
	IX	56,052	4,671.00	58,860	4,905.00
	X	60,528	5,044.00	63,552	5,296.00
GRADUATE STUDENT ASSISTANT RESEARCHER (3274, 3273)	I	30,876	2,573.00	32,424	2,702.00
	II	35,256	2,938.00	37,020	3,085.00

**LIBRARIAN SERIES
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Salary Scale</u>		<u>Salary Scale</u>		<u>Salary Scale</u>	
			<u>10/1/2006</u>	<u>10/1/2006</u>	<u>10/1/2007</u>	<u>10/1/2007</u>	<u>4/1/2008, 10/1/2008</u>	<u>& 10/1/2009</u>
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT LIBRARIAN	I	2	40,008	3,334.00	41,292	3,441.00	46,164	3,847.00
3620-Career	II	2	42,204	3,517.00	43,560	3,630.00	47,087	3,923.92
3621-Potential Career	III	2	44,736	3,728.00	46,164	3,847.00	48,029	4,002.42
3622-Temporary								
ASSOCIATE LIBRARIAN	I	2	44,736	3,728.00	46,164	3,847.00	48,029	4,002.42
3616-Career	II	2	47,868	3,989.00	49,404	4,117.00	49,404	4,117.00 **
3617-Potential Career	III	2	51,216	4,268.00	52,860	4,405.00	52,860	4,405.00 **
3618-Temporary	IV	2	54,744	4,562.00	56,496	4,708.00	56,496	4,708.00 **
	V	2	58,536	4,878.00	60,408	5,034.00	60,408	5,034.00 **
	VI	2	62,556	5,213.00	64,560	5,380.00	64,560	5,380.00 **
	VII	3	66,756	5,563.00	68,892	5,741.00	68,892	5,741.00 **
LIBRARIAN	I	3	66,756	5,563.00	68,892	5,741.00	68,892	5,741.00 **
3612-Career	II	3	73,356	6,113.00	75,708	6,309.00	75,708	6,309.00 **
3613-Potential Career	III	3	79,968	6,664.00	82,524	6,877.00	82,524	6,877.00 **
3614-Temporary	IV	3	85,740	7,145.00	88,488	7,374.00	88,488	7,374.00 **
	V	---	92,436	7,703.00	95,388	7,949.00	95,388	7,949.00 **
	VI	---	99,360	8,280.00	102,540	8,545.00	102,540	8,545.00 **
	VII	---	106,620	8,885.00	110,028	9,169.00	110,028	9,169.00 **

This salary scale applies to both represented and non-represented employees in these titles. For employees in any of the above-referenced titles who are exclusively represented, the application of the salary scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). For librarians who are exclusively represented, the salary scale applies only to the extent provided for in the MOU.

** No Change in Salary.

**ASSISTANT AND ASSOCIATE UNIVERSITY LIBRARIANS
FISCAL YEAR**

Rank	Salary Scale 10/1/2006		Salary Scale 10/1/2007, 10/1/2008 & 10/1/2009	
	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
ASSISTANT UNIVERSITY LIBRARIAN	60,000 - 110,100	5,000.00 - 9,175.00	80,800 - 145,500	6,733.33 - 12,125.00
ASSOCIATE UNIVERSITY LIBRARIAN	63,300 - 121,000	5,275.00 - 10,091.67	88,900 - 160,100	7,408.33 - 13,341.67

**ACADEMIC ADMINISTRATOR SERIES
FISCAL YEAR SALARY RANGES**

<u>Rank</u>	<u>Level</u>	<u>Scale 10/1/2006</u>		<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>	
		<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
ACADEMIC ADMIN (1061)	I	44,700 - 61,836	3,725 - 5,153	46,128 - 63,816	3,844 - 5,318
ACADEMIC ADMIN (1062)	II	50,112 - 69,696	4,176 - 5,808	51,720 - 71,928	4,310 - 5,994
ACADEMIC ADMIN (1063)	III	56,424 - 78,372	4,702 - 6,531	58,224 - 80,880	4,852 - 6,740
ACADEMIC ADMIN (1064)	IV	63,120 - 86,628	5,260 - 7,219	65,136 - 89,400	5,428 - 7,450
ACADEMIC ADMIN (1065)	V	71,484 - 97,020	5,957 - 8,085	73,776 - 100,128	6,148 - 8,344
ACADEMIC ADMIN (1066)	VI	80,112 - 109,920	6,676 - 9,160	82,680 - 113,436	6,890 - 9,453
ACADEMIC ADMIN (1067)	VII	88,344 - 124,068	7,362 - 10,339	91,176 - 128,040	7,598 - 10,670

For salary levels within range, see Academic Standard Table of Pay Rates, (pages 31ab).

**ACADEMIC COORDINATOR TITLES
ACADEMIC YEAR RATES**

Level I						Level II						Level III					
<u>Step</u>	<u>Years at Step</u>	<u>Scale 4/1/2007</u>		<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>		<u>Step</u>	<u>Years at Step</u>	<u>Scale 10/1/2006</u>		<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>		<u>Step</u>	<u>Years at Step</u>	<u>Scale 10/1/2006</u>		<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>	
		<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
1	2	37,740	3,145	38,952	3,246	1	2	49,056	4,088	50,628	4,219	1	3	61,836	5,153	63,816	5,318
2	2	39,516	3,293	40,776	3,398	2	2	51,300	4,275	52,944	4,412	2	3	66,612	5,551	68,748	5,729
3	2	41,136	3,428	42,456	3,538	3	2	53,748	4,479	55,464	4,622	3	3	71,484	5,957	73,776	6,148
4	2	43,020	3,585	44,400	3,700	4	2	56,424	4,702	58,224	4,852	4	3	76,224	6,352	78,660	6,555
5	2	44,700	3,725	46,128	3,844	5	2	59,184	4,932	61,080	5,090	5	3	81,912	6,826	84,528	7,044
6	2	46,872	3,906	48,372	4,031	6	2	61,836	5,153	63,816	5,318	6	3	88,344	7,362	91,176	7,598
7	2	49,056	4,088	50,628	4,219	7	2	64,896	5,408	66,972	5,581	7	3	94,884	7,907	97,920	8,160
8	2	51,300	4,275	52,944	4,412	8	2	67,944	5,662	70,116	5,843	8	3	102,264	8,522	105,540	8,795
9	2	53,748	4,479	55,464	4,622	9	2	71,484	5,957	73,776	6,148	9	--	109,920	9,160	113,436	9,453
10	2	56,424	4,702	58,224	4,852	10	2	74,484	6,207	76,872	6,406						
11	2	59,184	4,932	61,080	5,090	11	2	78,372	6,531	80,880	6,740						
12	2	61,836	5,153	63,816	5,318	12	2	81,912	6,826	84,528	7,044						
13	2	64,896	5,408	66,972	5,581	13	2	85,800	7,150	88,548	7,379						
14	2	67,944	5,662	70,116	5,843	14	2	90,528	7,544	93,420	7,785						
15	--	71,484	5,957	73,776	6,148	15	--	94,884	7,907	97,920	8,160						

**ACADEMIC COORDINATOR TITLES
FISCAL YEAR RATES**

Level I						Level II						Level III					
<u>Step</u>	<u>Years at Step</u>	<u>Scale 4/1/2007</u>		<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>		<u>Step</u>	<u>Years at Step</u>	<u>Scale 10/1/2006</u>		<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>		<u>Step</u>	<u>Years at Step</u>	<u>Scale 10/1/2006</u>		<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>	
		<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
1	2	43,020	3,585	44,400	3,700	1	2	56,424	4,702	58,224	4,852	1	3	71,484	5,957	73,776	6,148
2	2	44,700	3,725	46,128	3,844	2	2	59,184	4,932	61,080	5,090	2	3	76,224	6,352	78,660	6,555
3	2	46,872	3,906	48,372	4,031	3	2	61,836	5,153	63,816	5,318	3	3	81,912	6,826	84,528	7,044
4	2	49,056	4,088	50,628	4,219	4	2	64,896	5,408	66,972	5,581	4	3	88,344	7,362	91,176	7,598
5	2	51,300	4,275	52,944	4,412	5	2	67,944	5,662	70,116	5,843	5	3	94,884	7,907	97,920	8,160
6	2	53,748	4,479	55,464	4,622	6	2	71,484	5,957	73,776	6,148	6	3	102,264	8,522	105,540	8,795
7	2	56,424	4,702	58,224	4,852	7	2	74,484	6,207	76,872	6,406	7	3	109,920	9,160	113,436	9,453
8	2	59,184	4,932	61,080	5,090	8	2	78,372	6,531	80,880	6,740	8	3	118,176	9,848	121,956	10,163
9	2	61,836	5,153	63,816	5,318	9	2	81,912	6,826	84,528	7,044	9	--	127,056	10,588	131,124	10,927
10	2	64,896	5,408	66,972	5,581	10	2	85,800	7,150	88,548	7,379						
11	2	67,944	5,662	70,116	5,843	11	2	90,528	7,544	93,420	7,785						
12	2	71,484	5,957	73,776	6,148	12	2	94,884	7,907	97,920	8,160						
13	2	74,484	6,207	76,872	6,406	13	2	99,576	8,298	102,768	8,564						
14	2	78,372	6,531	80,880	6,740	14	2	104,736	8,728	108,084	9,007						
15	--	81,912	6,826	84,528	7,044	15	--	109,920	9,160	113,436	9,453						

**CONTINUING EDUCATOR
FISCAL YEAR SALARY RANGES**

<u>Rank</u>	<u>Level</u>	<u>Scale 10/1/2006</u>		<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>	
		<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
CONTINUING EDUCATOR (3520)	I	42,156 - 76,224	3,513 - 6,352	43,500 - 778,660	3,625 - 6,555
CONTINUING EDUCATOR (3521)	II	51,300 - 90,528	4,275 - 7,544	52,944 - 93,420	4,412 - 7,785
CONTINUING EDUCATOR (3522)	III	61,836 - 127,056	5,153 - 10,588	63,816 - 131,124	5,318 - 10,927

For salary levels within range, see Academic Standard Table of Pay Rates, (pages 31ab).

ACADEMIC STANDARD TABLE OF PAY RATES

<u>Annual</u>	<u>Scale 4/1/2007</u>			<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>			
	<u>Monthly</u>	<u>Hourly</u>	<u>1/9 Mo</u>	<u>Annual</u>	<u>Monthly</u>	<u>Hourly</u>	<u>1/9 Mo</u>
28,992	2,416.00	13.89	3,221.33	29,916	2,493.00	14.33	3,324.00
29,604	2,467.00	14.18	3,289.33	30,552	2,546.00	14.63	3,394.67
30,312	2,526.00	14.52	3,368.00	31,284	2,607.00	14.98	3,476.00
30,636	2,553.00	14.67	3,404.00	31,620	2,635.00	15.14	3,513.33
31,296	2,608.00	14.99	3,477.33	32,292	2,691.00	15.47	3,588.00
31,908	2,659.00	15.28	3,545.33	32,928	2,744.00	15.77	3,658.67
32,628	2,719.00	15.63	3,625.33	33,672	2,806.00	16.13	3,741.33
33,336	2,778.00	15.97	3,704.00	34,404	2,867.00	16.48	3,822.67
34,008	2,834.00	16.29	3,778.67	35,100	2,925.00	16.81	3,900.00
34,788	2,899.00	16.66	3,865.33	35,904	2,992.00	17.20	3,989.33
35,412	2,951.00	16.96	3,934.67	36,540	3,045.00	17.50	4,060.00
36,096	3,008.00	17.29	4,010.67	37,248	3,104.00	17.84	4,138.67
36,912	3,076.00	17.68	4,101.33	38,088	3,174.00	18.24	4,232.00
37,740	3,145.00	18.07	4,193.33	38,952	3,246.00	18.66	4,328.00
38,604	3,217.00	18.49	4,289.33	39,840	3,320.00	19.08	4,426.67
39,516	3,293.00	18.93	4,390.67	40,776	3,398.00	19.53	4,530.67
40,212	3,351.00	19.26	4,468.00	41,496	3,458.00	19.87	4,610.67
41,136	3,428.00	19.70	4,570.67	42,456	3,538.00	20.33	4,717.33
42,156	3,513.00	20.19	4,684.00	43,500	3,625.00	20.83	4,833.33
43,020	3,585.00	20.60	4,780.00	44,400	3,700.00	21.26	4,933.33
43,632	3,636.00	20.90	4,848.00	45,024	3,752.00	21.56	5,002.67
44,700	3,725.00	21.41	4,966.67	46,128	3,844.00	22.09	5,125.33
45,684	3,807.00	21.88	5,076.00	47,148	3,929.00	22.58	5,238.67
46,872	3,906.00	22.45	5,208.00	48,372	4,031.00	23.17	5,374.67
47,916	3,993.00	22.95	5,324.00	49,452	4,121.00	23.68	5,494.67
49,056	4,088.00	23.49	5,450.67	50,628	4,219.00	24.25	5,625.33
50,112	4,176.00	24.00	5,568.00	51,720	4,310.00	24.77	5,746.67
51,300	4,275.00	24.57	5,700.00	52,944	4,412.00	25.36	5,882.67
52,512	4,376.00	25.15	5,834.67	54,192	4,516.00	25.95	6,021.33
53,748	4,479.00	25.74	5,972.00	55,464	4,622.00	26.56	6,162.67
55,092	4,591.00	26.39	6,121.33	56,856	4,738.00	27.23	6,317.33
56,424	4,702.00	27.02	6,269.33	58,224	4,852.00	27.89	6,469.33
57,924	4,827.00	27.74	6,436.00	59,772	4,981.00	28.63	6,641.33

ACADEMIC STANDARD TABLE OF PAY RATES

<u>Annual</u>	<u>Scale 4/1/2007</u>			<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>			
	<u>Monthly</u>	<u>Hourly</u>	<u>1/9 Mo</u>	<u>Annual</u>	<u>Monthly</u>	<u>Hourly</u>	<u>1/9 Mo</u>
59,184	4,932.00	28.34	6,576.00	61,080	5,090.00	29.25	6,786.67
60,588	5,049.00	29.02	6,732.00	62,532	5,211.00	29.95	6,948.00
61,836	5,153.00	29.61	6,870.67	63,816	5,318.00	30.56	7,090.67
63,120	5,260.00	30.23	7,013.33	65,136	5,428.00	31.20	7,237.33
64,896	5,408.00	31.08	7,210.67	66,972	5,581.00	32.07	7,441.33
66,612	5,551.00	31.90	7,401.33	68,748	5,729.00	32.93	7,638.67
67,944	5,662.00	32.54	7,549.33	70,116	5,843.00	33.58	7,790.67
69,696	5,808.00	33.38	7,744.00	71,928	5,994.00	34.45	7,992.00
71,484	5,957.00	34.24	7,942.67	73,776	6,148.00	35.33	8,197.33
73,104	6,092.00	35.01	8,122.67	75,444	6,287.00	36.13	8,382.67
74,484	6,207.00	35.67	8,276.00	76,872	6,406.00	36.82	8,541.33
76,224	6,352.00	36.51	8,469.33	78,660	6,555.00	37.67	8,740.00
78,372	6,531.00	37.53	8,708.00	80,880	6,740.00	38.74	8,986.67
80,112	6,676.00	38.37	8,901.33	82,680	6,890.00	39.60	9,186.67
81,912	6,826.00	39.23	9,101.33	84,528	7,044.00	40.48	9,392.00
83,640	6,970.00	40.06	9,293.33	86,316	7,193.00	41.34	9,590.67
85,800	7,150.00	41.09	9,533.33	88,548	7,379.00	42.41	9,838.67
86,628	7,219.00	41.49	9,625.33	89,400	7,450.00	42.82	9,933.33
88,344	7,362.00	42.31	9,816.00	91,176	7,598.00	43.67	10,130.67
90,528	7,544.00	43.36	10,058.67	93,420	7,785.00	44.74	10,380.00
92,772	7,731.00	44.43	10,308.00	95,736	7,978.00	45.85	10,637.33
94,884	7,907.00	45.44	10,542.67	97,920	8,160.00	46.90	10,880.00
97,020	8,085.00	46.47	10,780.00	100,128	8,344.00	47.95	11,125.33
99,576	8,298.00	47.69	11,064.00	102,768	8,564.00	49.22	11,418.67
102,264	8,522.00	48.98	11,362.67	105,540	8,795.00	50.55	11,726.67
104,736	8,728.00	50.16	11,637.33	108,084	9,007.00	51.76	12,009.33
107,220	8,935.00	51.35	11,913.33	110,652	9,221.00	52.99	12,294.67
109,920	9,160.00	52.64	12,213.33	113,436	9,453.00	54.33	12,604.00
112,596	9,383.00	53.93	12,510.67	116,196	9,683.00	55.65	12,910.67
115,380	9,615.00	55.26	12,820.00	119,076	9,923.00	57.03	13,230.67
118,176	9,848.00	56.60	13,130.67	121,956	10,163.00	58.41	13,550.67
121,092	10,091.00	57.99	13,454.67	124,968	10,414.00	59.85	13,885.33
124,068	10,339.00	59.42	13,785.33	128,040	10,670.00	61.32	14,226.67
127,056	10,588.00	60.85	14,117.33	131,124	10,927.00	62.80	14,569.33

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
SUPERVISOR OF TEACHER EDUCATION
ACADEMIC YEAR**

		SALARY SCALE 10/1/08						SALARY SCALE 10/1/09					
		BA I	BA+12 II	MA III	MA+12 IV	MA+26 V	MA+36 VI	BA I	BA+12 II	MA III	MA+12 IV	MA+26 V	MA+36 VI
Level 1	Annual	40,392	42,360	44,376	45,372	46,056	47,004	41,604	43,632	45,708	46,728	47,436	48,420
	Monthly	3,366	3,530	3,698	3,781	3,838	3,917	3,467	3,636	3,809	3,894	3,953	4,035
2	Annual	41,748	43,716	45,780	46,272	47,304	48,492	42,996	45,024	47,148	47,664	48,720	49,944
	Monthly	3,479	3,643	3,815	3,856	3,942	4,041	3,583	3,752	3,929	3,972	4,060	4,162
3	Annual	43,344	45,312	46,788	47,748	48,840	49,908	44,640	46,668	48,192	49,176	50,304	51,408
	Monthly	3,612	3,776	3,899	3,979	4,070	4,159	3,720	3,889	4,016	4,098	4,192	4,284
4	Annual	44,724	46,116	48,240	49,212	50,304	51,312	46,068	47,496	49,692	50,688	51,816	52,848
	Monthly	3,727	3,843	4,020	4,101	4,192	4,276	3,839	3,958	4,141	4,224	4,318	4,404
5	Annual	45,840	47,676	49,776	50,676	51,780	52,848	47,220	49,104	51,264	52,200	53,328	54,432
	Monthly	3,820	3,973	4,148	4,223	4,315	4,404	3,935	4,092	4,272	4,350	4,444	4,536
6	Annual	47,232	49,032	51,240	52,128	53,100	54,288	48,648	50,508	52,776	53,688	54,696	55,920
	Monthly	3,936	4,086	4,270	4,344	4,425	4,524	4,054	4,209	4,398	4,474	4,558	4,660
7	Annual	48,804	50,604	52,632	53,604	54,600	55,728	50,268	52,128	54,216	55,212	56,244	57,396
	Monthly	4,067	4,217	4,386	4,467	4,550	4,644	4,189	4,344	4,518	4,601	4,687	4,783
8	Annual	50,124	52,068	54,072	55,152	56,088	57,168	51,624	53,628	55,692	56,808	57,768	58,884
	Monthly	4,177	4,339	4,506	4,596	4,674	4,764	4,302	4,469	4,641	4,734	4,814	4,907

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
SUPERVISOR OF TEACHER EDUCATION
ACADEMIC YEAR**

		SALARY SCALE 10/1/08						SALARY SCALE 10/1/09					
		BA I	BA+12 II	MA III	MA+12 IV	MA+26 V	MA+36 VI	BA I	BA+12 II	MA III	MA+12 IV	MA+26 V	MA+36 VI
Level 9	Annual	51,744	53,580	55,476	56,472	57,576	58,692	53,292	55,188	57,144	58,164	59,304	60,456
	Monthly	4,312	4,465	4,623	4,706	4,798	4,891	4,441	4,599	4,762	4,847	4,942	5,038
10	Annual	53,076	55,056	56,880	57,912	58,980	60,036	54,672	56,712	58,584	59,652	60,744	61,836
	Monthly	4,423	4,588	4,740	4,826	4,915	5,003	4,556	4,726	4,882	4,971	5,062	5,153
11	Annual	54,504	56,424	58,452	59,424	60,276	61,512	56,136	58,116	60,204	61,212	62,088	63,360
	Monthly	4,542	4,702	4,871	4,952	5,023	5,126	4,678	4,843	5,017	5,101	5,174	5,280
12	Annual	56,028	57,852	59,868	60,876	61,968	62,976	57,708	59,592	61,668	62,700	63,828	64,860
	Monthly	4,669	4,821	4,989	5,073	5,164	5,248	4,809	4,966	5,139	5,225	5,319	5,405
13*	Annual						64,440						66,372
	Monthly						5,370						5,531
14*	Annual						65,844						67,824
	Monthly						5,487						5,652
15*	Annual						67,368						69,384
	Monthly						5,614						5,782
16*	Annual						69,396						71,472
	Monthly						5,783						5,956
17*	Annual						71,460						73,608
	Monthly						5,955						6,134

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
SUPERVISOR OF TEACHER EDUCATION
ACADEMIC YEAR**

		SALARY SCALE 10/1/08						SALARY SCALE 10/1/09					
		BA I	BA+12 II	MA III	MA+12 IV	MA+26 V	MA+36 VI	BA I	BA+12 II	MA III	MA+12 IV	MA+26 V	MA+36 VI
Level													
18*	Annual						73,608						75,816
	Monthly						6,134						6,318
19*	Annual						75,816						78,096
	Monthly						6,318						6,508
20*	Annual						78,108						80,448
	Monthly						6,509						6,704
21*	Annual						80,448						82,860
	Monthly						6,704						6,905
22*	Annual						82,872						85,356
	Monthly						6,906						7,113

*Levels 13-22 allowable only to individuals with a doctoral degree.

FACULTY RECRUITMENT ALLOWANCE

	Salary Scale 10/1/2007	Salary Scale 10/1/2008 & 10/1/2009
MAXIMUM ALLOWABLE	58,000	58,000