

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

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	<u>UCOP Scale (Adjusted) 7/1/2013</u>		<u>UC Irvine Merit Scale for Review Actions 7/1/2013*</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT PROFESSOR (e.g., 1300)	I	2	55,900	4,658.33		
	II	2	59,300	4,941.67		
	III	2	62,500	5,208.33		
	IV	2	66,100	5,508.33		
	V	2	69,400	5,783.33		
	VI	2	72,700	6,058.33		
ASSOCIATE PROFESSOR (e.g., 1200)	I	2	69,500	5,791.67	78,900	6,575.00
	II	2	72,800	6,066.67	82,200	6,850.00
	III	2	76,900	6,408.33	85,000	7,083.33
	IV	3	81,600	6,800.00	91,200	7,600.00
	V	3	87,900	7,325.00	93,800	7,816.67
PROFESSOR (e.g., 1100)	I	3	81,700	6,808.33	91,300	7,608.33
	II	3	88,000	7,333.33	98,000	8,166.67
	III	3	94,500	7,875.00	103,300	8,608.33
	IV	3	101,300	8,441.67	108,200	9,016.67
	V	—	108,500	9,041.67	118,800	9,900.00
	VI	—	117,500	9,791.67	129,800	10,816.67
	VII	—	127,100	10,591.67	135,600	11,300.00
	VIII	—	137,600	11,466.67	145,100	12,091.67
	IX	—	149,200	12,433.33	153,100	12,758.33

\* Regular Rank Faculty (Associate & Full Professors) awarded a promotion/merit increase effective July 1, 2013 are eligible for the UC Irvine merit scale. Assistant Professors will remain on the UC Scale.

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

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>UCOP Scale (Adjusted) 7/1/2013</u>		<u>UC Irvine Merit Scale for Review Actions 7/1/2013*</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT PROFESSOR (e.g., 1343)	I	2	74,500	6,208.33		
	II	2	78,300	6,525.00		
	III	2	82,100	6,841.67		
	IV	2	86,600	7,216.67		
	V	2	90,300	7,525.00		
	VI	2	93,500	7,791.67		
ASSOCIATE PROFESSOR (e.g., 1243)	I	2	90,400	7,533.33	95,900	7,991.67
	II	2	93,600	7,800.00	99,000	8,250.00
	III	2	97,400	8,116.67	101,500	8,458.33
	IV	3	100,400	8,366.67	103,500	8,625.00
	V	3	103,200	8,600.00	105,800	8,816.67
PROFESSOR (e.g., 1143)	I	3	100,500	8,375.00	104,600	8,716.67
	II	3	103,400	8,616.67	109,000	9,083.33
	III	3	109,200	9,100.00	113,500	9,458.33
	IV	3	115,700	9,641.67	120,200	10,016.67
	V	—	122,500	10,208.33	129,200	10,766.67
	VI	—	131,800	10,983.33	140,100	11,675.00
	VII	—	141,300	11,775.00	150,200	12,516.67
	VIII	—	151,300	12,608.33	160,000	13,333.33
	IX	—	163,500	13,625.00	171,900	14,325.00

\* Economics, Engineering and Information and Computer Sciences (ICS) Regular Rank Faculty (Associate & Full Professors) awarded a promotion/merit increase effective July 1, 2013 are eligible for the UC Irvine merit scale. Assistant Professors will remain on the UC Scale.

**PROFESSOR SERIES - REGULAR SCALES\***  
**ACADEMIC YEAR RATES**

<b>Rank</b>	<b>Step</b>	<b>Years at Step</b>	<b>Minimum Scale 10/1/2011</b>		<b>Adjusted Scale 10/1/2011</b>		<b>Minimum Scale 7/1/13</b>		<b>Adjusted Scale 7/1/13</b>	
			<b>Annual</b>	<b>Monthly</b>	<b>Annual</b>	<b>Monthly</b>	<b>Annual</b>	<b>Monthly</b>	<b>Annual</b>	<b>Monthly</b>
<b>ASSISTANT PROFESSOR (e.g., 1300)</b>	I	2	53,200	4,433.33	54,800	4,566.67	54,300	4,525.00	55,900	4,658.33
	II	2	56,400	4,700.00	58,100	4,841.67	57,500	4,791.67	59,300	4,941.67
	III	2	59,500	4,958.33	61,300	5,108.33	60,700	5,058.33	62,500	5,208.33
	IV	2	62,900	5,241.67	64,800	5,400.00	64,200	5,350.00	66,100	5,508.33
	V	2	66,000	5,500.00	68,000	5,666.67	67,300	5,608.33	69,400	5,783.33
	VI	2	69,200	5,766.67	71,300	5,941.67	70,600	5,883.33	72,700	6,058.33
<b>ASSOCIATE PROFESSOR (e.g., 1200)</b>	I	2	66,100	5,508.33	68,100	5,675.00	67,400	5,616.67	69,500	5,791.67
	II	2	69,300	5,775.00	71,400	5,950.00	70,700	5,891.67	72,800	6,066.67
	III	2	73,200	6,100.00	75,400	6,283.33	74,700	6,225.00	76,900	6,408.33
	IV	3	77,700	6,475.00	80,000	6,666.67	79,300	6,608.33	81,600	6,800.00
	V	3	83,700	6,975.00	86,200	7,183.33	85,400	7,116.67	87,900	7,325.00
<b>PROFESSOR (e.g., 1100)</b>	I	3	77,800	6,483.33	80,100	6,675.00	79,400	6,616.67	81,700	6,808.33
	II	3	83,800	6,983.33	86,300	7,191.67	85,500	7,125.00	88,000	7,333.33
	III	3	89,900	7,491.67	92,600	7,716.67	91,700	7,641.67	94,500	7,875.00
	IV	3	96,400	8,033.33	99,300	8,275.00	98,300	8,191.67	101,300	8,441.67
	V	--	103,300	8,608.33	106,400	8,866.67	105,400	8,783.33	108,500	9,041.67
	VI	--	111,800	9,316.67	115,200	9,600.00	114,000	9,500.00	117,500	9,791.67
	VII	--	121,000	10,083.33	124,600	10,383.33	123,400	10,283.33	127,100	10,591.67
	VIII	--	131,000	10,916.67	134,900	11,241.67	133,600	11,133.33	137,600	11,466.67
	IX	--	142,000	11,833.33	146,300	12,191.67	144,800	12,066.67	149,200	12,433.33

\*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>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</u>		<u>Minimum Scale 7/1/13</u>		<u>Adjusted Scale 7/1/13</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>
<b>ASSISTANT PROFESSOR (e.g.,1310)</b>	I	2	61,700	5,141.67	63,600	5,300.00	62,900	5,241.67	64,900	5,408.33
	II	2	65,400	5,450.00	67,400	5,616.67	66,700	5,558.33	68,700	5,725.00
	III	2	69,000	5,750.00	71,100	5,925.00	70,400	5,866.67	72,500	6,041.67
	IV	2	73,000	6,083.33	75,200	6,266.67	74,500	6,208.33	76,700	6,391.67
	V	2	76,600	6,383.33	78,900	6,575.00	78,100	6,508.33	80,500	6,708.33
	VI	2	80,300	6,691.67	82,700	6,891.67	81,900	6,825.00	84,400	7,033.33
<b>ASSOCIATE PROFESSOR (e.g.,1210)</b>	I	2	76,700	6,391.67	79,000	6,583.33	78,200	6,516.67	80,600	6,716.67
	II	2	80,400	6,700.00	82,800	6,900.00	82,000	6,833.33	84,500	7,041.67
	III	2	84,900	7,075.00	87,400	7,283.33	86,600	7,216.67	89,100	7,425.00
	IV	3	90,100	7,508.33	92,800	7,733.33	91,900	7,658.33	94,700	7,891.67
	V	3	97,100	8,091.67	100,000	8,333.33	99,000	8,250.00	102,000	8,500.00
<b>PROFESSOR (e.g.,1110)</b>	I	3	90,200	7,516.67	92,900	7,741.67	92,000	7,666.67	94,800	7,900.00
	II	3	97,200	8,100.00	100,100	8,341.67	99,100	8,258.33	102,100	8,508.33
	III	3	104,300	8,691.67	107,400	8,950.00	106,400	8,866.67	109,500	9,125.00
	IV	3	111,800	9,316.67	115,200	9,600.00	114,000	9,500.00	117,500	9,791.67
	V	--	119,800	9,983.33	123,400	10,283.33	122,200	10,183.33	125,900	10,491.67
	VI	--	129,700	10,808.33	133,600	11,133.33	132,300	11,025.00	136,300	11,358.33
	VII	--	140,400	11,700.00	144,600	12,050.00	143,200	11,933.33	147,500	12,291.67
	VIII	--	152,000	12,666.67	156,600	13,050.00	155,000	12,916.67	159,700	13,308.33
	IX	--	164,700	13,725.00	169,600	14,133.33	168,000	14,000.00	173,000	14,416.67

\*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  
ACADEMIC YEAR - ONE NINTH\*  
SUMMER RESEARCH\*\***

<u>Rank</u>	<u>Years at</u>		<u>Minimum Scale</u> <u>10/1/2011</u>		<u>Adjusted Scale</u> <u>10/1/2011</u>		<u>Minimum Scale</u> <u>7/1/13</u>		<u>Adjusted Scale</u> <u>7/1/13</u>	
	<u>Step</u>	<u>Step</u>	<u>Annual</u>	<u>Monthly (1/9)</u>	<u>Annual</u>	<u>Monthly (1/9)</u>	<u>Annual</u>	<u>Monthly (1/9)</u>	<u>Annual</u>	<u>Monthly (1/9)</u>
<b>ASSISTANT</b>	I	2	53,200	5,911.11	54,800	6,088.89	54,300	6,033.33	55,900	6,211.11
<b>PROFESSOR</b>	II	2	56,400	6,266.67	58,100	6,455.56	57,500	6,388.89	59,300	6,588.89
<b>(e.g.,1303)</b>	III	2	59,500	6,611.11	61,300	6,811.11	60,700	6,744.44	62,500	6,944.44
<b>ASSISTANT</b>	IV	2	62,900	6,988.89	64,800	7,200.00	64,200	7,133.33	66,100	7,344.44
<b>RESEARCHER</b>	V	2	66,000	7,333.33	68,000	7,555.56	67,300	7,477.78	69,400	7,711.11
<b>(e.g., 3225)</b>	VI	2	69,200	7,688.89	71,300	7,922.22	70,600	7,844.44	72,700	8,077.78
<b>ASSOCIATE</b>	I	2	66,100	7,344.44	68,100	7,566.67	67,400	7,488.89	69,500	7,722.22
<b>PROFESSOR</b>	II	2	69,300	7,700.00	71,400	7,933.33	70,700	7,855.56	72,800	8,088.89
<b>(e.g.,1203)</b>	III	2	73,200	8,133.33	75,400	8,377.78	74,700	8,300.00	76,900	8,544.44
<b>ASSOCIATE</b>	IV	3	77,700	8,633.33	80,000	8,888.89	79,300	8,811.11	81,600	9,066.67
<b>RESEARCHER</b>	V	3	83,700	9,300.00	86,200	9,577.78	85,400	9,488.89	87,900	9,766.67
<b>(e.g., 3215)</b>										
<b>PROFESSOR</b>	I	3	77,800	8,644.44	80,100	8,900.00	79,400	8,822.22	81,700	9,077.78
<b>(e.g.,1103)</b>	II	3	83,800	9,311.11	86,300	9,588.89	85,500	9,500.00	88,000	9,777.78
	III	3	89,900	9,988.89	92,600	10,288.89	91,700	10,188.89	94,500	10,500.00
<b>RESEARCHER</b>	IV	3	96,400	10,711.11	99,300	11,033.33	98,300	10,922.22	101,300	11,255.56
<b>(e.g., 3205)</b>	V	--	103,300	11,477.78	106,400	11,822.22	105,400	11,711.11	108,500	12,055.56
	VI	--	111,800	12,422.22	115,200	12,800.00	114,000	12,666.67	117,500	13,055.56
	VII	--	121,000	13,444.44	124,600	13,844.44	123,400	13,711.11	127,100	14,122.22
	VIII	--	131,000	14,555.56	134,900	14,988.89	133,600	14,844.44	137,600	15,288.89
	IX	--	142,000	15,777.78	146,300	16,255.56	144,800	16,088.89	149,200	16,577.78

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

\* Use 1/9th rate for faculty who have partial year appointments during the academic year.

\*\* The 1/9th monthly researcher or professorial rate is normally used for faculty receiving additional compensation during the summer months.

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

<u>Rank</u>	<u>Years at</u>		<u>Minimum Scale</u> <u>10/1/2011</u>		<u>Adjusted Scale</u> <u>10/1/2011</u>		<u>Minimum Scale</u> <u>7/1/13</u>		<u>Adjusted Scale</u> <u>7/1/13</u>	
	<u>Step</u>	<u>Step</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>
<b>PROFESSOR*</b> <b>(e.g., 1180)</b>	I	3	131,200	10,933.33	135,100	11,258.33	133,800	11,150.00	137,800	11,483.33
	II	3	137,300	11,441.67	141,400	11,783.33	140,000	11,666.67	144,200	12,016.67
	III	3	144,500	12,041.67	148,800	12,400.00	147,400	12,283.33	151,800	12,650.00
<b>ACTING PROFESSOR</b> <b>(e.g., 1182)</b>	IV	3	152,400	12,700.00	157,000	13,083.33	155,400	12,950.00	160,100	13,341.67
	V	--	160,700	13,391.67	165,500	13,791.67	163,900	13,658.33	168,800	14,066.67
	VI	--	169,100	14,091.67	174,200	14,516.67	172,500	14,375.00	177,700	14,808.33
	VII	--	178,200	14,850.00	183,500	15,291.67	181,800	15,150.00	187,200	15,600.00
	VIII	--	187,800	15,650.00	193,400	16,116.67	191,600	15,966.67	197,300	16,441.67
	IX	--	199,300	16,608.33	205,300	17,108.33	203,300	16,941.67	209,400	17,450.00

\*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  
ACADEMIC YEAR RATES - ONE NINTH\*  
SUMMER RESEARCH\*\***

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</u>		<u>Minimum Scale 7/1/13</u>		<u>Adjusted Scale 7/1/13</u>	
			<u>Annual</u>	<u>Monthly (1/9)</u>	<u>Annual</u>	<u>Monthly (1/9)</u>	<u>Annual</u>	<u>Monthly (1/9)</u>	<u>Annual</u>	<u>Monthly (1/9)</u>
<b>PROFESSOR</b> (e.g., 1181)	I	3	131,200	14,577.78	135,100	15,011.11	133,800	14,866.67	137,800	15,311.11
	II	3	137,300	15,255.56	141,400	15,711.11	140,000	15,555.56	144,200	16,022.22
<b>ACTING PROF</b> (e.g., 1183)	III	3	144,500	16,055.56	148,800	16,533.33	147,400	16,377.78	151,800	16,866.67
	IV	3	152,400	16,933.33	157,000	17,444.44	155,400	17,266.67	160,100	17,788.89
<b>RESEARCHER</b> (e.g., 3205)	V	--	160,700	17,855.56	165,500	18,388.89	163,900	18,211.11	168,800	18,755.56
	VI	--	169,100	18,788.89	174,200	19,355.56	172,500	19,166.67	177,700	19,744.44
<b>ASSOCIATE</b>	VII	--	178,200	19,800.00	183,500	20,388.89	181,800	20,200.00	187,200	20,800.00
<b>RESEARCHER</b> (e.g., 3215)	VIII	--	187,800	20,866.67	193,400	21,488.89	191,600	21,288.89	197,300	21,922.22
	IX	--	199,300	22,144.44	205,300	22,811.11	203,300	22,588.89	209,400	23,266.67

These rates are applicable only to appointees who also hold an Academic-Year (9-month) appointment in the Law School professorial series.

\* Use 1/9th rate for faculty who have partial year appointments during the academic year.

\*\* The 1/9th monthly researcher or professorial rate is normally used for faculty receiving additional compensation 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>Minimum Scale</u> <u>10/1/2011</u>		<u>Adjusted Scale</u> <u>10/1/2011</u>		<u>Minimum Scale</u> <u>7/1/13</u>		<u>Adjusted Scale</u> <u>7/1/13</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>
<b>ASSISTANT PROFESSOR</b> <b>(e.g., 1343)</b>	I	2	70,900	5,908.33	73,000	6,083.33	72,300	6,025.00	74,500	6,208.33
	II	2	74,600	6,216.67	76,800	6,400.00	76,100	6,341.67	78,300	6,525.00
	III	2	78,200	6,516.67	80,500	6,708.33	79,800	6,650.00	82,100	6,841.67
	IV	2	82,400	6,866.67	84,900	7,075.00	84,000	7,000.00	86,600	7,216.67
	V	2	85,900	7,158.33	88,500	7,375.00	87,600	7,300.00	90,300	7,525.00
	VI	2	89,000	7,416.67	91,700	7,641.67	90,800	7,566.67	93,500	7,791.67
<b>ASSOCIATE PROFESSOR</b> <b>(e.g., 1243)</b>	I	2	86,000	7,166.67	88,600	7,383.33	87,700	7,308.33	90,400	7,533.33
	II	2	89,100	7,425.00	91,800	7,650.00	90,900	7,575.00	93,600	7,800.00
	III	2	92,700	7,725.00	95,500	7,958.33	94,600	7,883.33	97,400	8,116.67
	IV	3	95,500	7,958.33	98,400	8,200.00	97,400	8,116.67	100,400	8,366.67
	V	3	98,300	8,191.67	101,200	8,433.33	100,300	8,358.33	103,200	8,600.00
<b>PROFESSOR</b> <b>(e.g., 1143)</b>	I	3	95,600	7,966.67	98,500	8,208.33	97,500	8,125.00	100,500	8,375.00
	II	3	98,400	8,200.00	101,400	8,450.00	100,400	8,366.67	103,400	8,616.67
	III	3	104,000	8,666.67	107,100	8,925.00	106,100	8,841.67	109,200	9,100.00
	IV	3	110,100	9,175.00	113,400	9,450.00	112,300	9,358.33	115,700	9,641.67
	V	--	116,600	9,716.67	120,100	10,008.33	118,900	9,908.33	122,500	10,208.33
	VI	--	125,400	10,450.00	129,200	10,766.67	127,900	10,658.33	131,800	10,983.33
	VII	--	134,500	11,208.33	138,500	11,541.67	137,200	11,433.33	141,300	11,775.00
	VIII	--	144,000	12,000.00	148,300	12,358.33	146,900	12,241.67	151,300	12,608.33
	IX	--	155,600	12,966.67	160,300	13,358.33	158,700	13,225.00	163,500	13,625.00

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



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

<u>Rank</u>	<u>Years at</u>		<u>Minimum Scale</u> <u>10/1/2011</u>		<u>Adjusted Scale</u> <u>10/1/2011</u>		<u>Minimum Scale</u> <u>7/1/13</u>		<u>Adjusted Scale</u> <u>7/1/13</u>	
	<u>Step</u>	<u>Step</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>
<b>ASSISTANT PROFESSOR (e.g., 1344)</b>	I	2	82,200	6,850.00	84,700	7,058.33	83,800	6,983.33	86,400	7,200.00
	II	2	86,500	7,208.33	89,100	7,425.00	88,200	7,350.00	90,900	7,575.00
	III	2	90,700	7,558.33	93,400	7,783.33	92,500	7,708.33	95,300	7,941.67
	IV	2	95,600	7,966.67	98,500	8,208.33	97,500	8,125.00	100,500	8,375.00
	V	2	99,700	8,308.33	102,700	8,558.33	101,700	8,475.00	104,800	8,733.33
	VI	2	103,300	8,608.33	106,400	8,866.67	105,400	8,783.33	108,500	9,041.67
<b>ASSOCIATE PROFESSOR (e.g., 1244)</b>	I	2	99,800	8,316.67	102,800	8,566.67	101,800	8,483.33	104,900	8,741.67
	II	2	103,400	8,616.67	106,500	8,875.00	105,500	8,791.67	108,600	9,050.00
	III	2	107,500	8,958.33	110,700	9,225.00	109,700	9,141.67	112,900	9,408.33
	IV	3	110,800	9,233.33	114,100	9,508.33	113,000	9,416.67	116,400	9,700.00
	V	3	114,000	9,500.00	117,400	9,783.33	116,300	9,691.67	119,700	9,975.00
<b>PROFESSOR (e.g., 1144)</b>	I	3	110,900	9,241.67	114,200	9,516.67	113,100	9,425.00	116,500	9,708.33
	II	3	114,100	9,508.33	117,500	9,791.67	116,400	9,700.00	119,900	9,991.67
	III	3	120,600	10,050.00	124,200	10,350.00	123,000	10,250.00	126,700	10,558.33
	IV	3	127,700	10,641.67	131,500	10,958.33	130,300	10,858.33	134,100	11,175.00
	V	--	135,300	11,275.00	139,400	11,616.67	138,000	11,500.00	142,200	11,850.00
	VI	--	145,500	12,125.00	149,900	12,491.67	148,400	12,366.67	152,900	12,741.67
	VII	--	156,000	13,000.00	160,700	13,391.67	159,100	13,258.33	163,900	13,658.33
	VIII	--	167,000	13,916.67	172,000	14,333.33	170,300	14,191.67	175,400	14,616.67
	IX	--	180,500	15,041.67	185,900	15,491.67	184,100	15,341.67	189,600	15,800.00

\*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**  
**ACADEMIC YEAR RATES - ONE NINTH\***  
**SUMMER RESEARCH\*\***

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</u>		<u>Minimum Scale 7/1/13</u>		<u>Adjusted Scale 7/1/13</u>	
			<u>Annual</u>	<u>Monthly (1/9)</u>	<u>Annual</u>	<u>Monthly (1/9)</u>	<u>Annual</u>	<u>Monthly (1/9)</u>	<u>Annual</u>	<u>Monthly (1/9)</u>
<b>ASSISTANT PROFESSOR (1345)</b>	I	2	70,900	7,877.78	73,000	8,111.11	72,300	8,033.33	74,500	8,277.78
<b>ASSISTANT RESEARCHER (1986)</b>	II	2	74,600	8,288.89	76,800	8,533.33	76,100	8,455.56	78,300	8,700.00
	III	2	78,200	8,688.89	80,500	8,944.44	79,800	8,866.67	82,100	9,122.22
	IV	2	82,400	9,155.56	84,900	9,433.33	84,000	9,333.33	86,600	9,622.22
	V	2	85,900	9,544.44	88,500	9,833.33	87,600	9,733.33	90,300	10,033.33
	VI	2	89,000	9,888.89	91,700	10,188.89	90,800	10,088.89	93,500	10,388.89
<b>ASSOCIATE PROFESSOR (1245)</b>	I	2	86,000	9,555.56	88,600	9,844.44	87,700	9,744.44	90,400	10,044.44
<b>ASSOCIATE RESEARCHER (1984)</b>	II	2	89,100	9,900.00	91,800	10,200.00	90,900	10,100.00	93,600	10,400.00
	III	2	92,700	10,300.00	95,500	10,611.11	94,600	10,511.11	97,400	10,822.22
	IV	3	95,500	10,611.11	98,400	10,933.33	97,400	10,822.22	100,400	11,155.56
	V	3	98,300	10,922.22	101,200	11,244.44	100,300	11,144.44	103,200	11,466.67
<b>PROFESSOR (1145)</b>	I	3	95,600	10,622.22	98,500	10,944.44	97,500	10,833.33	100,500	11,166.67
<b>PROFESSOR RESEARCHER (1982)</b>	II	3	98,400	10,933.33	101,400	11,266.67	100,400	11,155.56	103,400	11,488.89
	III	3	104,000	11,555.56	107,100	11,900.00	106,100	11,788.89	109,200	12,133.33
	IV	3	110,100	12,233.33	113,400	12,600.00	112,300	12,477.78	115,700	12,855.56
	V	--	116,600	12,955.56	120,100	13,344.44	118,900	13,211.11	122,500	13,611.11
	VI	--	125,400	13,933.33	129,200	14,355.56	127,900	14,211.11	131,800	14,644.44
	VII	--	134,500	14,944.44	138,500	15,388.89	137,200	15,244.44	141,300	15,700.00
	VIII	--	144,000	16,000.00	148,300	16,477.78	146,900	16,322.22	151,300	16,811.11
	IX	--	155,600	17,288.89	160,300	17,811.11	158,700	17,633.33	163,500	18,166.67

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

\* Use 1/9th rate for faculty who have partial year appointments during the academic year.

\*\* The 1/9th monthly researcher or professorial rate is normally used for faculty receiving additional compensation during the summer months.

**FACULTY--LADDER RANKS--PROFESSOR SERIES  
HEALTH SCIENCES COMPENSATION PLAN**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 0* 1.00</u>		<u>Scale 0* 1.00</u>		<u>Scale 0* 1.00</u>		<u>Scale 0* 1.00</u>	
			<u>Minimum Scale (A) 10/1/11</u>		<u>Adjusted Scale (B) 10/1/11</u>		<u>Minimum Scale (A) 7/1/2013</u>		<u>Adjusted Scale (B) 7/1/2013</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>
<b>Instructor</b>	--	--	53,200	4,433.33	54,800	4,566.67	54,300	4,525.00	55,900	4,658.33
<b>Assistant Professor</b>	I	2	61,700	5,141.67	63,600	5,300.00	62,900	5,241.67	64,900	5,408.33
	II	2	65,400	5,450.00	67,400	5,616.67	66,700	5,558.33	68,700	5,725.00
	III	2	69,000	5,750.00	71,100	5,925.00	70,400	5,866.67	72,500	6,041.67
	IV	2	73,000	6,083.33	75,200	6,266.67	74,500	6,208.33	76,700	6,391.67
	V	2	76,600	6,383.33	78,900	6,575.00	78,100	6,508.33	80,500	6,708.33
	VI	2	80,300	6,691.67	82,700	6,891.67	81,900	6,825.00	84,400	7,033.33
<b>Associate Professor</b>	I	2	76,700	6,391.67	79,000	6,583.33	78,200	6,516.67	80,600	6,716.67
	II	2	80,400	6,700.00	82,800	6,900.00	82,000	6,833.33	84,500	7,041.67
	III	2	84,900	7,075.00	87,400	7,283.33	86,600	7,216.67	89,100	7,425.00
	IV	3	90,100	7,508.33	92,800	7,733.33	91,900	7,658.33	94,700	7,891.67
	V	3	97,100	8,091.67	100,000	8,333.33	99,000	8,250.00	102,000	8,500.00
<b>Professor</b>	I	3	90,200	7,516.67	92,900	7,741.67	92,000	7,666.67	94,800	7,900.00
	II	3	97,200	8,100.00	100,100	8,341.67	99,100	8,258.33	102,100	8,508.33
	III	3	104,300	8,691.67	107,400	8,950.00	106,400	8,866.67	109,500	9,125.00
	IV	3	111,800	9,316.67	115,200	9,600.00	114,000	9,500.00	117,500	9,791.67
	V	--	119,800	9,983.33	123,400	10,283.33	122,200	10,183.33	125,900	10,491.67
	VI	--	129,700	10,808.33	133,600	11,133.33	132,300	11,025.00	136,300	11,358.33
	VII	--	140,400	11,700.00	144,600	12,050.00	143,200	11,933.33	147,500	12,291.67
	VIII	--	152,000	12,666.67	156,600	13,050.00	155,000	12,916.67	159,700	13,308.33
	IX	--	164,700	13,725.00	169,600	14,133.33	168,000	14,000.00	173,000	14,416.67

\* Scale 0 is the same as the Faculty-Ladder Ranks--Professor Series-Fiscal Year Scale.

**FACULTY--LADDER RANKS--PROFESSOR SERIES  
HEALTH SCIENCES COMPENSATION PLAN**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 1</u>			<u>Scale 1</u>			<u>Scale 1</u>			<u>Scale 1</u>		
			<u>1.10</u>			<u>1.10</u>			<u>1.10</u>			<u>1.10</u>		
			<u>Minimum Scale (A)</u>			<u>Adjusted Scale (B)</u>			<u>Minimum Scale (A)</u>			<u>Adjusted Scale (B)</u>		
			<u>Annual</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Monthly</u>
	<u>REG</u>	<u>HS1</u>		<u>REG</u>	<u>HS1</u>		<u>REG</u>	<u>HS1</u>		<u>REG</u>	<u>HS1</u>		<u>REG</u>	<u>HS1</u>
<b>Instructor</b>	--	--	58,500	4,433.33	441.67	60,300	4,566.67	458.33	59,700	4,525.00	450.00	61,500	4,658.33	466.67
<b>Assistant Professor</b>	I	2	67,900	5,141.67	516.67	70,000	5,300.00	533.33	69,200	5,241.67	525.00	71,400	5,408.33	541.67
	II	2	71,900	5,450.00	541.67	74,100	5,616.67	558.33	73,400	5,558.33	558.33	75,600	5,725.00	575.00
	III	2	75,900	5,750.00	575.00	78,200	5,925.00	591.67	77,400	5,866.67	583.33	79,800	6,041.67	608.33
	IV	2	80,300	6,083.33	608.33	82,700	6,266.67	625.00	82,000	6,208.33	625.00	84,400	6,391.67	641.66
	V	2	84,300	6,383.33	641.67	86,800	6,575.00	658.33	85,900	6,508.33	650.00	88,600	6,708.33	675.00
	VI	2	88,300	6,691.67	666.67	91,000	6,891.67	691.33	90,100	6,825.00	683.33	92,800	7,033.33	700.00
<b>Associate Professor</b>	I	2	84,400	6,391.67	641.67	86,900	6,583.33	658.33	86,000	6,516.67	650.00	88,700	6,716.67	675.00
	II	2	88,400	6,700.00	666.67	91,100	6,900.00	691.67	90,200	6,833.33	683.33	93,000	7,041.67	708.33
	III	2	93,400	7,075.00	708.33	96,100	7,283.33	725.00	95,300	7,216.67	725.00	98,000	7,425.00	741.67
	IV	3	99,100	7,508.33	750.00	102,100	7,733.33	775.00	101,100	7,658.33	766.67	104,200	7,891.67	791.67
	V	3	106,800	8,091.67	808.33	110,000	8,333.33	833.33	108,900	8,250.00	825.00	112,200	8,500.00	850.00
<b>Professor</b>	I	3	99,200	7,516.67	750.00	102,200	7,741.67	775.00	101,200	7,666.67	766.67	104,300	7,900.00	791.67
	II	3	106,900	8,100.00	808.33	110,100	8,341.67	833.33	109,000	8,258.33	825.00	112,300	8,508.33	850.00
	III	3	114,700	8,691.67	866.67	118,100	8,950.00	891.67	117,000	8,866.67	883.33	120,500	9,125.00	916.67
	IV	3	123,000	9,316.67	933.33	126,700	9,600.00	958.33	125,400	9,500.00	950.00	129,300	9,791.67	983.33
	V	--	131,800	9,983.33	1,000.00	135,700	10,283.33	1,025.00	134,400	10,183.33	1,016.67	138,500	10,491.67	1,050.00
	VI	--	142,700	10,808.33	1,083.33	147,000	11,133.33	1,116.67	145,500	11,025.00	1,100.00	149,900	11,358.33	1,133.33
	VII	--	154,400	11,700.00	1,166.67	159,100	12,050.00	1,208.33	157,500	11,933.33	1,191.67	162,300	12,291.67	1,233.33
	VIII	--	167,200	12,666.67	1,266.67	172,300	13,050.00	1,308.33	170,500	12,916.67	1,291.67	175,700	13,308.33	1,333.33
	IX	--	181,200	13,725.00	1,375.00	186,600	14,133.33	1,416.67	184,800	14,000.00	1,400.00	190,300	14,416.67	1,441.67

**FACULTY--LADDER RANKS--PROFESSOR SERIES  
HEALTH SCIENCES COMPENSATION PLAN**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 2</u>			<u>Scale 2</u>			<u>Scale 2</u>			<u>Scale 2</u>		
			<u>1.20</u>			<u>1.20</u>			<u>1.20</u>			<u>1.20</u>		
			<u>Minimum Scale</u>			<u>Adjusted Scale</u>			<u>Minimum Scale (A)</u>			<u>Adjusted Scale (B)</u>		
			<u>Annual</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Monthly</u>
	<u>REG</u>	<u>HS2</u>		<u>REG</u>	<u>HS2</u>		<u>REG</u>	<u>HS2</u>		<u>REG</u>	<u>HS2</u>		<u>REG</u>	<u>HS2</u>
<b>Instructor</b>	--	--	63,800	4,433.33	883.33	65,800	4,566.67	916.67	65,200	4,525.00	908.33	67,100	4,658.33	933.33
<b>Assistant Professor</b>	I	2	74,000	5,141.67	1,025.00	76,300	5,300.00	1,058.33	75,500	5,241.67	1,050.00	77,900	5,408.33	1,083.33
	II	2	78,500	5,450.00	1,091.67	80,900	5,616.67	1,125.00	80,000	5,558.33	1,108.33	82,400	5,725.00	1,141.67
	III	2	82,800	5,750.00	1,150.00	85,300	5,925.00	1,183.33	84,500	5,866.67	1,175.00	87,000	6,041.67	1,208.33
	IV	2	87,600	6,083.33	1,216.67	90,200	6,266.67	1,250.00	89,400	6,208.33	1,241.67	92,000	6,391.67	1,275.00
	V	2	91,900	6,383.33	1,275.00	94,700	6,575.00	1,316.67	93,700	6,508.33	1,300.00	96,600	6,708.33	1,341.67
	VI	2	96,400	6,691.67	1,341.67	99,200	6,891.67	1,375.00	98,300	6,825.00	1,366.67	101,300	7,033.33	1,408.33
<b>Associate Professor</b>	I	2	92,000	6,391.67	1,275.00	94,800	6,583.33	1,316.67	93,800	6,516.67	1,300.00	96,700	6,716.67	1,341.67
	II	2	96,500	6,700.00	1,341.67	99,400	6,900.00	1,383.33	98,400	6,833.33	1,366.67	101,400	7,041.67	1,408.33
	III	2	101,900	7,075.00	1,416.67	104,900	7,283.33	1,458.33	103,900	7,216.67	1,441.67	106,900	7,425.00	1,483.33
	IV	3	108,100	7,508.33	1,500.00	111,400	7,733.33	1,550.00	110,300	7,658.33	1,533.33	113,600	7,891.67	1,575.00
	V	3	116,500	8,091.67	1,616.67	120,000	8,333.33	1,666.67	118,800	8,250.00	1,650.00	122,400	8,500.00	1,700.00
<b>Professor</b>	I	3	108,200	7,516.67	1,500.00	111,500	7,741.67	1,550.00	110,400	7,666.67	1,533.33	113,800	7,900.00	1,583.33
	II	3	116,600	8,100.00	1,616.67	120,100	8,341.67	1,666.67	118,900	8,258.33	1,650.00	122,500	8,508.33	1,700.00
	III	3	125,200	8,691.67	1,741.67	128,900	8,950.00	1,791.67	127,700	8,866.67	1,775.00	131,400	9,125.00	1,825.00
	IV	3	134,200	9,316.67	1,866.67	138,200	9,600.00	1,916.67	136,800	9,500.00	1,900.00	141,000	9,791.67	1,958.33
	V	--	143,800	9,983.33	2,000.00	148,100	10,283.33	2,058.33	146,600	10,183.33	2,033.33	151,100	10,491.67	2,100.00
	VI	--	155,600	10,808.33	2,158.33	160,300	11,133.33	2,225.00	158,800	11,025.00	2,208.33	163,600	11,358.33	2,275.00
	VII	--	168,500	11,700.00	2,341.67	173,500	12,050.00	2,408.33	171,800	11,933.33	2,383.33	177,000	12,291.67	2,458.33
	VIII	--	182,400	12,666.67	2,533.33	187,900	13,050.00	2,608.33	186,000	12,916.67	2,583.33	191,600	13,308.33	2,658.33
	IX	--	197,600	13,725.00	2,741.67	203,500	14,133.33	2,825.00	201,600	14,000.00	2,800.00	207,600	14,416.67	2,883.33

**FACULTY--LADDER RANKS--PROFESSOR SERIES  
HEALTH SCIENCES COMPENSATION PLAN**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	Scale 3 1.30			Scale 3 1.30			Scale 3 1.30			Scale 3 1.30		
			Minimum Scale			Adjusted Scale			Minimum Scale (A)			Adjusted Scale (B)		
			<u>Annual</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Monthly</u>
			10/1/11			10/1/11			7/1/2013			7/1/2013		
			REG	HS3		REG	HS3	REG	HS3	REG	HS3	REG	HS3	
<b>Instructor</b>	--	--	69,200	4,433.33	1,333.33	71,200	4,566.67	1,366.67	70,600	4,525.00	1,358.33	72,700	4,658.33	1,400.00
<b>Assistant Professor</b>	I	2	80,200	5,141.67	1,541.67	82,700	5,300.00	1,591.67	81,800	5,241.67	1,575.00	84,400	5,408.33	1,625.00
	II	2	85,000	5,450.00	1,633.33	87,600	5,616.67	1,683.33	86,700	5,558.33	1,666.67	89,300	5,725.00	1,716.67
	III	2	89,700	5,750.00	1,725.00	92,400	5,925.00	1,775.00	91,500	5,866.67	1,758.33	94,300	6,041.67	1,816.67
	IV	2	94,900	6,083.33	1,825.00	97,800	6,266.67	1,883.33	96,900	6,208.33	1,866.67	99,700	6,391.67	1,916.67
	V	2	99,600	6,383.33	1,916.67	102,600	6,575.00	1,975.00	101,500	6,508.33	1,950.00	104,700	6,708.33	2,016.67
	VI	2	104,400	6,691.67	2,008.33	107,500	6,891.67	2,066.67	106,500	6,825.00	2,050.00	109,700	7,033.33	2,108.33
<b>Associate Professor</b>	I	2	99,700	6,391.67	1,916.67	102,700	6,583.33	1,975.00	101,700	6,516.67	1,958.33	104,800	6,716.67	2,016.67
	II	2	104,500	6,700.00	2,008.33	107,600	6,900.00	2,066.67	106,600	6,833.33	2,050.00	109,900	7,041.67	2,116.67
	III	2	110,400	7,075.00	2,125.00	113,600	7,283.33	2,183.33	112,600	7,216.67	2,166.66	115,800	7,425.00	2,225.00
	IV	3	117,100	7,508.33	2,250.00	120,600	7,733.33	2,316.67	119,500	7,658.33	2,300.00	123,100	7,891.67	2,366.67
	V	3	126,200	8,091.67	2,425.00	130,000	8,333.33	2,500.00	128,700	8,250.00	2,475.00	132,600	8,500.00	2,550.00
<b>Professor</b>	I	3	117,300	7,516.67	2,258.33	120,800	7,741.67	2,325.00	119,600	7,666.67	2,300.00	123,200	7,900.00	2,366.67
	II	3	126,400	8,100.00	2,433.33	130,100	8,341.67	2,500.00	128,800	8,258.33	2,475.00	132,700	8,508.33	2,550.00
	III	3	135,600	8,691.67	2,608.33	139,600	8,950.00	2,683.33	138,300	8,866.67	2,658.33	142,400	9,125.00	2,741.67
	IV	3	145,300	9,316.67	2,791.67	149,800	9,600.00	2,883.33	148,200	9,500.00	2,850.00	152,800	9,791.67	2,941.67
	V	--	155,700	9,983.33	2,991.67	160,400	10,283.33	3,083.33	158,900	10,183.33	3,058.34	163,700	10,491.67	3,150.00
	VI	--	168,600	10,808.33	3,241.67	173,700	11,133.33	3,341.67	172,000	11,025.00	3,308.33	177,200	11,358.33	3,408.33
	VII	--	182,500	11,700.00	3,508.33	188,000	12,050.00	3,616.67	186,200	11,933.33	3,583.34	191,800	12,291.67	3,691.67
	VIII	--	197,600	12,666.67	3,800.00	203,600	13,050.00	3,916.67	201,500	12,916.67	3,875.00	207,600	13,308.33	3,991.67
	IX	--	214,100	13,725.00	4,116.67	220,500	14,133.33	4,241.67	218,400	14,000.00	4,200.00	224,900	14,416.67	4,325.00

**FACULTY--LADDER RANKS--PROFESSOR SERIES  
HEALTH SCIENCES COMPENSATION PLAN**

Rank	Years at		Scale 4 1.40				Scale 4 1.40				Scale 4 1.40				Scale 4 1.40			
	Step	Step	Minimum Scale (A) 10/1/11				Adjusted Scale (B) 10/1/11				Minimum Scale (A) 7/1/2013				Adjusted Scale (B) 7/1/2013			
			Annual	Monthly	Monthly	Monthly	Annual	Monthly	Monthly	Monthly	Annual	Monthly	Monthly	Monthly	Annual	Monthly	Monthly	Monthly
			REG	HS3	HS4		REG	HS3	HS4		REG	HS3	HS4		REG	HS3	HS4	
Instructor	--	--	74,500	4,433.33	1,333.33	441.67	76,700	4,566.67	1,366.67	458.33	76,000	4,525.00	1,358.33	450.00	78,300	4,658.33	1,400.00	466.67
Assistant Professor	I	2	86,400	5,141.67	1,541.67	516.66	89,000	5,300.00	1,591.67	525.00	88,100	5,241.67	1,575.00	525.00	90,900	5,408.33	1,625.00	541.67
	II	2	91,600	5,450.00	1,633.33	550.00	94,400	5,616.67	1,683.33	566.67	93,400	5,558.33	1,666.67	558.33	96,200	5,725.00	1,716.67	575.00
	III	2	96,600	5,750.00	1,725.00	575.00	99,500	5,925.00	1,775.00	591.67	98,600	5,866.67	1,758.33	591.67	101,500	6,041.67	1,816.67	600.00
	IV	2	102,200	6,083.33	1,825.00	608.33	105,300	6,266.67	1,883.33	625.00	104,300	6,208.33	1,866.67	616.67	107,400	6,391.67	1,916.67	641.67
	V	2	107,200	6,383.33	1,916.67	633.33	110,500	6,575.00	1,975.00	658.33	109,300	6,508.33	1,950.00	650.00	112,700	6,708.33	2,016.67	666.67
	VI	2	112,400	6,691.67	2,008.33	666.67	115,800	6,891.67	2,066.67	691.67	114,700	6,825.00	2,050.00	683.33	118,200	7,033.33	2,108.33	708.33
Associate Professor	I	2	107,400	6,391.67	1,916.67	641.67	110,600	6,583.33	1,975.00	658.33	109,500	6,516.67	1,958.33	650.00	112,800	6,716.67	2,016.67	666.67
	II	2	112,600	6,700.00	2,008.33	675.00	115,900	6,900.00	2,066.67	691.67	114,800	6,833.33	2,050.00	683.33	118,300	7,041.67	2,116.67	700.00
	III	2	118,900	7,075.00	2,125.00	708.33	122,400	7,283.33	2,183.33	733.33	121,200	7,216.67	2,166.67	716.67	124,700	7,425.00	2,225.00	741.67
	IV	3	126,100	7,508.33	2,250.00	750.00	129,900	7,733.33	2,316.67	775.00	128,700	7,658.33	2,300.00	766.67	132,600	7,891.67	2,366.67	791.67
	V	3	135,900	8,091.67	2,425.00	808.33	140,000	8,333.33	2,500.00	833.33	138,600	8,250.00	2,475.00	825.00	142,800	8,500.00	2,550.00	850.00
Professor	I	3	126,300	7,516.67	2,258.33	750.00	130,100	7,741.67	2,325.00	775.00	128,800	7,666.67	2,300.00	766.67	132,700	7,900.00	2,366.67	791.67
	II	3	136,100	8,100.00	2,433.33	808.33	140,100	8,341.67	2,500.00	833.33	138,700	8,258.33	2,475.00	825.00	142,900	8,508.33	2,550.00	850.00
	III	3	146,000	8,691.67	2,608.33	866.67	150,400	8,950.00	2,683.33	900.00	149,000	8,866.67	2,608.33	941.67	153,300	9,125.00	2,741.67	908.33
	IV	3	156,500	9,316.67	2,791.67	933.33	161,300	9,600.00	2,883.33	958.33	159,600	9,500.00	2,850.00	950.00	164,500	9,791.67	2,941.67	975.00
	V	--	167,700	9,983.33	2,991.67	1,000.00	172,800	10,283.33	3,083.34	1,033.33	171,100	10,183.33	3,058.33	1,016.67	176,300	10,491.67	3,150.00	1,050.00
	VI	--	181,600	10,808.33	3,241.67	1,083.33	187,000	11,133.33	3,341.67	1,108.33	185,200	11,025.00	3,308.33	1,100.00	190,800	11,358.33	3,408.33	1,133.33
	VII	--	196,600	11,700.00	3,508.33	1,175.00	202,400	12,050.00	3,616.67	1,200.00	200,500	11,933.33	3,583.33	1,191.67	206,500	12,291.67	3,691.67	1,225.00
	VIII	--	212,800	12,666.67	3,800.00	1,266.67	219,200	13,050.00	3,916.67	1,300.00	217,000	12,916.67	3,875.00	1,291.67	223,600	13,308.33	3,991.67	1,333.33
	IX	--	230,600	13,725.00	4,116.67	1,375.00	237,400	14,133.33	4,241.67	1,408.33	235,200	14,000.00	4,200.00	1,400.00	242,200	14,416.67	4,325.00	1,441.67

**FACULTY--LADDER RANKS--PROFESSOR SERIES  
HEALTH SCIENCES COMPENSATION PLAN**

Rank	Years at		Scale 5 1.50				Scale 5 1.50				Scale 5 1.50				Scale 5 1.50			
	Step	Step	Minimum Scale 10/1/11				Adjusted Scale 10/1/11				Minimum Scale (A) 7/1/2013				Adjusted Scale (B) 7/1/2013			
			Annual	Monthly	Monthly	Monthly	Annual	Monthly	Monthly	Monthly	Annual	Monthly	Monthly	Monthly	Annual	Monthly	Monthly	Monthly
			REG	HS3	HS5	HS5	REG	HS3	HS5	HS5	REG	HS3	HS5	HS5	REG	HS3	HS5	HS5
Instructor	--	--	79,800	4,433.33	1,333.33	883.33	82,200	4,566.67	1,366.67	916.67	81,500	4,525.00	1,358.33	908.33	83,900	4,658.33	1,400.00	933.33
Assistant Professor	I	2	92,600	5,141.67	1,541.67	1,033.33	95,400	5,300.00	1,591.67	1,058.33	94,400	5,241.67	1,575.00	1,050.00	97,400	5,408.33	1,625.00	1,083.33
	II	2	98,100	5,450.00	1,633.33	1,091.67	101,100	5,616.67	1,683.33	1,125.00	100,100	5,558.33	1,666.67	1,116.67	103,100	5,725.00	1,716.67	1,150.00
	III	2	103,500	5,750.00	1,725.00	1,150.00	106,700	5,925.00	1,775.00	1,191.67	105,600	5,866.67	1,758.33	1,175.00	108,800	6,041.67	1,816.67	1,208.33
	IV	2	109,500	6,083.33	1,825.00	1,216.67	112,800	6,266.67	1,883.33	1,250.00	111,800	6,208.33	1,866.67	1,241.67	115,100	6,391.67	1,916.67	1,283.33
	V	2	114,900	6,383.33	1,916.67	1,275.00	118,400	6,575.00	1,975.00	1,316.67	117,200	6,508.33	1,950.00	1,308.33	120,800	6,708.33	2,016.67	1,341.67
	VI	2	120,500	6,691.67	2,008.33	1,341.67	124,100	6,891.67	2,066.67	1,383.33	122,900	6,825.00	2,050.00	1,366.67	126,600	7,033.33	2,108.33	1,408.33
Associate Professor	I	2	115,100	6,391.67	1,916.67	1,283.33	118,500	6,583.33	1,975.00	1,316.67	117,300	6,516.67	1,958.33	1,300.00	120,900	6,716.67	2,016.67	1,341.67
	II	2	120,600	6,700.00	2,008.33	1,341.67	124,200	6,900.00	2,066.67	1,383.33	123,000	6,833.33	2,050.00	1,366.67	126,800	7,041.67	2,116.67	1,408.33
	III	2	127,400	7,075.00	2,125.00	1,416.67	131,100	7,283.33	2,183.33	1,458.33	129,900	7,216.67	2,166.67	1,441.67	133,700	7,425.00	2,225.00	1,491.67
	IV	3	135,200	7,508.33	2,250.00	1,508.33	139,200	7,733.33	2,316.67	1,550.00	137,900	7,658.33	2,300.00	1,533.33	142,100	7,891.67	2,366.67	1,583.33
	V	3	145,700	8,091.67	2,425.00	1,625.00	150,000	8,333.33	2,500.00	1,666.67	148,500	8,250.00	2,475.00	1,650.00	153,000	8,500.00	2,550.00	1,700.00
Professor	I	3	135,300	7,516.67	2,258.33	1,500.00	139,400	7,741.67	2,325.00	1,550.00	138,000	7,666.67	2,300.00	1,533.33	142,200	7,900.00	2,366.67	1,583.33
	II	3	145,800	8,100.00	2,433.33	1,616.67	150,200	8,341.67	2,500.00	1,675.00	148,700	8,258.33	2,475.00	1,658.33	153,200	8,508.33	2,550.00	1,708.33
	III	3	156,500	8,691.67	2,608.33	1,741.67	161,100	8,950.00	2,683.33	1,791.67	159,600	8,866.67	2,608.33	1,825.00	164,300	9,125.00	2,741.67	1,825.00
	IV	3	167,700	9,316.67	2,791.67	1,866.67	172,800	9,600.00	2,883.33	1,916.67	171,000	9,500.00	2,850.00	1,900.00	176,300	9,791.67	2,941.67	1,958.33
	V	--	179,700	9,983.33	2,991.67	2,000.00	185,100	10,283.33	3,083.33	2,058.33	183,300	10,183.33	3,058.33	2,033.33	188,900	10,491.67	3,150.00	2,100.00
	VI	--	194,600	10,808.33	3,241.67	2,166.67	200,400	11,133.33	3,341.67	2,225.00	198,500	11,025.00	3,308.33	2,208.33	204,500	11,358.33	3,408.33	2,275.00
	VII	--	210,600	11,700.00	3,508.33	2,341.67	216,900	12,050.00	3,616.67	2,408.33	214,800	11,933.33	3,583.33	2,383.33	221,300	12,291.67	3,691.67	2,458.33
	VIII	--	228,000	12,666.67	3,800.00	2,533.33	234,900	13,050.00	3,916.67	2,608.33	232,500	12,916.67	3,875.00	2,583.33	239,600	13,308.33	3,991.67	2,666.67
	IX	--	247,100	13,725.00	4,116.67	2,750.00	254,400	14,133.33	4,241.67	2,825.00	252,000	14,000.00	4,200.00	2,800.00	259,500	14,416.67	4,325.00	2,883.33



**FACULTY--LADDER RANKS--PROFESSOR SERIES  
HEALTH SCIENCES COMPENSATION PLAN**

Rank	Step	Years at Step	Scale 6 1.65				Scale 6 1.65				Scale 6 1.65				Scale 6 1.65			
			Minimum Scale			Annual	Adjusted Scale			Annual	Minimum Scale (A)			Annual	Adjusted Scale (B)			
			10/1/11				10/1/11				7/1/2013				7/1/2013			
			REG	HS3	HS6	REG	HS3	HS6	REG	HS3	HS6	REG	HS3	HS6	REG	HS3	HS6	
Instructor	--	--	87,800	4,433.33	1,333.33	1,550.01	90,400	4,566.67	1,366.67	1,600.00	89,600	4,525.00	1,358.33	1,583.33	92,200	4,658.33	1,400.00	1,625.00
Assistant Professor	I	2	101,800	5,141.67	1,541.67	1,800.00	104,900	5,300.00	1,591.67	1,850.00	103,800	5,241.67	1,575.00	1,833.33	107,100	5,408.33	1,625.00	1,891.67
	II	2	107,900	5,450.00	1,633.33	1,908.33	111,200	5,616.67	1,683.33	1,966.67	110,100	5,558.33	1,666.67	1,950.00	113,400	5,725.00	1,716.67	2,008.33
	III	2	113,900	5,750.00	1,725.00	2,016.67	117,300	5,925.00	1,775.00	2,075.00	116,200	5,866.67	1,758.33	2,058.33	119,600	6,041.67	1,816.67	2,108.33
	IV	2	120,500	6,083.33	1,825.00	2,133.33	124,100	6,266.67	1,883.33	2,191.67	122,900	6,208.33	1,866.67	2,166.67	126,600	6,391.67	1,916.67	2,241.67
	V	2	126,400	6,383.33	1,916.67	2,233.33	130,200	6,575.00	1,975.00	2,300.00	128,900	6,508.33	1,950.00	2,283.33	132,800	6,708.33	2,016.67	2,341.67
	VI	2	132,500	6,691.67	2,008.33	2,341.67	136,500	6,891.67	2,066.67	2,416.67	135,100	6,825.00	2,050.00	2,383.33	139,300	7,033.33	2,108.33	2,466.67
Associate Professor	I	2	126,600	6,391.67	1,916.67	2,241.67	130,400	6,583.33	1,975.00	2,308.33	129,000	6,516.67	1,958.33	2,275.00	133,000	6,716.67	2,016.67	2,350.00
	II	2	132,700	6,700.00	2,008.33	2,350.00	136,600	6,900.00	2,066.67	2,416.67	135,300	6,833.33	2,050.00	2,391.67	139,400	7,041.67	2,116.67	2,458.33
	III	2	140,100	7,075.00	2,125.00	2,475.00	144,200	7,283.33	2,183.33	2,550.00	142,900	7,216.67	2,166.67	2,525.00	147,000	7,425.00	2,225.00	2,600.00
	IV	3	148,700	7,508.33	2,250.00	2,633.33	153,100	7,733.33	2,316.67	2,708.33	151,600	7,658.33	2,300.00	2,675.00	156,300	7,891.67	2,366.67	2,766.67
	V	3	160,200	8,091.67	2,425.00	2,833.33	165,000	8,333.33	2,500.00	2,916.67	163,400	8,250.00	2,475.00	2,891.67	168,300	8,500.00	2,550.00	2,975.00
Professor	I	3	148,800	7,516.67	2,258.33	2,625.00	153,300	7,741.67	2,325.00	2,708.33	151,800	7,666.67	2,300.00	2,683.33	156,400	7,900.00	2,366.67	2,766.67
	II	3	160,400	8,100.00	2,433.33	2,833.33	165,200	8,341.67	2,500.00	2,925.00	163,500	8,258.33	2,475.00	2,891.67	168,500	8,508.33	2,550.00	2,983.33
	III	3	172,100	8,691.67	2,608.33	3,041.67	177,200	8,950.00	2,683.33	3,133.33	175,600	8,866.67	2,608.33	3,158.33	180,700	9,125.00	2,741.67	3,191.67
	IV	3	184,500	9,316.67	2,791.67	3,266.67	190,100	9,600.00	2,883.33	3,358.33	188,100	9,500.00	2,850.00	3,325.00	193,900	9,791.67	2,941.67	3,425.00
	V	--	197,700	9,983.33	2,991.67	3,500.00	203,600	10,283.33	3,083.33	3,600.00	201,600	10,183.33	3,058.33	3,558.33	207,700	10,491.67	3,150.00	3,666.67
	VI	--	214,000	10,808.33	3,241.67	3,783.33	220,400	11,133.33	3,341.67	3,891.67	218,300	11,025.00	3,308.33	3,858.33	224,900	11,358.33	3,408.33	3,975.00
	VII	--	231,700	11,700.00	3,508.33	4,100.00	238,600	12,050.00	3,616.67	4,216.67	236,300	11,933.33	3,583.33	4,175.00	243,400	12,291.67	3,691.67	4,300.00
	VIII	--	250,800	12,666.67	3,800.00	4,433.33	258,400	13,050.00	3,916.67	4,566.67	255,800	12,916.67	3,875.00	4,525.00	263,500	13,308.33	3,991.67	4,658.33
	IX	--	271,800	13,725.00	4,116.67	4,808.33	279,800	14,133.33	4,241.67	4,941.67	277,200	14,000.00	4,200.00	4,900.00	285,500	14,416.67	4,325.00	5,050.00

**FACULTY--LADDER RANKS--PROFESSOR SERIES  
HEALTH SCIENCES COMPENSATION PLAN**

Rank	Step	Years at Step	Scale 7 1.80				Scale 7 1.80				Scale 7 1.80				Scale 7 1.80			
			Minimum Scale				Adjusted Scale				Minimum Scale (A)				Adjusted Scale (B)			
			10/1/11				10/1/11				7/1/2013				7/1/2013			
			Annual	Monthly	Monthly	Monthly	Annual	Monthly	Monthly	Monthly	Annual	Monthly	Monthly	Monthly	Annual	Monthly	Monthly	Monthly
	REG	HS3	HS7		REG	HS3	HS6		REG	HS3	HS7		REG	HS3	HS7			
Instructor	--	--	95,800	4,433.33	1,333.33	2,216.67	98,600	4,566.67	1,366.67	2,283.33	97,700	4,525.00	1,358.33	2,258.33	100,600	4,658.33	1,400.00	2,325.00
Assistant Professor	I	2	111,100	5,141.67	1,541.67	2,575.00	114,500	5,300.00	1,591.67	2,650.00	113,200	5,241.67	1,575.00	2,616.67	116,800	5,408.33	1,625.00	2,700.00
	II	2	117,700	5,450.00	1,633.33	2,725.00	121,300	5,616.67	1,683.33	2,808.33	120,100	5,558.33	1,666.67	2,783.33	123,700	5,725.00	1,716.67	2,866.67
	III	2	124,200	5,750.00	1,725.00	2,875.00	128,000	5,925.00	1,775.00	2,966.67	126,700	5,866.67	1,758.33	2,933.33	130,500	6,041.67	1,816.67	3,016.67
	IV	2	131,400	6,083.33	1,825.00	3,041.67	135,400	6,266.67	1,883.33	3,133.33	134,100	6,208.33	1,866.67	3,100.00	138,100	6,391.67	1,916.67	3,200.00
	V	2	137,900	6,383.33	1,916.67	3,191.67	142,000	6,575.00	1,975.00	3,283.33	140,600	6,508.33	1,950.00	3,258.33	144,900	6,708.33	2,016.67	3,350.00
	VI	2	144,500	6,691.67	2,008.33	3,341.67	148,900	6,891.67	2,066.67	3,450.00	147,400	6,825.00	2,050.00	3,408.33	151,900	7,033.33	2,108.33	3,516.67
Associate Professor	I	2	138,100	6,391.67	1,916.67	3,200.00	142,200	6,583.33	1,975.00	3,291.67	140,800	6,516.67	1,958.33	3,258.33	145,100	6,716.67	2,016.67	3,358.33
	II	2	144,700	6,700.00	2,008.33	3,350.00	149,000	6,900.00	2,066.67	3,450.00	147,600	6,833.33	2,050.00	3,416.67	152,100	7,041.67	2,116.67	3,516.67
	III	2	152,800	7,075.00	2,125.00	3,533.33	157,300	7,283.33	2,183.33	3,641.67	155,900	7,216.67	2,166.67	3,608.33	160,400	7,425.00	2,225.00	3,716.67
	IV	3	162,200	7,508.33	2,250.00	3,758.33	167,000	7,733.33	2,316.67	3,866.67	165,400	7,658.33	2,300.00	3,825.00	170,500	7,891.67	2,366.67	3,950.00
	V	3	174,800	8,091.67	2,425.00	4,050.00	180,000	8,333.33	2,500.00	4,166.67	178,200	8,250.00	2,475.00	4,125.00	183,600	8,500.00	2,550.00	4,250.00
Professor	I	3	162,400	7,516.67	2,258.33	3,758.33	167,200	7,741.67	2,325.00	3,866.67	165,600	7,666.67	2,300.00	3,833.33	170,600	7,900.00	2,366.67	3,950.00
	II	3	175,000	8,100.00	2,433.33	4,050.00	180,200	8,341.67	2,500.00	4,175.00	178,400	8,258.33	2,475.00	4,133.33	183,800	8,508.33	2,550.00	4,258.33
	III	3	187,700	8,691.67	2,608.33	4,341.67	193,300	8,950.00	2,683.33	4,475.00	191,500	8,866.67	2,608.33	4,483.33	197,100	9,125.00	2,741.67	4,558.33
	IV	3	201,200	9,316.67	2,791.67	4,658.33	207,400	9,600.00	2,883.33	4,800.00	205,200	9,500.00	2,850.00	4,750.00	211,500	9,791.67	2,941.67	4,891.67
	V	--	215,600	9,983.33	2,991.67	4,991.67	222,100	10,283.33	3,083.33	5,141.67	220,000	10,183.33	3,058.33	5,091.67	226,600	10,491.67	3,150.00	5,241.67
	VI	--	233,500	10,808.33	3,241.67	5,408.33	240,500	11,133.33	3,341.67	5,566.67	238,100	11,025.00	3,308.33	5,508.33	245,300	11,358.33	3,408.33	5,675.00
	VII	--	252,700	11,700.00	3,508.33	5,850.00	260,300	12,050.00	3,616.67	6,025.00	257,800	11,933.33	3,583.33	5,966.67	265,500	12,291.67	3,691.67	6,141.67
	VIII	--	273,600	12,666.67	3,800.00	6,333.33	281,900	13,050.00	3,916.67	6,525.00	279,000	12,916.67	3,875.00	6,458.33	287,500	13,308.33	3,991.67	6,658.33
	IX	--	296,500	13,725.00	4,116.67	6,866.67	305,300	14,133.33	4,241.67	7,066.67	302,400	14,000.00	4,200.00	7,000.00	311,400	14,416.67	4,325.00	7,208.33

**FACULTY--LADDER RANKS--PROFESSOR SERIES  
HEALTH SCIENCES COMPENSATION PLAN**

Rank	Years at		Scale 8 2.00				Scale 8 2.00				Scale 8 2.00				Scale 8 2.00			
	Step	Step	Minimum Scale 10/1/11			Adjusted Scale 10/1/11			Minimum Scale (A) 7/1/2013			Adjusted Scale (B) 7/1/2013						
			Annual	Monthly REG	Monthly HS3	Monthly HS8	Annual	Monthly REG	Monthly HS3	Monthly HS8	Annual	Monthly REG	Monthly HS3	Monthly HS8	Annual	Monthly REG	Monthly HS3	Monthly HS8
<b>Instructor</b>	--	--	106,400	4,433.33	1,333.33	3,100.01	109,600	4,566.67	1,366.67	3,200.00	108,600	4,525.00	1,358.33	3,166.67	111,800	4,658.33	1,400.00	3,258.33
<b>Assistant Professor</b>	I	2	123,400	5,141.67	1,541.67	3,600.00	127,200	5,300.00	1,591.67	3,708.33	125,800	5,241.67	1,575.00	3,666.67	129,800	5,408.33	1,625.00	3,783.33
	II	2	130,800	5,450.00	1,633.33	3,816.67	134,800	5,616.67	1,683.33	3,933.33	133,400	5,558.33	1,666.67	3,891.67	137,400	5,725.00	1,716.67	4,008.33
	III	2	138,000	5,750.00	1,725.00	4,025.00	142,200	5,925.00	1,775.00	4,150.00	140,800	5,866.67	1,758.33	4,108.33	145,000	6,041.67	1,816.67	4,225.00
	IV	2	146,000	6,083.33	1,825.00	4,258.33	150,400	6,266.67	1,883.33	4,383.33	149,000	6,208.33	1,866.67	4,341.67	153,400	6,391.67	1,916.67	4,475.00
	V	2	153,200	6,383.33	1,916.67	4,466.67	157,800	6,575.00	1,975.00	4,600.00	156,200	6,508.33	1,950.00	4,558.33	161,000	6,708.33	2,016.67	4,691.67
	VI	2	160,600	6,691.67	2,008.33	4,683.33	165,400	6,891.67	2,066.67	4,825.00	163,800	6,825.00	2,050.00	4,775.00	168,800	7,033.33	2,108.33	4,925.00
<b>Associate Professor</b>	I	2	153,400	6,391.67	1,916.67	4,475.00	158,000	6,583.33	1,975.00	4,608.33	156,400	6,516.67	1,958.33	4,558.33	161,200	6,716.67	2,016.67	4,700.00
	II	2	160,800	6,700.00	2,008.33	4,691.67	165,600	6,900.00	2,066.67	4,833.33	164,000	6,833.33	2,050.00	4,783.33	169,000	7,041.67	2,116.67	4,925.00
	III	2	169,800	7,075.00	2,125.00	4,950.00	174,800	7,283.33	2,183.33	5,100.00	173,200	7,216.67	2,166.67	5,050.00	178,200	7,425.00	2,225.00	5,200.00
	IV	3	180,200	7,508.33	2,250.00	5,258.33	185,600	7,733.33	2,316.67	5,416.67	183,800	7,658.33	2,300.00	5,358.33	189,400	7,891.67	2,366.67	5,525.00
	V	3	194,200	8,091.67	2,425.00	5,666.67	200,000	8,333.33	2,500.00	5,833.33	198,000	8,250.00	2,475.00	5,775.00	204,000	8,500.00	2,550.00	5,950.00
<b>Professor</b>	I	3	180,400	7,516.67	2,258.33	5,258.33	185,800	7,741.67	2,325.00	5,416.67	184,000	7,666.67	2,300.00	5,366.67	189,600	7,900.00	2,366.67	5,533.33
	II	3	194,400	8,100.00	2,433.33	5,666.67	200,200	8,341.67	2,500.00	5,841.67	198,200	8,258.33	2,475.00	5,783.33	204,200	8,508.33	2,550.00	5,958.33
	III	3	208,600	8,691.67	2,608.33	6,083.33	214,800	8,950.00	2,683.33	6,266.67	212,800	8,866.67	2,608.33	6,258.33	219,000	9,125.00	2,741.67	6,383.33
	IV	3	223,600	9,316.67	2,791.67	6,525.00	230,400	9,600.00	2,883.33	6,716.67	228,000	9,500.00	2,850.00	6,650.00	235,000	9,791.67	2,941.67	6,850.00
	V	--	239,600	9,983.33	2,991.67	6,991.67	246,800	10,283.33	3,083.33	7,200.00	244,400	10,183.33	3,058.33	7,125.00	251,800	10,491.67	3,150.00	7,341.67
	VI	--	259,400	10,808.33	3,241.67	7,566.67	267,200	11,133.33	3,341.67	7,791.67	264,600	11,025.00	3,308.33	7,716.67	272,600	11,358.33	3,408.33	7,950.00
	VII	--	280,800	11,700.00	3,508.33	8,191.67	289,200	12,050.00	3,616.67	8,433.33	286,400	11,933.33	3,583.33	8,350.00	295,000	12,291.67	3,691.67	8,600.00
	VIII	--	304,000	12,666.67	3,800.00	8,866.67	313,200	13,050.00	3,916.67	9,133.33	310,000	12,916.67	3,875.00	9,041.67	319,400	13,308.33	3,991.67	9,316.67
	IX	--	329,400	13,725.00	4,116.67	9,608.33	339,200	14,133.33	4,241.67	9,891.67	336,000	14,000.00	4,200.00	9,800.00	346,000	14,416.67	4,325.00	10,091.67

**FACULTY--LADDER RANKS--PROFESSOR SERIES  
HEALTH SCIENCES COMPENSATION PLAN**

Rank	Years at		Scale 9 2.25				Scale 9 2.25				Scale 9 2.25				Scale 9 2.25			
	Step	Step	Minimum Scale 10/1/11			Adjusted Scale 10/1/11			Minimum Scale (A) 7/1/2013			Adjusted Scale (B) 7/1/2013						
			Annual	Monthly REG	Monthly HS3	Monthly HS9	Annual	Monthly REG	Monthly HS3	Monthly HS9	Annual	Monthly REG	Monthly HS3	Monthly HS9	Annual	Monthly REG	Monthly HS3	Monthly HS9
<b>Instructor</b>	--	--	119,700	4,433.33	1,333.33	4,208.33	123,300	4,566.67	1,366.67	4,341.67	122,200	4,525.00	1,358.33	4,300.00	125,800	4,658.33	1,400.00	4,425.00
<b>Assistant Professor</b>	I	2	138,800	5,141.67	1,541.67	4,883.33	143,100	5,300.00	1,591.67	5,033.33	141,500	5,241.67	1,575.00	4,975.00	146,000	5,408.33	1,625.00	5,133.33
	II	2	147,200	5,450.00	1,633.33	5,183.33	151,700	5,616.67	1,683.33	5,341.67	150,100	5,558.33	1,666.67	5,283.33	154,600	5,725.00	1,716.67	5,441.67
	III	2	155,300	5,750.00	1,725.00	5,466.67	160,000	5,925.00	1,775.00	5,633.33	158,400	5,866.67	1,758.33	5,575.00	163,100	6,041.67	1,816.67	5,733.33
	IV	2	164,300	6,083.33	1,825.00	5,783.33	169,200	6,266.67	1,883.33	5,950.00	167,600	6,208.33	1,866.67	5,891.67	172,600	6,391.67	1,916.67	6,075.00
	V	2	172,400	6,383.33	1,916.67	6,066.67	177,500	6,575.00	1,975.00	5,941.67	175,700	6,508.33	1,950.00	6,183.33	181,100	6,708.33	2,016.67	6,366.67
	VI	2	180,700	6,691.67	2,008.33	6,358.33	186,100	6,891.67	2,066.67	6,550.00	184,300	6,825.00	2,050.00	6,483.33	189,900	7,033.33	2,108.33	6,683.33
<b>Associate Professor</b>	I	2	172,600	6,391.67	1,916.67	6,075.00	177,800	6,583.33	1,975.00	6,258.33	176,000	6,516.67	1,958.33	6,191.67	181,400	6,716.67	2,016.67	6,383.33
	II	2	180,900	6,700.00	2,008.33	6,366.67	186,300	6,900.00	2,066.67	6,558.33	184,500	6,833.33	2,050.00	6,491.67	190,100	7,041.67	2,116.67	6,683.33
	III	2	191,000	7,075.00	2,125.00	6,716.67	196,700	7,283.33	2,183.33	6,925.00	194,900	7,216.67	2,166.67	6,858.33	200,500	7,425.00	2,225.00	7,058.33
	IV	3	202,700	7,508.33	2,250.00	7,133.33	208,800	7,733.33	2,316.67	7,350.00	206,800	7,658.33	2,300.00	7,275.00	213,100	7,891.67	2,366.67	7,500.00
	V	3	218,500	8,091.67	2,425.00	7,691.67	225,000	8,333.33	2,500.00	7,916.67	222,800	8,250.00	2,475.00	7,841.67	229,500	8,500.00	2,550.00	8,075.00
<b>Professor</b>	I	3	203,000	7,516.67	2,258.33	7,141.67	209,000	7,741.67	2,325.00	7,350.00	207,000	7,666.67	2,300.00	7,283.33	213,300	7,900.00	2,366.67	7,508.33
	II	3	218,700	8,100.00	2,433.33	7,691.67	225,200	8,341.67	2,500.00	7,925.00	223,000	8,258.33	2,475.00	7,850.00	229,700	8,508.33	2,550.00	8,083.33
	III	3	234,700	8,691.67	2,608.33	8,258.33	241,700	8,950.00	2,683.33	8,508.33	239,400	8,866.67	2,608.33	8,475.00	246,400	9,125.00	2,741.67	8,666.67
	IV	3	251,600	9,316.67	2,791.67	8,858.33	259,200	9,600.00	2,883.33	9,116.67	256,500	9,500.00	2,850.00	9,025.00	264,400	9,791.67	2,941.67	9,300.00
	V	--	269,600	9,983.33	2,991.67	9,491.67	277,700	10,283.33	3,083.33	9,775.00	275,000	10,183.33	3,058.33	9,675.00	283,300	10,491.67	3,150.00	9,966.67
	VI	--	291,800	10,808.33	3,241.67	10,266.67	300,600	11,133.33	3,341.67	10,575.00	297,700	11,025.00	3,308.33	10,475.00	306,700	11,358.33	3,408.33	10,791.67
	VII	--	315,900	11,700.00	3,508.33	11,116.67	325,400	12,050.00	3,616.67	11,450.00	322,200	11,933.33	3,583.33	11,333.33	331,900	12,291.67	3,691.67	11,675.00
	VIII	--	342,000	12,666.67	3,800.00	12,033.33	352,400	13,050.00	3,916.67	12,400.00	348,800	12,916.67	3,875.00	12,275.00	359,300	13,308.33	3,991.67	12,641.67
	IX	--	370,600	13,725.00	4,116.67	13,041.67	381,600	14,133.33	4,241.67	13,425.00	378,000	14,000.00	4,200.00	13,300.00	389,300	14,416.67	4,325.00	13,700.00

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

<u>Rank</u>	<u>Step</u>	<u>Scale 7/1/2012</u>		<u>Scale 7/1/2013</u>	
		<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
<b>RESIDENT PHYSICIAN (2708 - Step I) (2724 - Steps II-VIII)</b>	I	50,283	4,190.25	51,289	4,274.08
	II	52,004	4,333.67	53,125	4,427.08
	III	54,050	4,504.17	55,218	4,601.50
	IV	56,356	4,696.33	57,590	4,799.17
	V	58,679	4,889.92	59,783	4,981.92
	VI	61,091	5,090.92	61,971	5,164.25
	VII	63,058	5,254.83	64,053	5,337.75
	VIII	64,872	5,406.00	67,013	5,584.42

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.

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

<u>Rank</u>	<u>Minium Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</u>		<u>Minimum Scale 7/1/13</u>		<u>Adjusted Scale 7/1/13</u>	
	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
<u>ACADEMIC YEAR</u>								
<b>Lecturer with Security of Employment (1607)</b>	43,908 - 118,596	3,659.00 - 9,883.00	45,228 - 122,148	3,769.00 - 10,179.00	44,784 - 120,972	3,732.00 - 10,081.00	46,128 - 124,596	3,844.00 - 10,383.00
<b>Lecturer with Potential SOE - 100% Time (1680)</b>								
<b>Senior Lecturer with Security of Employment (1603)</b>	78,516 - 118,596	6,543.00 - 9,883.00	80,868 - 122,148	6,739.00 - 10,179.00	80,088 - 120,972	6,674.00 - 10,081.00	82,488 - 124,596	6,874.00 - 10,383.00
<b>Senior Lecturer with Potential SOE - 100% Time (1683)</b>								
<u>FISCAL YEAR</u>								
<b>Lecturer with Security of Employment (1617)</b>	50,292 - 140,724	4,191.00 - 11,727.00	51,804 - 144,948	4,317.00 - 12,079.00	51,300 - 143,544	4,275.00 - 11,962.00	52,836 - 147,852	4,403.00 - 12,321.00
<b>Lecturer with Potential SOE - 100% Time (1682)</b>								
<b>Senior Lecturer with Security of Employment (1613)</b>	92,400 - 140,724	7,700.00 - 11,727.00	95,172 - 144,948	7,931.00 - 12,079.00	94,248 - 143,544	7,854.00 - 11,962.00	97,080 - 147,852	8,090.00 - 12,321.00
<b>Senior Lecturer with Potential SOE - 100% Time (1685)</b>								

For salary levels within range, see SOE rate table (pages 21-22).

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

<b>Minimum Scale 10/1/2011</b>		<b>Adjusted Scale 10/1/2011</b>		<b>Minimum Scale 7/1/13</b>		<b>Adjusted Scale 7/1/13</b>	
<b><u>Annual</u></b>	<b><u>Monthly</u></b>	<b><u>Annual</u></b>	<b><u>Monthly</u></b>	<b><u>Annual</u></b>	<b><u>Monthly</u></b>	<b><u>Annual</u></b>	<b><u>Monthly</u></b>
43,908	3,659.00	45,228	3,769.00	44,784	3,732.00	46,128	3,844.00
44,892	3,741.00	46,236	3,853.00	45,792	3,816.00	47,160	3,930.00
45,900	3,825.00	47,280	3,940.00	46,824	3,902.00	48,228	4,019.00
46,980	3,915.00	48,384	4,032.00	47,916	3,993.00	49,356	4,113.00
48,072	4,006.00	49,512	4,126.00	49,032	4,086.00	50,508	4,209.00
49,212	4,101.00	50,688	4,224.00	50,196	4,183.00	51,696	4,308.00
50,292	4,191.00	51,804	4,317.00	51,300	4,275.00	52,836	4,403.00
51,456	4,288.00	53,004	4,417.00	52,488	4,374.00	54,060	4,505.00
52,692	4,391.00	54,276	4,523.00	53,748	4,479.00	55,356	4,613.00
53,880	4,490.00	55,500	4,625.00	54,960	4,580.00	56,616	4,718.00
55,212	4,601.00	56,868	4,739.00	56,316	4,693.00	58,008	4,834.00
56,496	4,708.00	58,188	4,849.00	57,624	4,802.00	59,352	4,946.00
57,804	4,817.00	59,544	4,962.00	58,956	4,913.00	60,732	5,061.00
59,112	4,926.00	60,888	5,074.00	60,300	5,025.00	62,100	5,175.00
60,552	5,046.00	62,364	5,197.00	61,764	5,147.00	63,612	5,301.00
61,932	5,161.00	63,792	5,316.00	63,168	5,264.00	65,064	5,422.00
63,372	5,281.00	65,268	5,439.00	64,644	5,387.00	66,576	5,548.00
64,956	5,413.00	66,900	5,575.00	66,252	5,521.00	68,244	5,687.00
66,552	5,546.00	68,544	5,712.00	67,884	5,657.00	69,912	5,826.00
68,316	5,693.00	70,368	5,864.00	69,684	5,807.00	71,772	5,981.00
69,792	5,816.00	71,880	5,990.00	71,184	5,932.00	73,320	6,110.00
71,448	5,954.00	73,596	6,133.00	72,876	6,073.00	75,072	6,256.00
72,888	6,074.00	75,072	6,256.00	74,340	6,195.00	76,572	6,381.00
74,436	6,203.00	76,668	6,389.00	75,924	6,327.00	78,204	6,517.00
76,524	6,377.00	78,816	6,568.00	78,060	6,505.00	80,388	6,699.00
78,516	6,543.00	80,868	6,739.00	80,088	6,674.00	82,488	6,874.00
80,112	6,676.00	82,512	6,876.00	81,720	6,810.00	84,168	7,014.00

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

<b>Minimum Scale 10/1/2011</b>		<b>Adjusted Scale 10/1/2011</b>		<b>Minimum Scale 7/1/13</b>		<b>Adjusted Scale 7/1/13</b>	
<b><u>Annual</u></b>	<b><u>Monthly</u></b>	<b><u>Annual</u></b>	<b><u>Monthly</u></b>	<b><u>Annual</u></b>	<b><u>Monthly</u></b>	<b><u>Annual</u></b>	<b><u>Monthly</u></b>
82,176	6,848.00	84,636	7,053.00	83,820	6,985.00	86,328	7,194.00
84,324	7,027.00	86,856	7,238.00	86,016	7,168.00	88,596	7,383.00
86,196	7,183.00	88,776	7,398.00	87,924	7,327.00	90,552	7,546.00
87,864	7,322.00	90,504	7,542.00	89,616	7,468.00	92,316	7,693.00
89,916	7,493.00	92,616	7,718.00	91,716	7,643.00	94,464	7,872.00
92,400	7,700.00	95,172	7,931.00	94,248	7,854.00	97,080	8,090.00
94,536	7,878.00	97,368	8,114.00	96,432	8,036.00	99,312	8,276.00
96,612	8,051.00	99,516	8,293.00	98,544	8,212.00	101,508	8,459.00
98,592	8,216.00	101,544	8,462.00	100,560	8,380.00	103,572	8,631.00
101,160	8,430.00	104,196	8,683.00	103,188	8,599.00	106,284	8,857.00
103,164	8,597.00	106,260	8,855.00	105,228	8,769.00	108,384	9,032.00
105,240	8,770.00	108,396	9,033.00	107,340	8,945.00	110,568	9,214.00
107,808	8,984.00	111,048	9,254.00	109,968	9,164.00	113,268	9,439.00
110,508	9,209.00	113,820	9,485.00	112,716	9,393.00	116,100	9,675.00
112,944	9,412.00	116,328	9,694.00	115,200	9,600.00	118,656	9,888.00
115,512	9,626.00	118,980	9,915.00	117,828	9,819.00	121,356	10,113.00
118,596	9,883.00	122,148	10,179.00	120,972	10,081.00	124,596	10,383.00
121,752	10,146.00	125,400	10,450.00	124,188	10,349.00	127,908	10,659.00
124,764	10,397.00	128,508	10,709.00	127,260	10,605.00	131,076	10,923.00
127,692	10,641.00	131,520	10,960.00	130,248	10,854.00	134,148	11,179.00
130,872	10,906.00	134,796	11,233.00	133,488	11,124.00	137,496	11,458.00
134,064	11,172.00	138,084	11,507.00	136,740	11,395.00	140,844	11,737.00
137,352	11,446.00	141,468	11,789.00	140,100	11,675.00	144,300	12,025.00
140,724	11,727.00	144,948	12,079.00	143,544	11,962.00	147,852	12,321.00



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

<b><u>RANK</u></b>	<b><u>Minimum Scale 10/01/2011 Annual Range</u></b>	<b><u>Adjusted Scale 10/01/2011 Annual Range</u></b>	<b><u>Adjusted Scale 1/1/2014 Annual Range</u></b>
ACADEMIC YEAR			
<b>Lecturer (Not Continuing) (e.g., 1630, 1632)</b>	44,636 - 125,920	45,975 - 129,698	47,584 - 134,237
<b>Senior Lecturer (Not Continuing) (e.g., 1640, 1642)</b>	69,618 - 125,920	71,707 - 129,698	74,217 - 134,237

For salary levels within range, see Non-Senate Instructional Unit Academic Standard Table of Pay Rates (page 24).

\*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 for in the MOU.

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18  
ACADEMIC STANDARD TABLE OF PAY RATES**

FOR LECTURERS, NOT CONTINUING APPOINTMENTS and POTENTIAL SOE, LESS THAN 100%

<b>Minimum Scale 10/1/2011</b>			<b>Adjusted Scale 10/1/2011</b>			<b>Adjusted Scale 1/1/2014</b>		
<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>
44,636	3,719.67	4,959.56	45,975	3,831.25	5,108.33	47,584	3,965.33	5,287.11
45,753	3,812.75	5,083.67	47,126	3,927.17	5,236.22	48,775	4,064.58	5,419.44
46,896	3,908.00	5,210.67	48,303	4,025.25	5,367.00	49,994	4,166.17	5,554.89
48,068	4,005.67	5,340.89	49,510	4,125.83	5,501.11	51,243	4,270.25	5,693.67
49,270	4,105.83	5,474.44	50,748	4,229.00	5,638.67	52,524	4,377.00	5,836.00
50,502	4,208.50	5,611.33	52,017	4,334.75	5,779.67	53,838	4,486.50	5,982.00
51,765	4,313.75	5,751.67	53,318	4,443.17	5,924.22	55,184	4,598.67	6,131.56
53,058	4,421.50	5,895.33	54,650	4,554.17	6,072.22	56,563	4,713.58	6,284.78
54,385	4,532.08	6,042.78	56,017	4,668.08	6,224.11	57,978	4,831.50	6,442.00
55,745	4,645.42	6,193.89	57,417	4,784.75	6,379.67	59,427	4,952.25	6,603.00
57,138	4,761.50	6,348.67	58,852	4,904.33	6,539.11	60,912	5,076.00	6,768.00
58,567	4,880.58	6,507.44	60,324	5,027.00	6,702.67	62,435	5,202.92	6,937.22
60,031	5,002.58	6,670.11	61,832	5,152.67	6,870.22	63,996	5,333.00	7,110.67
61,531	5,127.58	6,836.78	63,377	5,281.42	7,041.89	65,595	5,466.25	7,288.33
63,069	5,255.75	7,007.67	64,961	5,413.42	7,217.89	67,235	5,602.92	7,470.56
64,647	5,387.25	7,183.00	66,586	5,548.83	7,398.44	68,917	5,743.08	7,657.44
66,263	5,521.92	7,362.56	68,251	5,687.58	7,583.44	70,640	5,886.67	7,848.89
67,920	5,660.00	7,546.67	69,958	5,829.83	7,773.11	72,407	6,033.92	8,045.22
69,618	5,801.50	7,735.33	71,707	5,975.58	7,967.44	74,217	6,184.75	8,246.33
71,358	5,946.50	7,928.67	73,499	6,124.92	8,166.56	76,071	6,339.25	8,452.33
73,141	6,095.08	8,126.78	75,335	6,277.92	8,370.56	77,972	6,497.67	8,663.56
74,971	6,247.58	8,330.11	77,220	6,435.00	8,580.00	79,923	6,660.25	8,880.33
76,844	6,403.67	8,538.22	79,149	6,595.75	8,794.33	81,919	6,826.58	9,102.11
78,765	6,563.75	8,751.67	81,128	6,760.67	9,014.22	83,967	6,997.25	9,329.67
80,734	6,727.83	8,970.44	83,156	6,929.67	9,239.56	86,066	7,172.17	9,562.89
82,753	6,896.08	9,194.78	85,236	7,103.00	9,470.67	88,219	7,351.58	9,802.11
84,823	7,068.58	9,424.78	87,368	7,280.67	9,707.56	90,426	7,535.50	10,047.33
86,943	7,245.25	9,660.33	89,551	7,462.58	9,950.11	92,685	7,723.75	10,298.33
89,117	7,426.42	9,901.89	91,791	7,649.25	10,199.00	95,004	7,917.00	10,556.00
91,345	7,612.08	10,149.44	94,085	7,840.42	10,453.89	97,378	8,114.83	10,819.78
93,628	7,802.33	10,403.11	96,437	8,036.42	10,715.22	99,812	8,317.67	11,090.22
95,968	7,997.33	10,663.11	98,847	8,237.25	10,983.00	102,307	8,525.58	11,367.44
98,368	8,197.33	10,929.78	101,319	8,443.25	11,257.67	104,865	8,738.75	11,651.67
100,827	8,402.25	11,203.00	103,852	8,654.33	11,539.11	107,487	8,957.25	11,943.00
103,347	8,612.25	11,483.00	106,447	8,870.58	11,827.44	110,173	9,181.08	12,241.44
105,931	8,827.58	11,770.11	109,109	9,092.42	12,123.22	112,928	9,410.67	12,547.56
108,578	9,048.17	12,064.22	111,835	9,319.58	12,426.11	115,749	9,645.75	12,861.00
111,294	9,274.50	12,366.00	114,633	9,552.75	12,737.00	118,645	9,887.08	13,182.78
114,077	9,506.42	12,675.22	117,499	9,791.58	13,055.44	121,611	10,134.25	13,512.33
116,928	9,744.00	12,992.00	120,436	10,036.33	13,381.78	124,651	10,387.58	13,850.11
119,851	9,987.58	13,316.78	123,447	10,287.25	13,716.33	127,768	10,647.33	14,196.44
122,848	10,237.33	13,649.78	126,533	10,544.42	14,059.22	130,962	10,913.50	14,551.33
125,920	10,493.33	13,991.11	129,698	10,808.17	14,410.89	134,237	11,186.42	14,915.22

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

<u>Rank</u>	<u>Minimum Scale 10/1/2011 Annual Range</u>	<u>Adjusted Scale 10/1/2011 Annual Range</u>	<u>Adjusted Scale 1/1/2014 Annual Range</u>
ACADEMIC YEAR			
<b>Lecturer (Continuing) (e.g., 1631, 1633)</b>	50,502 - 125,920	52,017 - 129,698	53,838 - 134,237
<b>Senior Lecturer (Continuing) (e.g., 1641, 1643)</b>	69,618 - 125,920	71,707 - 129,698	74,217 - 134,237

For salary levels within range, see Non-Senate Instructional Unit Academic Standard Table of Pay Rates (page 26).

\*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 for in the MOU.

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

<b>Minimum Scale 10/1/2011</b>			<b>Adjusted Scale 10/1/2011</b>			<b>Adjusted Scale 1/1/2014</b>		
<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>
50,502	4,208.50	5,611.33	52,017	4,334.75	5,779.67	53,838	4,486.50	5,982.00
51,765	4,313.75	5,751.67	53,318	4,443.17	5,924.22	55,184	4,598.67	6,131.56
53,058	4,421.50	5,895.33	54,650	4,554.17	6,072.22	56,563	4,713.58	6,284.78
54,385	4,532.08	6,042.78	56,017	4,668.08	6,224.11	57,978	4,831.50	6,442.00
55,745	4,645.42	6,193.89	57,417	4,784.75	6,379.67	59,427	4,952.25	6,603.00
57,138	4,761.50	6,348.67	58,852	4,904.33	6,539.11	60,912	5,076.00	6,768.00
58,567	4,880.58	6,507.44	60,324	5,027.00	6,702.67	62,435	5,202.92	6,937.22
60,031	5,002.58	6,670.11	61,832	5,152.67	6,870.22	63,996	5,333.00	7,110.67
61,531	5,127.58	6,836.78	63,377	5,281.42	7,041.89	65,595	5,466.25	7,288.33
63,069	5,255.75	7,007.67	64,961	5,413.42	7,217.89	67,235	5,602.92	7,470.56
64,647	5,387.25	7,183.00	66,586	5,548.83	7,398.44	68,917	5,743.08	7,657.44
66,263	5,521.92	7,362.56	68,251	5,687.58	7,583.44	70,640	5,886.67	7,848.89
67,920	5,660.00	7,546.67	69,958	5,829.83	7,773.11	72,407	6,033.92	8,045.22
69,618	5,801.50	7,735.33	71,707	5,975.58	7,967.44	74,217	6,184.75	8,246.33
71,358	5,946.50	7,928.67	73,499	6,124.92	8,166.56	76,071	6,339.25	8,452.33
73,141	6,095.08	8,126.78	75,335	6,277.92	8,370.56	77,972	6,497.67	8,663.56
74,971	6,247.58	8,330.11	77,220	6,435.00	8,580.00	79,923	6,660.25	8,880.33
76,844	6,403.67	8,538.22	79,149	6,595.75	8,794.33	81,919	6,826.58	9,102.11
78,765	6,563.75	8,751.67	81,128	6,760.67	9,014.22	83,967	6,997.25	9,329.67
80,734	6,727.83	8,970.44	83,156	6,929.67	9,239.56	86,066	7,172.17	9,562.89
82,753	6,896.08	9,194.78	85,236	7,103.00	9,470.67	88,219	7,351.58	9,802.11
84,823	7,068.58	9,424.78	87,368	7,280.67	9,707.56	90,426	7,535.50	10,047.33
86,943	7,245.25	9,660.33	89,551	7,462.58	9,950.11	92,685	7,723.75	10,298.33
89,117	7,426.42	9,901.89	91,791	7,649.25	10,199.00	95,004	7,917.00	10,556.00
91,345	7,612.08	10,149.44	94,085	7,840.42	10,453.89	97,378	8,114.83	10,819.78
93,628	7,802.33	10,403.11	96,437	8,036.42	10,715.22	99,812	8,317.67	11,090.22
95,968	7,997.33	10,663.11	98,847	8,237.25	10,983.00	102,307	8,525.58	11,367.44
98,368	8,197.33	10,929.78	101,319	8,443.25	11,257.67	104,865	8,738.75	11,651.67
100,827	8,402.25	11,203.00	103,852	8,654.33	11,539.11	107,487	8,957.25	11,943.00
103,347	8,612.25	11,483.00	106,447	8,870.58	11,827.44	110,173	9,181.08	12,241.44
105,931	8,827.58	11,770.11	109,109	9,092.42	12,123.22	112,928	9,410.67	12,547.56
108,578	9,048.17	12,064.22	111,835	9,319.58	12,426.11	115,749	9,645.75	12,861.00
111,294	9,274.50	12,366.00	114,633	9,552.75	12,737.00	118,645	9,887.08	13,182.78
114,077	9,506.42	12,675.22	117,499	9,791.58	13,055.44	121,611	10,134.25	13,512.33
116,928	9,744.00	12,992.00	120,436	10,036.33	13,381.78	124,651	10,387.58	13,850.11
119,851	9,987.58	13,316.78	123,447	10,287.25	13,716.33	127,768	10,647.33	14,196.44
122,848	10,237.33	13,649.78	126,533	10,544.42	14,059.22	130,962	10,913.50	14,551.33
125,920	10,493.33	13,991.11	129,698	10,808.17	14,410.89	134,237	11,186.42	14,915.22

**PROFESSIONAL RESEARCH SERIES  
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</u>		<u>Minimum Scale 7/1/13</u>		<u>Adjusted Scale 7/1/13</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>
<b>ASSISTANT RESEARCHER (e.g.,3220)</b>	I	2	61,700	5,141.67	63,600	5,300.00	62,900	5,241.67	64,900	5,408.33
	II	2	65,400	5,450.00	67,400	5,616.67	66,700	5,558.33	68,700	5,725.00
	III	2	69,000	5,750.00	71,100	5,925.00	70,400	5,866.67	72,500	6,041.67
	IV	2	73,000	6,083.33	75,200	6,266.67	74,500	6,208.33	76,700	6,391.67
	V	2	76,600	6,383.33	78,900	6,575.00	78,100	6,508.33	80,500	6,708.33
	VI	2	80,300	6,691.67	82,700	6,891.67	81,900	6,825.00	84,400	7,033.33
<b>ASSOCIATE RESEARCHER (e.g.,3210)</b>	I	2	76,700	6,391.67	79,000	6,583.33	78,200	6,516.67	80,600	6,716.67
	II	2	80,400	6,700.00	82,800	6,900.00	82,000	6,833.33	84,500	7,041.67
	III	2	84,900	7,075.00	87,400	7,283.33	86,600	7,216.67	89,100	7,425.00
	IV	3	90,100	7,508.33	92,800	7,733.33	91,900	7,658.33	94,700	7,891.67
	V	3	97,100	8,091.67	100,000	8,333.33	99,000	8,250.00	102,000	8,500.00
<b>RESEARCHER (e.g.,3200)</b>	I	3	90,200	7,516.67	92,900	7,741.67	92,000	7,666.67	94,800	7,900.00
	II	3	97,200	8,100.00	100,100	8,341.67	99,100	8,258.33	102,100	8,508.33
	III	3	104,300	8,691.67	107,400	8,950.00	106,400	8,866.67	109,500	9,125.00
	IV	3	111,800	9,316.67	115,200	9,600.00	114,000	9,500.00	117,500	9,791.67
	V	--	119,800	9,983.33	123,400	10,283.33	122,200	10,183.33	125,900	10,491.67
	VI	--	129,700	10,808.33	133,600	11,133.33	132,300	11,025.00	136,300	11,358.33
	VII	--	140,400	11,700.00	144,600	12,050.00	143,200	11,933.33	147,500	12,291.67
	VIII	--	152,000	12,666.67	156,600	13,050.00	155,000	12,916.67	159,700	13,308.33
	IX	--	164,700	13,725.00	169,600	14,133.33	168,000	14,000.00	173,000	14,416.67

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>Minimum Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</u>		<u>Minimum Scale 7/1/13</u>		<u>Adjusted Scale 7/1/13</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>
<b>ASSISTANT RESEARCHER (e.g.,1989)</b>	I	2	82,200	6,850.00	84,700	7,058.33	83,800	6,983.33	86,400	7,200.00
	II	2	86,500	7,208.33	89,100	7,425.00	88,200	7,350.00	90,900	7,575.00
	III	2	90,700	7,558.33	93,400	7,783.33	92,500	7,708.33	95,300	7,941.67
	IV	2	95,600	7,966.67	98,500	8,208.33	97,500	8,125.00	100,500	8,375.00
	V	2	99,700	8,308.33	102,700	8,558.33	101,700	8,475.00	104,800	8,733.33
	VI	2	103,300	8,608.33	106,400	8,866.67	105,400	8,783.33	108,500	9,041.67
<b>ASSOCIATE RESEARCHER (e.g.,1988)</b>	I	2	99,800	8,316.67	102,800	8,566.67	101,800	8,483.33	104,900	8,741.67
	II	2	103,400	8,616.67	106,500	8,875.00	105,500	8,791.67	108,600	9,050.00
	III	2	107,500	8,958.33	110,700	9,225.00	109,700	9,141.67	112,900	9,408.33
	IV	3	110,800	9,233.33	114,100	9,508.33	113,000	9,416.67	116,400	9,700.00
	V	3	114,000	9,500.00	117,400	9,783.33	116,300	9,691.67	119,700	9,975.00
<b>RESEARCHER (e.g.,1987)</b>	I	3	110,900	9,241.67	114,200	9,516.67	113,100	9,425.00	116,500	9,708.33
	II	3	114,100	9,508.33	117,500	9,791.67	116,400	9,700.00	119,900	9,991.67
	III	3	120,600	10,050.00	124,200	10,350.00	123,000	10,250.00	126,700	10,558.33
	IV	3	127,700	10,641.67	131,500	10,958.33	130,300	10,858.33	134,100	11,175.00
	V	--	135,300	11,275.00	139,400	11,616.67	138,000	11,500.00	142,200	11,850.00
	VI	--	145,500	12,125.00	149,900	12,491.67	148,400	12,366.67	152,900	12,741.67
	VII	--	156,000	13,000.00	160,700	13,391.67	159,100	13,258.33	163,900	13,658.33
	VIII	--	167,000	13,916.67	172,000	14,333.33	170,300	14,191.67	175,400	14,616.67
	IX	--	180,500	15,041.67	185,900	15,491.67	184,100	15,341.67	189,600	15,800.00

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**

<u>Rank</u>	<u>Years at</u>		<u>Minimum Scale</u> <u>10/1/2011</u>		<u>Adjusted Scale</u> <u>10/1/2011</u>		<u>Minimum Scale</u> <u>7/1/13</u>		<u>Adjusted Scale</u> <u>7/1/13</u>	
	<u>Step</u>	<u>Step</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>
<b>ASSISTANT</b>	I	2	49,100	4,091.67	50,600	4,216.67	50,100	4,175.00	51,600	4,300.00
<b>PROJECT SCIENTIST</b>	II	2	51,900	4,325.00	53,500	4,458.33	52,900	4,408.33	54,600	4,550.00
<b>(3394)</b>	III	2	54,600	4,550.00	56,200	4,683.33	55,700	4,641.67	57,300	4,775.00
	IV	2	57,700	4,808.33	59,400	4,950.00	58,900	4,908.33	60,600	5,050.00
	V	2	60,600	5,050.00	62,400	5,200.00	61,800	5,150.00	63,600	5,300.00
	VI	2	63,600	5,300.00	65,500	5,458.33	64,900	5,408.33	66,800	5,566.67
<b>ASSOCIATE</b>	I	2	60,700	5,058.33	62,500	5,208.33	61,900	5,158.33	63,800	5,316.67
<b>PROJECT SCIENTIST</b>	II	2	63,700	5,308.33	65,600	5,466.67	65,000	5,416.67	66,900	5,575.00
<b>(3392)</b>	III	2	67,400	5,616.67	69,400	5,783.33	68,700	5,725.00	70,800	5,900.00
	IV	3	71,500	5,958.33	73,600	6,133.33	72,900	6,075.00	75,100	6,258.33
	V	3	76,800	6,400.00	79,100	6,591.67	78,300	6,525.00	80,700	6,725.00
<b>PROJECT SCIENTIST</b>	I	3	71,600	5,966.67	73,700	6,141.67	73,000	6,083.33	75,200	6,266.67
<b>(3390)</b>	II	3	76,900	6,408.33	79,200	6,600.00	78,400	6,533.33	80,800	6,733.33
	III	3	83,400	6,950.00	85,900	7,158.33	85,100	7,091.67	87,600	7,300.00
	IV	3	90,400	7,533.33	93,100	7,758.33	92,200	7,683.33	95,000	7,916.67
	V	--	98,000	8,166.67	100,900	8,408.33	100,000	8,333.33	102,900	8,575.00
	VI	--	106,400	8,866.67	109,600	9,133.33	108,500	9,041.67	111,800	9,316.67
	VII	--	115,500	9,625.00	119,000	9,916.67	117,800	9,816.67	121,400	10,116.67
	VIII	--	125,100	10,425.00	128,900	10,741.67	127,600	10,633.33	131,500	10,958.33
	IX	--	135,800	11,316.67	139,900	11,658.33	138,500	11,541.67	142,700	11,891.67

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

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 10/1/11</u>		<u>Adjusted Scale 10/1/11</u>		<u>Minimum Scale 7/1/13</u>		<u>Adjusted Scale 7/1/13</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>
<b>ASSISTANT PROJECT SCIENTIST (3395)</b>	I	2	65,100	5,425.00	67,100	5,591.67	66,400	5,533.33	68,400	5,700.00
	II	2	68,500	5,708.33	70,600	5,883.33	69,900	5,825.00	72,000	6,000.00
	III	2	72,000	6,000.00	74,200	6,183.33	73,400	6,116.67	75,700	6,308.33
	IV	2	75,300	6,275.00	77,600	6,466.67	76,800	6,400.00	79,200	6,600.00
	V	2	78,800	6,566.67	81,200	6,766.67	80,400	6,700.00	82,800	6,900.00
	VI	2	81,800	6,816.67	84,300	7,025.00	83,400	6,950.00	86,000	7,166.67
<b>ASSOCIATE PROJECT SCIENTIST (3393)</b>	I	2	78,900	6,575.00	81,300	6,775.00	80,500	6,708.33	82,900	6,908.33
	II	2	81,900	6,825.00	84,400	7,033.33	83,500	6,958.33	86,100	7,175.00
	III	2	85,000	7,083.33	87,600	7,300.00	86,700	7,225.00	89,400	7,450.00
	IV	3	87,600	7,300.00	90,200	7,516.67	89,400	7,450.00	92,000	7,666.67
	V	3	90,500	7,541.67	93,200	7,766.67	92,300	7,691.67	95,100	7,925.00
<b>PROJECT SCIENTIST (3391)</b>	I	3	87,700	7,308.33	90,300	7,525.00	89,500	7,458.33	92,100	7,675.00
	II	3	90,600	7,550.00	93,300	7,775.00	92,400	7,700.00	95,200	7,933.33
	III	3	96,100	8,008.33	99,000	8,250.00	98,000	8,166.67	101,000	8,416.67
	IV	3	103,200	8,600.00	106,300	8,858.33	105,300	8,775.00	108,400	9,033.33
	V	--	111,000	9,250.00	114,300	9,525.00	113,200	9,433.33	116,600	9,716.67
	VI	--	119,500	9,958.33	123,100	10,258.33	121,900	10,158.33	125,600	10,466.67
	VII	--	128,000	10,666.67	131,800	10,983.33	130,600	10,883.33	134,400	11,200.00
	VIII	--	137,000	11,416.67	141,100	11,758.33	139,700	11,641.67	143,900	11,991.67
	IX	--	148,800	12,400.00	153,300	12,775.00	151,800	12,650.00	156,400	13,033.33



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

**Salary/Stipend Scale  
2/1/2012**

**Minimum  
Salary/Stipend Rates  
Paid for Experience Level**      **Minimum  
Salary/Stipend Rates  
Paid for Experience Level**

<b>Experience Level</b>	<b>6/1/2011</b>	<b>2/1/2012</b>
0 (0 – 11 months)	\$38,496	\$39,264
1 (12 – 23 months)	\$40,548	\$41,364
2 (24 – 35 months)	\$43,476	\$44,340
3 (36 – 47 months)	\$45,192	\$46,092
4 (48 – 59 months)	\$46,884	\$47,820
5 (60 – 71 months)*	\$48,900	\$49,884

In accordance with Article: 4, Compensation, of the UC-UAW Postdoctoral Scholars Collective Bargaining Agreement, these new salary amounts must be applied to the following postdoctoral scholar personnel actions:

1. All first-time postdoctoral scholar appointments made on or after February 1, 2012
2. Reappointments on or after February 1, 2012 of postdoctoral scholars, whose appointment salary amounts were at their experience level salary minima

*Postdoctoral Scholars currently appointed at above or below their experience levels are not affected by this revised salary scale at this time:*

- a. *Postdoctoral Scholars who have been historically appointed below their experience level prior to collective bargaining are not affected by the scale, but should receive 3.5% increase upon reappointment in accordance with Article 4, Section C.3. from June 1, 2013 - May 31, 2014.*
- b. *Postdoctoral Scholars reappointed effective February 1, 2012 and after who were appointed above their experience level shall receive at least a 2% salary increase in accordance with Article 4, Section C.2.b.*

**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 Appointment beyond 60 or more months of employment in a postdoctoral title is subject to exceptional approval by the Vice Provost of Academic Personnel.

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>	<u>Years at Step</u>	<u>Minimum Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</u>		<u>Minimum Scale 7/1/13</u>		<u>Adjusted Scale 7/1/13</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>
<b>JUNIOR</b>	I	1	33,672	2,806.00	34,680	2,890.00	34,344	2,862.00	35,376	2,948.00
<b>SPECIALIST (3330)</b>	II	1	35,904	2,992.00	36,984	3,082.00	36,624	3,052.00	37,728	3,144.00
<b>ASSISTANT</b>	I	2	38,952	3,246.00	40,116	3,343.00	39,732	3,311.00	40,920	3,410.00
<b>SPECIALIST (3320)</b>	II	2	41,496	3,458.00	42,744	3,562.00	42,324	3,527.00	43,596	3,633.00
	III	2	44,400	3,700.00	45,732	3,811.00	45,288	3,774.00	46,644	3,887.00
<b>ASSOCIATE</b>	I	2	48,372	4,031.00	49,824	4,152.00	49,344	4,112.00	50,820	4,235.00
<b>SPECIALIST (3310)</b>	II	2	51,720	4,310.00	53,268	4,439.00	52,752	4,396.00	54,336	4,528.00
	III	2	55,464	4,622.00	57,132	4,761.00	56,568	4,714.00	58,272	4,856.00
	IV	--	58,224	4,852.00	59,976	4,998.00	59,388	4,949.00	61,176	5,098.00
<b>SPECIALIST (3300)</b>	I	3	62,532	5,211.00	64,404	5,367.00	63,780	5,315.00	65,688	5,474.00
	II	3	68,748	5,729.00	70,812	5,901.00	70,128	5,844.00	72,228	6,019.00
	III	--	76,872	6,406.00	79,176	6,598.00	78,408	6,534.00	80,760	6,730.00
	IV	--	86,316	7,193.00	88,908	7,409.00	88,044	7,337.00	90,684	7,557.00
	V	--	95,736	7,978.00	98,604	8,217.00	97,656	8,138.00	100,572	8,381.00

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

<b>Scale 02/01/2011</b>		<b>Scale 10/01/2011</b>		<b>Scale 10/01/2012</b>	
<b><u>ANNUAL</u></b>	<b><u>1/9TH</u></b>	<b><u>ANNUAL</u></b>	<b><u>1/9TH</u></b>	<b><u>ANNUAL</u></b>	<b><u>1/9TH</u></b>
35,560	3,951.11	36,271	4,030.11	36,996	4,110.67
36,250	4,027.78	36,975	4,108.33	37,715	4,190.56
37,074	4,119.33	37,815	4,201.67	38,571	4,285.67
37,882	4,209.11	38,640	4,293.33	39,413	4,379.22
38,661	4,295.67	39,434	4,381.56	40,223	4,469.22
39,530	4,392.22	40,321	4,480.11	41,127	4,569.67
40,444	4,493.78	41,253	4,583.67	42,078	4,675.33
41,220	4,580.00	42,044	4,671.56	42,885	4,765.00
42,153	4,683.67	42,996	4,777.33	43,856	4,872.89

<b>Scale 02/01/2011</b>	<b>Scale 10/01/2011</b>	<b>Scale 10/01/2012</b>
Acad. Year (9 mo.) Range 35,560 - 42,153	Acad. Year (9 mo.) Range 36,271 - 42,996	Acad. Year (9 mo.) Range 36,996 - 43,856

\* 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.

\*\*This title is available only to registered graduate students or, with respect to the summer term, to individuals who were registered graduate students during the preceding academic year. Rates for Associate apply to titles covered by a Memorandum of Understanding and to non-represented titles.

## STUDENT TITLES

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

	Scale 02/01/2011			Scale 10/01/2011			Scale 10/01/2012		
	<u>Hourly</u>			<u>Hourly</u>			<u>Hourly</u>		
<b>READER (2850, 2851)</b>									
<b>Holders of baccalaureate</b>		12.97		13.23			13.49		
<b>Undergraduate Students</b>		12.32		12.57			12.82		
<b>TUTOR (2860, 2861)</b>									
<b>Holders of baccalaureate</b>		17.44		17.79			18.15		
<b>Undergraduate Students</b>		12.97		13.23			13.49		
	<u>Annual</u>	<u>Monthly*</u>	<u>Quarterly</u>	<u>Annual</u>	<u>Monthly*</u>	<u>Quarterly</u>	<u>Annual</u>	<u>Monthly*</u>	<u>Quarterly</u>
<b>TEACHING ASSISTANT</b>	33,939	3,771.00	11,313.00	34,618	3,846.44	11,539.32	35,310	3,923.33	11,770.00
<b>GSHIP-9 mo. (2310)</b>									
<b>NON-GSHIP-9 mo. (2311)</b>									

\* 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.

\*\*Rates for Readers, Tutors, and Teaching Assistants apply to both represented and non-represented employees in these titles. An example of a non-represented employee is a Teaching Assistant whose work takes place primarily outside of California.

**GRADUATE STUDENT RESEARCHER  
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	<u>Adjusted Scale 10/1/11</u>			<u>Adjusted Scale 7/1/13</u>		
		<u>Annual</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Hourly</u>
<b>GRADUATE STUDENT RESEARCHER (3284, 3282, 3266)</b>	I	33,396	2,783.00	15.99	34,068	2,839.00	16.32
	II	35,988	2,999.00	17.24	36,708	3,059.00	17.58
	III	39,912	3,326.00	19.11	40,716	3,393.00	19.50
	IV	43,116	3,593.00	20.65	43,980	3,665.00	21.06
	V	45,984	3,832.00	22.02	46,908	3,909.00	22.47
	VI	48,120	4,010.00	23.05	49,080	4,090.00	23.51
	VII	51,972	4,331.00	24.89	53,016	4,418.00	25.39
	VIII	56,112	4,676.00	26.87	57,240	4,770.00	27.41
	IX	60,624	5,052.00	29.03	61,836	5,153.00	29.61
	X	65,460	5,455.00	31.35	66,768	5,564.00	31.98
<b>GRADUATE STUDENT ASSISTANT RESEARCHER (3274, 3273)</b>	I	33,396	2,783.00	15.99	34,068	2,839.00	16.32
	II	38,136	3,178.00	18.26	38,904	3,242.00	18.63

**LIBRARIAN SERIES (non-represented)  
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	<u>Minimum Scale</u> 10/1/11		<u>Adjusted Scale</u> 10/1/11		<u>Minimum Scale</u> 7/1/2013		<u>Adjusted Scale</u> 7/1/2013	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
<b>ASSISTANT LIBRARIAN</b>	I	2	46,164	3,847.00	47,544	3,962.00	47,088	3,924.00	48,492	4,041.00
	II	2	47,087	3,923.92	48,504	4,042.00	48,024	4,002.00	49,476	4,123.00
	III	2	48,029	4,002.42	49,464	4,122.00	48,984	4,082.00	50,448	4,204.00
<b>ASSOCIATE LIBRARIAN</b>	I	2	48,029	4,002.42	49,464	4,122.00	48,984	4,082.00	50,448	4,204.00
	II	2	49,404	4,117.00	50,892	4,241.00	50,388	4,199.00	51,912	4,326.00
	III	2	52,860	4,405.00	54,444	4,537.00	53,916	4,493.00	55,536	4,628.00
	IV	2	56,496	4,708.00	58,188	4,849.00	57,624	4,802.00	59,352	4,946.00
	V	2	60,408	5,034.00	62,220	5,185.00	61,620	5,135.00	63,468	5,289.00
	VI	2	64,560	5,380.00	66,492	5,541.00	65,856	5,488.00	67,824	5,652.00
	VII	3	68,892	5,741.00	70,956	5,913.00	70,272	5,856.00	72,372	6,031.00
<b>LIBRARIAN</b>	I	3	68,892	5,741.00	70,956	5,913.00	70,272	5,856.00	72,372	6,031.00
	II	3	75,708	6,309.00	77,976	6,498.00	77,220	6,435.00	79,536	6,628.00
	III	3	82,524	6,877.00	84,996	7,083.00	84,180	7,015.00	86,700	7,225.00
	IV	3	88,488	7,374.00	91,140	7,595.00	90,252	7,521.00	92,964	7,747.00
	V	---	95,388	7,949.00	98,244	8,187.00	97,296	8,108.00	100,212	8,351.00
	VI	---	102,540	8,545.00	105,612	8,801.00	104,592	8,716.00	107,724	8,977.00
	VII	---	110,028	9,169.00	113,328	9,444.00	112,224	9,352.00	115,596	9,633.00

\* This salary scale applies to only non-represented librarians. It does not apply to librarians in the bargaining unit and who have salary set by the terms of the contract.

**LIBRARIAN SERIES (represented)  
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	<u>Minimum Scale</u> 10/1/11		<u>Adjusted Scale</u> 10/1/11		<u>Phase One Scale**</u> 11/1/13	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
<b>Assistant Librarian</b>	I	2	46,164	3,847.00	47,544	3,962.00	47,722	3,976.83
	II	2	47,087	3,923.92	48,504	4,042.00	50,347	4,195.58
	III	2	48,029	4,002.42	49,464	4,122.00	53,116	4,426.33
<b>Associate Librarian</b>	I	2	48,029	4,002.42	49,464	4,122.00	53,116	4,426.33
	II	2	49,404	4,117.00	50,892	4,241.00	56,037	4,669.75
	III	2	52,860	4,405.00	54,444	4,537.00	59,119	4,926.58
	IV	2	56,496	4,708.00	58,188	4,849.00	62,371	5,197.58
	V	2	60,408	5,034.00	62,220	5,185.00	65,801	5,483.42
	VI	2	64,560	5,380.00	66,492	5,541.00	69,420	5,785.00
	VII	3	68,892	5,741.00	70,956	5,913.00	73,238	6,103.17
<b>Librarian</b>	I	3	68,892	5,741.00	70,956	5,913.00	73,238	6,103.17
	II	3	75,708	6,309.00	77,976	6,498.00	79,097	6,591.42
	III	3	82,524	6,877.00	84,996	7,083.00	85,425	7,118.75
	IV	3	88,488	7,374.00	91,140	7,595.00	92,259	7,688.25
	V	---	95,388	7,949.00	98,244	8,187.00	99,640	8,303.33
	VI	---	102,540	8,545.00	105,612	8,801.00	107,611	8,967.58
	VII	---	110,028	9,169.00	113,328	9,444.00	116,220	9,685.00

\* 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). As such, for employees covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

\*\* Phase One Scale: Effective 11/1/13, the Librarian scale is recalibrated to reflect uniform percentages between increments.

**ASSISTANT AND ASSOCIATE UNIVERSITY LIBRARIANS  
FISCAL YEAR**

<u>Rank</u>	<u>Minimum Scale</u> 10/1/11		<u>Adjusted Scale</u> 10/1/11		<u>Minimum Scale</u> 7/1/13		<u>Adjusted Scale</u> 7/1/13	
	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
<b>ASSISTANT UNIVERSITY LIBRARIAN</b>	80,800 - 145,500	6,733.33 - 12,125.00	83,200 - 149,900	6,933.33 - 12,491.67	82,400 - 148,400	6,866.67 - 12,366.67	84,900 - 152,900	7,075.00 - 12,741.67
<b>ASSOCIATE UNIVERSITY LIBRARIAN</b>	88,900 - 160,100	7,408.33 - 13,341.67	91,600 - 164,900	7,633.33 - 13,741.67	90,700 - 163,300	7,558.33 - 13,608.33	93,400 - 168,200	7,783.33 - 14,016.67



**ACADEMIC ADMINISTRATOR SERIES  
FISCAL YEAR SALARY RANGES**

<u>Rank</u>	<u>Level</u>	<u>Minimum Scale</u> 10/1/2011		<u>Adjusted Scale</u> 10/1/2011		<u>Minimum Scale</u> 7/1/2013		<u>Adjusted Scale</u> 7/1/2013	
		<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
<b>ACADEMIC ADMIN (1061)</b>	I	46,128 - 63,816	3,844 - 5,318	47,508 - 65,736	3,959 - 5,478	47,052 - 65,088	3,921 - 5,424	48,456 - 67,056	4,038 - 5,588
<b>ACADEMIC ADMIN (1062)</b>	II	51,720 - 71,928	4,310 - 5,994	53,268 - 74,088	4,439 - 6,174	52,752 - 73,368	4,396 - 6,114	54,336 - 75,564	4,528 - 6,297
<b>ACADEMIC ADMIN (1063)</b>	III	58,224 - 80,880	4,852 - 6,740	59,976 - 83,304	4,998 - 6,942	59,388 - 82,500	4,949 - 6,875	61,176 - 84,972	5,098 - 7,081
<b>ACADEMIC ADMIN (1064)</b>	IV	65,136 - 89,400	5,428 - 7,450	67,092 - 92,088	5,591 - 7,674	66,444 - 91,188	5,537 - 7,599	68,436 - 93,924	5,703 - 7,827
<b>ACADEMIC ADMIN (1065)</b>	V	73,776 - 100,128	6,148 - 8,344	75,984 - 103,128	6,332 - 8,594	75,252 - 102,132	6,271 - 8,511	77,508 - 105,192	6,459 - 8,766
<b>ACADEMIC ADMIN (1066)</b>	VI	82,680 - 113,436	6,890 - 9,453	85,164 - 116,844	7,097 - 9,737	84,336 - 115,704	7,028 - 9,642	86,868 - 119,184	7,239 - 9,932
<b>ACADEMIC ADMIN (1067)</b>	VII	91,176 - 128,040	7,598 - 10,670	93,912 - 131,880	7,826 - 10,990	93,000 - 130,596	7,750 - 10,883	95,796 - 134,520	7,983 - 11,210

For salary levels within range, see Academic Standard Table of Pay Rates. (pages 46-48).

**ACADEMIC COORDINATOR TITLES  
ACADEMIC YEAR RATES**

**Level I**

<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale</u> 10/1/11		<u>Adjusted Scale</u> 10/1/11		<u>Minimum Scale</u> 7/1/13		<u>Adjusted Scale</u> 7/1/13	
		<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	38,952	3,246.00	40,116	3,343.00	39,732	3,311.00	40,920	3,410.00
2	2	40,776	3,398.00	42,000	3,500.00	41,592	3,466.00	42,840	3,570.00
3	2	42,456	3,538.00	43,728	3,644.00	43,308	3,609.00	44,604	3,717.00
4	2	44,400	3,700.00	45,732	3,811.00	45,288	3,774.00	46,644	3,887.00
5	2	46,128	3,844.00	47,508	3,959.00	47,052	3,921.00	48,456	4,038.00
6	2	48,372	4,031.00	49,824	4,152.00	49,344	4,112.00	50,820	4,235.00
7	2	50,628	4,219.00	52,152	4,346.00	51,636	4,303.00	53,196	4,433.00
8	2	52,944	4,412.00	54,528	4,544.00	54,000	4,500.00	55,620	4,635.00
9	2	55,464	4,622.00	57,132	4,761.00	56,568	4,714.00	58,272	4,856.00
10	2	58,224	4,852.00	59,976	4,998.00	59,388	4,949.00	61,176	5,098.00
11	2	61,080	5,090.00	62,916	5,243.00	62,304	5,192.00	64,176	5,348.00
12	2	63,816	5,318.00	65,736	5,478.00	65,088	5,424.00	67,056	5,588.00
13	2	66,972	5,581.00	68,976	5,748.00	68,316	5,693.00	70,356	5,863.00
14	2	70,116	5,843.00	72,216	6,018.00	71,520	5,960.00	73,656	6,138.00
15	--	73,776	6,148.00	75,984	6,332.00	75,252	6,271.00	77,508	6,459.00

**Level II**

<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale</u> 10/1/11		<u>Adjusted Scale</u> 10/1/11		<u>Minimum Scale</u> 7/1/13		<u>Adjusted Scale</u> 7/1/13	
		<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	50,628	4,219.00	52,152	4,346.00	51,636	4,303.00	53,196	4,433.00
2	2	52,944	4,412.00	54,528	4,544.00	54,000	4,500.00	55,620	4,635.00
3	2	55,464	4,622.00	57,132	4,761.00	56,568	4,714.00	58,272	4,856.00
4	2	58,224	4,852.00	59,976	4,998.00	59,388	4,949.00	61,176	5,098.00
5	2	61,080	5,090.00	62,916	5,243.00	62,304	5,192.00	64,176	5,348.00
6	2	63,816	5,318.00	65,736	5,478.00	65,088	5,424.00	67,056	5,588.00
7	2	66,972	5,581.00	68,976	5,748.00	68,316	5,693.00	70,356	5,863.00
8	2	70,116	5,843.00	72,216	6,018.00	71,520	5,960.00	73,656	6,138.00
9	2	73,776	6,148.00	75,984	6,332.00	75,252	6,271.00	77,508	6,459.00
10	2	76,872	6,406.00	79,176	6,598.00	78,408	6,534.00	80,760	6,730.00
11	2	80,880	6,740.00	83,304	6,942.00	82,500	6,875.00	84,972	7,081.00
12	2	84,528	7,044.00	87,060	7,255.00	86,220	7,185.00	88,800	7,400.00
13	2	88,548	7,379.00	91,200	7,600.00	90,324	7,527.00	93,024	7,752.00
14	2	93,420	7,785.00	96,228	8,019.00	95,292	7,941.00	98,148	8,179.00
15	--	97,920	8,160.00	100,860	8,405.00	99,876	8,323.00	102,876	8,573.00

**ACADEMIC COORDINATOR TITLES  
ACADEMIC YEAR RATES**

**Level III**

<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 10/1/11</u>		<u>Adjusted Scale 10/1/11</u>		<u>Minimum Scale 7/1/13</u>		<u>Adjusted Scale 7/1/13</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	3	63,816	5,318.00	65,736	5,478.00	65,088	5,424.00	67,056	5,588.00
2	3	68,748	5,729.00	70,812	5,901.00	70,128	5,844.00	72,228	6,019.00
3	3	73,776	6,148.00	75,984	6,332.00	75,252	6,271.00	77,508	6,459.00
4	3	78,660	6,555.00	81,024	6,752.00	80,232	6,686.00	82,644	6,887.00
5	3	84,528	7,044.00	87,060	7,255.00	86,220	7,185.00	88,800	7,400.00
6	3	91,176	7,598.00	93,912	7,826.00	93,000	7,750.00	95,796	7,983.00
7	3	97,920	8,160.00	100,860	8,405.00	99,876	8,323.00	102,876	8,573.00
8	3	105,540	8,795.00	108,708	9,059.00	107,652	8,971.00	110,880	9,240.00
9	--	113,436	9,453.00	116,844	9,737.00	115,704	9,642.00	119,184	9,932.00

**ACADEMIC COORDINATOR TITLES  
FISCAL YEAR RATES**

**Level I**

<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale</u>		<u>Adjusted Scale</u>		<u>Minimum Scale</u>		<u>Adjusted Scale</u>	
		10/1/11		10/1/11		7/1/13		7/1/13	
		<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	44,400	3,700.00	45,732	3,811.00	45,288	3,774.00	46,644	3,887.00
2	2	46,128	3,844.00	47,508	3,959.00	47,052	3,921.00	48,456	4,038.00
3	2	48,372	4,031.00	49,824	4,152.00	49,344	4,112.00	50,820	4,235.00
4	2	50,628	4,219.00	52,152	4,346.00	51,636	4,303.00	53,196	4,433.00
5	2	52,944	4,412.00	54,528	4,544.00	54,000	4,500.00	55,620	4,635.00
6	2	55,464	4,622.00	57,132	4,761.00	56,568	4,714.00	58,272	4,856.00
7	2	58,224	4,852.00	59,976	4,998.00	59,388	4,949.00	61,176	5,098.00
8	2	61,080	5,090.00	62,916	5,243.00	62,304	5,192.00	64,176	5,348.00
9	2	63,816	5,318.00	65,736	5,478.00	65,088	5,424.00	67,056	5,588.00
10	2	66,972	5,581.00	68,976	5,748.00	68,316	5,693.00	70,356	5,863.00
11	2	70,116	5,843.00	72,216	6,018.00	71,520	5,960.00	73,656	6,138.00
12	2	73,776	6,148.00	75,984	6,332.00	75,252	6,271.00	77,508	6,459.00
13	2	76,872	6,406.00	79,176	6,598.00	78,408	6,534.00	80,760	6,730.00
14	2	80,880	6,740.00	83,304	6,942.00	82,500	6,875.00	84,972	7,081.00
15	--	84,528	7,044.00	87,060	7,255.00	86,220	7,185.00	88,800	7,400.00

**Level II**

<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale</u>		<u>Adjusted Scale</u>		<u>Minimum Scale</u>		<u>Adjusted Scale</u>	
		10/1/11		10/1/11		7/1/13		7/1/13	
		<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	58,224	4,852.00	59,976	4,998.00	59,388	4,949.00	61,176	5,098.00
2	2	61,080	5,090.00	62,916	5,243.00	62,304	5,192.00	64,176	5,348.00
3	2	63,816	5,318.00	65,736	5,478.00	65,088	5,424.00	67,056	5,588.00
4	2	66,972	5,581.00	68,976	5,748.00	68,316	5,693.00	70,356	5,863.00
5	2	70,116	5,843.00	72,216	6,018.00	71,520	5,960.00	73,656	6,138.00
6	2	73,776	6,148.00	75,984	6,332.00	75,252	6,271.00	77,508	6,459.00
7	2	76,872	6,406.00	79,176	6,598.00	78,408	6,534.00	80,760	6,730.00
8	2	80,880	6,740.00	83,304	6,942.00	82,500	6,875.00	84,972	7,081.00
9	2	84,528	7,044.00	87,060	7,255.00	86,220	7,185.00	88,800	7,400.00
10	2	88,548	7,379.00	91,200	7,600.00	90,324	7,527.00	93,024	7,752.00
11	2	93,420	7,785.00	96,228	8,019.00	95,292	7,941.00	98,148	8,179.00
12	2	97,920	8,160.00	100,860	8,405.00	99,876	8,323.00	102,876	8,573.00
13	2	102,768	8,564.00	105,852	8,821.00	104,820	8,735.00	107,964	8,997.00
14	2	108,084	9,007.00	111,324	9,277.00	110,244	9,187.00	113,556	9,463.00
15	--	113,436	9,453.00	116,844	9,737.00	115,704	9,642.00	119,184	9,932.00

**ACADEMIC COORDINATOR TITLES  
FISCAL YEAR RATES**

**Level III**

<u>Step</u>	<u>Years at Step</u>	<u>Minimum Scale 10/1/11</u>		<u>Adjusted Scale 10/1/11</u>		<u>Minimum Scale 7/1/13</u>		<u>Adjusted Scale 7/1/13</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	3	73,776	6,148.00	75,984	6,332.00	75,252	6,271.00	77,508	6,459.00
2	3	78,660	6,555.00	81,024	6,752.00	80,232	6,686.00	82,644	6,887.00
3	3	84,528	7,044.00	87,060	7,255.00	86,220	7,185.00	88,800	7,400.00
4	3	91,176	7,598.00	93,912	7,826.00	93,000	7,750.00	95,796	7,983.00
5	3	97,920	8,160.00	100,860	8,405.00	99,876	8,323.00	102,876	8,573.00
6	3	105,540	8,795.00	108,708	9,059.00	107,652	8,971.00	110,880	9,240.00
7	3	113,436	9,453.00	116,844	9,737.00	115,704	9,642.00	119,184	9,932.00
8	3	121,956	10,163.00	125,616	10,468.00	124,392	10,366.00	128,124	10,677.00
9	--	131,124	10,927.00	135,060	11,255.00	133,752	11,146.00	137,760	11,480.00

**CONTINUING EDUCATOR  
FISCAL YEAR SALARY RANGES**

<u>Rank</u>	<u>Level</u>	<u>Minimum Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</u>		<u>Minimum Scale 7/1/2013</u>		<u>Adjusted Scale 7/1/2013</u>	
		<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
<b>CONTINUING EDUCATOR (3520)</b>	I	43,500 - 78,660	3,625 - 6,555	44,808 - 81,024	3,734 - 6,752	44,376 - 80,232	3,698 - 6,686	45,708 - 82,644	3,809 - 6,887
<b>CONTINUING EDUCATOR (3521)</b>	II	52,944 - 93,420	4,412 - 7,785	54,528 - 96,228	4,544 - 8,019	54,000 - 95,292	4,500 - 7,941	55,620 - 98,148	4,635 - 8,179
<b>CONTINUING EDUCATOR (3522)</b>	III	63,816 - 131,124	5,318 - 10,927	65,736 - 135,060	5,478 - 11,255	65,088 - 133,752	5,424 - 11,146	67,056 - 137,760	5,588 - 11,480

For salary levels within range, see Academic Standard Table of Pay Rates, (pages 46-48).

**ACADEMIC STANDARD TABLE OF PAY RATES**

Minimum Scale 10/1/11			Adjusted Scale 10/1/11			Minimum Scale 7/1/13			Adjusted Scale 7/1/13		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Mo</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Mo</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Mo</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Mo</u>
29,916	2,493.00	3,324.00	30,816	2,568.00	3,424.00	30,516	2,543.00	3,390.67	31,428	2,619.00	3,492.00
30,552	2,546.00	3,394.67	31,464	2,622.00	3,496.00	31,164	2,597.00	3,462.67	32,088	2,674.00	3,565.33
31,284	2,607.00	3,476.00	32,220	2,685.00	3,580.00	31,908	2,659.00	3,545.33	32,868	2,739.00	3,652.00
31,620	2,635.00	3,513.33	32,568	2,714.00	3,618.67	32,256	2,688.00	3,584.00	33,216	2,768.00	3,690.67
32,292	2,691.00	3,588.00	33,264	2,772.00	3,696.00	32,940	2,745.00	3,660.00	33,924	2,827.00	3,769.33
32,928	2,744.00	3,658.67	33,912	2,826.00	3,768.00	33,588	2,799.00	3,732.00	34,596	2,883.00	3,844.00
33,672	2,806.00	3,741.33	34,680	2,890.00	3,853.33	34,344	2,862.00	3,816.00	35,376	2,948.00	3,930.67
34,404	2,867.00	3,822.67	35,436	2,953.00	3,937.33	35,088	2,924.00	3,898.67	36,144	3,012.00	4,016.00
35,100	2,925.00	3,900.00	36,156	3,013.00	4,017.33	35,808	2,984.00	3,978.67	36,876	3,073.00	4,097.33
35,904	2,992.00	3,989.33	36,984	3,082.00	4,109.33	36,624	3,052.00	4,069.33	37,728	3,144.00	4,192.00
36,540	3,045.00	4,060.00	37,632	3,136.00	4,181.33	37,272	3,106.00	4,141.33	38,388	3,199.00	4,265.33
37,248	3,104.00	4,138.67	38,364	3,197.00	4,262.67	37,992	3,166.00	4,221.33	39,132	3,261.00	4,348.00
38,088	3,174.00	4,232.00	39,228	3,269.00	4,358.67	38,844	3,237.00	4,316.00	40,008	3,334.00	4,445.33
38,952	3,246.00	4,328.00	40,116	3,343.00	4,457.33	39,732	3,311.00	4,414.67	40,920	3,410.00	4,546.67
39,840	3,320.00	4,426.67	41,040	3,420.00	4,560.00	40,632	3,386.00	4,514.67	41,856	3,488.00	4,650.67
40,776	3,398.00	4,530.67	42,000	3,500.00	4,666.67	41,592	3,466.00	4,621.33	42,840	3,570.00	4,760.00
41,496	3,458.00	4,610.67	42,744	3,562.00	4,749.33	42,324	3,527.00	4,702.67	43,596	3,633.00	4,844.00
42,456	3,538.00	4,717.33	43,728	3,644.00	4,858.67	43,308	3,609.00	4,812.00	44,604	3,717.00	4,956.00
43,500	3,625.00	4,833.33	44,808	3,734.00	4,978.67	44,376	3,698.00	4,930.67	45,708	3,809.00	5,078.67
44,400	3,700.00	4,933.33	45,732	3,811.00	5,081.33	45,288	3,774.00	5,032.00	46,644	3,887.00	5,182.67
45,024	3,752.00	5,002.67	46,380	3,865.00	5,153.33	45,924	3,827.00	5,102.67	47,304	3,942.00	5,256.00
46,128	3,844.00	5,125.33	47,508	3,959.00	5,278.67	47,052	3,921.00	5,228.00	48,456	4,038.00	5,384.00
47,148	3,929.00	5,238.67	48,564	4,047.00	5,396.00	48,096	4,008.00	5,344.00	49,536	4,128.00	5,504.00
48,372	4,031.00	5,374.67	49,824	4,152.00	5,536.00	49,344	4,112.00	5,482.67	50,820	4,235.00	5,646.67

## ACADEMIC STANDARD TABLE OF PAY RATES

Minimum Scale 10/1/11			Adjusted Scale 10/1/11			Minimum Scale 7/1/13			Adjusted Scale 7/1/13		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Mo</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Mo</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Mo</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Mo</u>
49,452	4,121.00	5,494.67	50,940	4,245.00	5,660.00	50,436	4,203.00	5,604.00	51,960	4,330.00	5,773.33
50,628	4,219.00	5,625.33	52,152	4,346.00	5,794.67	51,636	4,303.00	5,737.33	53,196	4,433.00	5,910.67
51,720	4,310.00	5,746.67	53,268	4,439.00	5,918.67	52,752	4,396.00	5,861.33	54,336	4,528.00	6,037.33
52,944	4,412.00	5,882.67	54,528	4,544.00	6,058.67	54,000	4,500.00	6,000.00	55,620	4,635.00	6,180.00
54,192	4,516.00	6,021.33	55,812	4,651.00	6,201.33	55,272	4,606.00	6,141.33	56,928	4,744.00	6,325.33
55,464	4,622.00	6,162.67	57,132	4,761.00	6,348.00	56,568	4,714.00	6,285.33	58,272	4,856.00	6,474.67
56,856	4,738.00	6,317.33	58,560	4,880.00	6,506.67	57,996	4,833.00	6,444.00	59,736	4,978.00	6,637.33
58,224	4,852.00	6,469.33	59,976	4,998.00	6,664.00	59,388	4,949.00	6,598.67	61,176	5,098.00	6,797.33
59,772	4,981.00	6,641.33	61,560	5,130.00	6,840.00	60,972	5,081.00	6,774.67	62,796	5,233.00	6,977.33
61,080	5,090.00	6,786.67	62,916	5,243.00	6,990.67	62,304	5,192.00	6,922.67	64,176	5,348.00	7,130.67
62,532	5,211.00	6,948.00	64,404	5,367.00	7,156.00	63,780	5,315.00	7,086.67	65,688	5,474.00	7,298.67
63,816	5,318.00	7,090.67	65,736	5,478.00	7,304.00	65,088	5,424.00	7,232.00	67,056	5,588.00	7,450.67
65,136	5,428.00	7,237.33	67,092	5,591.00	7,454.67	66,444	5,537.00	7,382.67	68,436	5,703.00	7,604.00
66,972	5,581.00	7,441.33	68,976	5,748.00	7,664.00	68,316	5,693.00	7,590.67	70,356	5,863.00	7,817.33
68,748	5,729.00	7,638.67	70,812	5,901.00	7,868.00	70,128	5,844.00	7,792.00	72,228	6,019.00	8,025.33
70,116	5,843.00	7,790.67	72,216	6,018.00	8,024.00	71,520	5,960.00	7,946.67	73,656	6,138.00	8,184.00
71,928	5,994.00	7,992.00	74,088	6,174.00	8,232.00	73,368	6,114.00	8,152.00	75,564	6,297.00	8,396.00
73,776	6,148.00	8,197.33	75,984	6,332.00	8,442.67	75,252	6,271.00	8,361.33	77,508	6,459.00	8,612.00
75,444	6,287.00	8,382.67	77,712	6,476.00	8,634.67	76,956	6,413.00	8,550.67	79,272	6,606.00	8,808.00
76,872	6,406.00	8,541.33	79,176	6,598.00	8,797.33	78,408	6,534.00	8,712.00	80,760	6,730.00	8,973.33
78,660	6,555.00	8,740.00	81,024	6,752.00	9,002.67	80,232	6,686.00	8,914.67	82,644	6,887.00	9,182.67
80,880	6,740.00	8,986.67	83,304	6,942.00	9,256.00	82,500	6,875.00	9,166.67	84,972	7,081.00	9,441.33
82,680	6,890.00	9,186.67	85,164	7,097.00	9,462.67	84,336	7,028.00	9,370.67	86,868	7,239.00	9,652.00
84,528	7,044.00	9,392.00	87,060	7,255.00	9,673.33	86,220	7,185.00	9,580.00	88,800	7,400.00	9,866.67



## ACADEMIC STANDARD TABLE OF PAY RATES

Minimum Scale 10/1/11			Adjusted Scale 10/1/11			Minimum Scale 7/1/13			Adjusted Scale 7/1/13		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Mo</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Mo</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Mo</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Mo</u>
86,316	7,193.00	9,590.67	88,908	7,409.00	9,878.67	88,044	7,337.00	9,782.67	90,684	7,557.00	10,076.00
88,548	7,379.00	9,838.67	91,200	7,600.00	10,133.33	90,324	7,527.00	10,036.00	93,024	7,752.00	10,336.00
89,400	7,450.00	9,933.33	92,088	7,674.00	10,232.00	91,188	7,599.00	10,132.00	93,924	7,827.00	10,436.00
91,176	7,598.00	10,130.67	93,912	7,826.00	10,434.67	93,000	7,750.00	10,333.33	95,796	7,983.00	10,644.00
93,420	7,785.00	10,380.00	96,228	8,019.00	10,692.00	95,292	7,941.00	10,588.00	98,148	8,179.00	10,905.33
95,736	7,978.00	10,637.33	98,604	8,217.00	10,956.00	97,656	8,138.00	10,850.67	100,572	8,381.00	11,174.67
97,920	8,160.00	10,880.00	100,860	8,405.00	11,206.67	99,876	8,323.00	11,097.33	102,876	8,573.00	11,430.67
100,128	8,344.00	11,125.33	103,128	8,594.00	11,458.67	102,132	8,511.00	11,348.00	105,192	8,766.00	11,688.00
102,768	8,564.00	11,418.67	105,852	8,821.00	11,761.33	104,820	8,735.00	11,646.67	107,964	8,997.00	11,996.00
105,540	8,795.00	11,726.67	108,708	9,059.00	12,078.67	107,652	8,971.00	11,961.33	110,880	9,240.00	12,320.00
108,084	9,007.00	12,009.33	111,324	9,277.00	12,369.33	110,244	9,187.00	12,249.33	113,556	9,463.00	12,617.33
110,652	9,221.00	12,294.67	113,976	9,498.00	12,664.00	112,860	9,405.00	12,540.00	116,256	9,688.00	12,917.33
113,436	9,453.00	12,604.00	116,844	9,737.00	12,982.67	115,704	9,642.00	12,856.00	119,184	9,932.00	13,242.67
116,196	9,683.00	12,910.67	119,676	9,973.00	13,297.33	118,524	9,877.00	13,169.33	122,064	10,172.00	13,562.67
119,076	9,923.00	13,230.67	122,652	10,221.00	13,628.00	121,452	10,121.00	13,494.67	125,100	10,425.00	13,900.00
121,956	10,163.00	13,550.67	125,616	10,468.00	13,957.33	124,392	10,366.00	13,821.33	128,124	10,677.00	14,236.00
124,968	10,414.00	13,885.33	128,712	10,726.00	14,301.33	127,464	10,622.00	14,162.67	131,292	10,941.00	14,588.00
128,040	10,670.00	14,226.67	131,880	10,990.00	14,653.33	130,596	10,883.00	14,510.67	134,520	11,210.00	14,946.67
131,124	10,927.00	14,569.33	135,060	11,255.00	15,006.67	133,752	11,146.00	14,861.33	137,760	11,480.00	15,306.67

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

**For the UC Irvine campus please use the scales for Pre-Six Unit 18 Lecturers**

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

**or for Continuing Lecturers the following scales apply**

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

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18  
TEACHER OF SPECIAL PROGRAMS**

**For the UC Irvine campus please use the scales  
NON-SENATE INSTRUCTIONAL (NSI) UNIT 18  
ACADEMIC STANDARD TABLE OF PAY RATES  
FOR LECTURERS, NOT CONTINUING APPOINTMENTS  
AND LECTURERS WITH POTENTIAL SOE, LESS THAN 100%**

**For the UC Irvine campus please use the scales for  
NON-SENATE INSTRUCTIONAL (NSI) UNIT 18  
ACADEMIC STANDARD TABLE OF PAY RATES  
FOR LECTURERS WITH CONTINUING APPOINTMENTS**

**FACULTY RECRUITMENT ALLOWANCE**

	<b>Salary Scale 10/1/2011</b>	<b>Salary Scale 7/1/2013</b>
<b>MAXIMUM ALLOWABLE</b>	59,700	60,900