

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

<b><u>Rank</u></b> ACADEMIC	<b><u>Scale 5/1/2016 Annual Range</u></b>	<b><u>Scale 7/1/2016 Annual Range</u></b>
YEAR		
<b>Lecturer (Continuing) (e.g., 1631, 1633)</b>	57,228 - 159,812	58,945 - 164,607
<b>Senior Lecturer (Continuing) (e.g., 1641, 1643)</b>	78,891 - 159,812	81,258 - 164,607

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**

Scale 5/1/2016			Scale 7/1/2016			6% Merit Increase			9% Merit Increase			12% Merit Increase		
Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly
50,581	4,215.08	5,620.11	52,099	4,341.58	5,788.78	55,225	4,602.08	6,136.11	56,788	4,732.33	6,309.78	58,351	4,862.58	6,483.44
51,846	4,320.50	5,760.67	53,402	4,450.17	5,933.56	56,607	4,717.25	6,289.67	58,209	4,850.75	6,467.67	59,811	4,984.25	6,645.67
53,142	4,428.50	5,904.67	54,737	4,561.42	6,081.89	58,022	4,835.17	6,446.89	59,664	4,972.00	6,629.33	61,306	5,108.83	6,811.78
53,615	4,467.92	5,957.22	55,224	4,602.00	6,136.00	58,538	4,878.17	6,504.22	60,195	5,016.25	6,688.33	61,851	5,154.25	6,872.33
54,469	4,539.08	6,052.11	56,104	4,675.33	6,233.78	59,471	4,955.92	6,607.89	61,154	5,096.17	6,794.89	62,837	5,236.42	6,981.89
54,958	4,579.83	6,106.44	56,607	4,717.25	6,289.67	60,004	5,000.33	6,667.11	61,702	5,141.83	6,855.78	63,400	5,283.33	7,044.44
55,133	4,594.42	6,125.89	56,787	4,732.25	6,309.67	60,195	5,016.25	6,688.33	61,898	5,158.17	6,877.56	63,602	5,300.17	7,066.89
55,832	4,652.67	6,203.56	57,507	4,792.25	6,389.67	60,958	5,079.83	6,773.11	62,683	5,223.58	6,964.78	64,408	5,367.33	7,156.44
56,330	4,694.17	6,258.89	58,020	4,835.00	6,446.67	61,502	5,125.17	6,833.56	63,242	5,270.17	7,026.89	64,983	5,415.25	7,220.33
56,513	4,709.42	6,279.22	58,209	4,850.75	6,467.67	61,702	5,141.83	6,855.78	63,448	5,287.33	7,049.78	65,195	5,432.92	7,243.89
56,650	4,720.83	6,294.44	58,350	4,862.50	6,483.33	61,851	5,154.25	6,872.33	63,602	5,300.17	7,066.89	65,352	5,446.00	7,261.33
57,228	4,769.00	6,358.67	58,945	4,912.08	6,549.44	62,482	5,206.83	6,942.44	64,251	5,354.25	7,139.00	66,019	5,501.58	7,335.44
57,738	4,811.50	6,415.33	59,471	4,955.92	6,607.89	63,040	5,253.33	7,004.44	64,824	5,402.00	7,202.67	66,608	5,550.67	7,400.89
57,925	4,827.08	6,436.11	59,663	4,971.92	6,629.22	63,243	5,270.25	7,027.00	65,033	5,419.42	7,225.89	66,823	5,568.58	7,424.78
58,068	4,839.00	6,452.00	59,811	4,984.25	6,645.67	63,400	5,283.33	7,044.44	65,194	5,432.83	7,243.78	66,989	5,582.42	7,443.22
58,659	4,888.25	6,517.67	60,419	5,034.92	6,713.22	64,045	5,337.08	7,116.11	65,857	5,488.08	7,317.44	67,670	5,639.17	7,518.89
59,182	4,931.83	6,575.78	60,958	5,079.83	6,773.11	64,616	5,384.67	7,179.56	66,445	5,537.08	7,382.78	68,273	5,689.42	7,585.89
59,372	4,947.67	6,596.89	61,154	5,096.17	6,794.89	64,824	5,402.00	7,202.67	66,658	5,554.83	7,406.44	68,493	5,707.75	7,610.33
59,519	4,959.92	6,613.22	61,305	5,108.75	6,811.67	64,984	5,415.33	7,220.44	66,823	5,568.58	7,424.78	68,662	5,721.83	7,629.11
60,125	5,010.42	6,680.56	61,929	5,160.75	6,881.00	65,645	5,470.42	7,293.89	67,503	5,625.25	7,500.33	69,361	5,780.08	7,706.78
60,661	5,055.08	6,740.11	62,481	5,206.75	6,942.33	66,230	5,519.17	7,358.89	68,105	5,675.42	7,567.22	69,979	5,831.58	7,775.44
60,857	5,071.42	6,761.89	62,683	5,223.58	6,964.78	66,444	5,537.00	7,382.67	68,325	5,693.75	7,591.67	70,205	5,850.42	7,800.56
61,006	5,083.83	6,778.44	62,837	5,236.42	6,981.89	66,608	5,550.67	7,400.89	68,493	5,707.75	7,610.33	70,378	5,864.83	7,819.78
61,628	5,135.67	6,847.56	63,477	5,289.75	7,053.00	67,286	5,607.17	7,476.22	69,190	5,765.83	7,687.78	71,095	5,924.58	7,899.44
62,178	5,181.50	6,908.67	64,044	5,337.00	7,116.00	67,887	5,657.25	7,543.00	69,808	5,817.33	7,756.44	71,730	5,977.50	7,970.00
62,379	5,198.25	6,931.00	64,251	5,354.25	7,139.00	68,107	5,675.58	7,567.44	70,034	5,836.17	7,781.56	71,962	5,996.83	7,995.78
62,531	5,210.92	6,947.89	64,407	5,367.25	7,156.33	68,272	5,689.33	7,585.78	70,204	5,850.33	7,800.44	72,136	6,011.33	8,015.11
63,169	5,264.08	7,018.78	65,065	5,422.08	7,229.44	68,969	5,747.42	7,663.22	70,921	5,910.08	7,880.11	72,873	6,072.75	8,097.00
63,733	5,311.08	7,081.44	65,645	5,470.42	7,293.89	69,584	5,798.67	7,731.56	71,554	5,962.83	7,950.44	73,523	6,126.92	8,169.22
63,939	5,328.25	7,104.33	65,858	5,488.17	7,317.56	69,810	5,817.50	7,756.67	71,786	5,982.17	7,976.22	73,761	6,146.75	8,195.67
64,095	5,341.25	7,121.67	66,018	5,501.50	7,335.33	69,980	5,831.67	7,775.56	71,960	5,996.67	7,995.56	73,941	6,161.75	8,215.67
64,747	5,395.58	7,194.11	66,690	5,557.50	7,410.00	70,692	5,891.00	7,854.67	72,693	6,057.75	8,077.00	74,693	6,224.42	8,299.22
65,326	5,443.83	7,258.44	67,286	5,607.17	7,476.22	71,324	5,943.67	7,924.89	73,342	6,111.83	8,149.11	75,361	6,280.08	8,373.44

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

Scale 5/1/2016			Scale 7/1/2016			Merit Scale								
						6% Merit Increase			9% Merit Increase			12% Merit Increase		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>
65,536	5,461.33	7,281.78	67,503	5,625.25	7,500.33	71,554	5,962.83	7,950.44	73,579	6,131.58	8,175.44	75,604	6,300.33	8,400.44
65,699	5,474.92	7,299.89	67,670	5,639.17	7,518.89	71,731	5,977.58	7,970.11	73,761	6,146.75	8,195.67	75,791	6,315.92	8,421.22
66,366	5,530.50	7,374.00	68,357	5,696.42	7,595.22	72,459	6,038.25	8,051.00	74,510	6,209.17	8,278.89	76,560	6,380.00	8,506.67
66,960	5,580.00	7,440.00	68,969	5,747.42	7,663.22	73,108	6,092.33	8,123.11	75,177	6,264.75	8,353.00	77,246	6,437.17	8,582.89
67,175	5,597.92	7,463.89	69,191	5,765.92	7,687.89	73,343	6,111.92	8,149.22	75,419	6,284.92	8,379.89	77,494	6,457.83	8,610.44
67,340	5,611.67	7,482.22	69,361	5,780.08	7,706.78	73,523	6,126.92	8,169.22	75,604	6,300.33	8,400.44	77,685	6,473.75	8,631.67
68,026	5,668.83	7,558.44	70,067	5,838.92	7,785.22	74,272	6,189.33	8,252.44	76,374	6,364.50	8,486.00	78,476	6,539.67	8,719.56
68,632	5,719.33	7,625.78	70,691	5,890.92	7,854.56	74,933	6,244.42	8,325.89	77,054	6,421.17	8,561.56	79,174	6,597.83	8,797.11
68,855	5,737.92	7,650.56	70,921	5,910.08	7,880.11	75,177	6,264.75	8,353.00	77,304	6,442.00	8,589.33	79,432	6,619.33	8,825.78
69,024	5,752.00	7,669.33	71,095	5,924.58	7,899.44	75,361	6,280.08	8,373.44	77,494	6,457.83	8,610.44	79,627	6,635.58	8,847.44
69,726	5,810.50	7,747.33	71,818	5,984.83	7,979.78	76,128	6,344.00	8,458.67	78,282	6,523.50	8,698.00	80,437	6,703.08	8,937.44
70,348	5,862.33	7,816.44	72,459	6,038.25	8,051.00	76,807	6,400.58	8,534.11	78,981	6,581.75	8,775.67	81,155	6,762.92	9,017.22
70,575	5,881.25	7,841.67	72,693	6,057.75	8,077.00	77,055	6,421.25	8,561.67	79,236	6,603.00	8,804.00	81,417	6,784.75	9,046.33
70,749	5,895.75	7,861.00	72,872	6,072.67	8,096.89	77,245	6,437.08	8,582.78	79,431	6,619.25	8,825.67	81,617	6,801.42	9,068.56
71,469	5,955.75	7,941.00	73,614	6,134.50	8,179.33	78,031	6,502.58	8,670.11	80,240	6,686.67	8,915.56	82,448	6,870.67	9,160.89
72,107	6,008.92	8,011.89	74,271	6,189.25	8,252.33	78,728	6,560.67	8,747.56	80,956	6,746.33	8,995.11	83,184	6,932.00	9,242.67
72,340	6,028.33	8,037.78	74,511	6,209.25	8,279.00	78,982	6,581.83	8,775.78	81,217	6,768.08	9,024.11	83,453	6,954.42	9,272.56
72,517	6,043.08	8,057.44	74,693	6,224.42	8,299.22	79,175	6,597.92	8,797.22	81,416	6,784.67	9,046.22	83,657	6,971.42	9,295.22
73,257	6,104.75	8,139.67	75,455	6,287.92	8,383.89	79,983	6,665.25	8,887.00	82,246	6,853.83	9,138.44	84,510	7,042.50	9,390.00
73,909	6,159.08	8,212.11	76,127	6,343.92	8,458.56	80,695	6,724.58	8,966.11	82,979	6,914.92	9,219.89	85,263	7,105.25	9,473.67
74,148	6,179.00	8,238.67	76,373	6,364.42	8,485.89	80,956	6,746.33	8,995.11	83,247	6,937.25	9,249.67	85,538	7,128.17	9,504.22
74,330	6,194.17	8,258.89	76,560	6,380.00	8,506.67	81,154	6,762.83	9,017.11	83,451	6,954.25	9,272.33	85,748	7,145.67	9,527.56
75,088	6,257.33	8,343.11	77,341	6,445.08	8,593.44	81,982	6,831.83	9,109.11	84,302	7,025.17	9,366.89	86,622	7,218.50	9,624.67
75,757	6,313.08	8,417.44	78,030	6,502.50	8,670.00	82,712	6,892.67	9,190.22	85,053	7,087.75	9,450.33	87,394	7,282.83	9,710.44
76,001	6,333.42	8,444.56	78,282	6,523.50	8,698.00	82,979	6,914.92	9,219.89	85,328	7,110.67	9,480.89	87,676	7,306.33	9,741.78
76,189	6,349.08	8,465.44	78,475	6,539.58	8,719.44	83,184	6,932.00	9,242.67	85,538	7,128.17	9,504.22	87,892	7,324.33	9,765.78
76,966	6,413.83	8,551.78	79,275	6,606.25	8,808.33	84,032	7,002.67	9,336.89	86,410	7,200.83	9,601.11	88,788	7,399.00	9,865.33
77,652	6,471.00	8,628.00	79,982	6,665.17	8,886.89	84,781	7,065.08	9,420.11	87,181	7,265.08	9,686.78	89,580	7,465.00	9,953.33
77,901	6,491.75	8,655.67	80,239	6,686.58	8,915.44	85,054	7,087.83	9,450.44	87,461	7,288.42	9,717.89	89,868	7,489.00	9,985.33
78,093	6,507.75	8,677.00	80,436	6,703.00	8,937.33	85,263	7,105.25	9,473.67	87,676	7,306.33	9,741.78	90,089	7,507.42	10,009.89
78,891	6,574.25	8,765.67	81,258	6,771.50	9,028.67	86,134	7,177.83	9,570.44	88,572	7,381.00	9,841.33	91,009	7,584.08	10,112.11
79,593	6,632.75	8,843.67	81,981	6,831.75	9,109.00	86,900	7,241.67	9,655.56	89,360	7,446.67	9,928.89	91,819	7,651.58	10,202.11
79,850	6,654.17	8,872.22	82,246	6,853.83	9,138.44	87,181	7,265.08	9,686.78	89,649	7,470.75	9,961.00	92,116	7,676.33	10,235.11

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ACADEMIC STANDARD TABLE OF PAY RATES  
FOR LECTURERS WITH CONTINUING APPOINTMENTS**

Scale 5/1/2016			Scale 7/1/2016			Merit Scale								
						6% Merit Increase			9% Merit Increase			12% Merit Increase		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>
80,044	6,670.33	8,893.78	82,446	6,870.50	9,160.67	87,393	7,282.75	9,710.33	89,867	7,488.92	9,985.22	92,340	7,695.00	10,260.00
80,861	6,738.42	8,984.56	83,287	6,940.58	9,254.11	88,285	7,357.08	9,809.44	90,783	7,565.25	10,087.00	93,282	7,773.50	10,364.67
81,584	6,798.67	9,064.89	84,032	7,002.67	9,336.89	89,074	7,422.83	9,897.11	91,595	7,632.92	10,177.22	94,116	7,843.00	10,457.33
81,845	6,820.42	9,093.89	84,301	7,025.08	9,366.78	89,360	7,446.67	9,928.89	91,889	7,657.42	10,209.89	94,418	7,868.17	10,490.89
82,048	6,837.33	9,116.44	84,510	7,042.50	9,390.00	89,581	7,465.08	9,953.44	92,116	7,676.33	10,235.11	94,652	7,887.67	10,516.89
82,881	6,906.75	9,209.00	85,368	7,114.00	9,485.33	90,491	7,540.92	10,054.56	93,052	7,754.33	10,339.11	95,613	7,967.75	10,623.67
83,624	6,968.67	9,291.56	86,133	7,177.75	9,570.33	91,301	7,608.42	10,144.56	93,885	7,823.75	10,431.67	96,469	8,039.08	10,718.78
83,893	6,991.08	9,321.44	86,410	7,200.83	9,601.11	91,595	7,632.92	10,177.22	94,187	7,848.92	10,465.22	96,780	8,065.00	10,753.33
84,098	7,008.17	9,344.22	86,621	7,218.42	9,624.56	91,819	7,651.58	10,202.11	94,417	7,868.08	10,490.78	97,016	8,084.67	10,779.56
84,956	7,079.67	9,439.56	87,505	7,292.08	9,722.78	92,756	7,729.67	10,306.22	95,381	7,948.42	10,597.89	98,006	8,167.17	10,889.56
85,712	7,142.67	9,523.56	88,284	7,357.00	9,809.33	93,582	7,798.50	10,398.00	96,230	8,019.17	10,692.22	98,879	8,239.92	10,986.56
85,991	7,165.92	9,554.56	88,571	7,380.92	9,841.22	93,886	7,823.83	10,431.78	96,543	8,045.25	10,727.00	99,200	8,266.67	11,022.22
86,201	7,183.42	9,577.89	88,788	7,399.00	9,865.33	94,116	7,843.00	10,457.33	96,779	8,064.92	10,753.22	99,443	8,286.92	11,049.22
87,078	7,256.50	9,675.33	89,691	7,474.25	9,965.67	95,073	7,922.75	10,563.67	97,764	8,147.00	10,862.67	100,454	8,371.17	11,161.56
87,855	7,321.25	9,761.67	90,491	7,540.92	10,054.56	95,921	7,993.42	10,657.89	98,636	8,219.67	10,959.56	101,350	8,445.83	11,261.11
88,138	7,344.83	9,793.11	90,783	7,565.25	10,087.00	96,230	8,019.17	10,692.22	98,954	8,246.17	10,994.89	101,677	8,473.08	11,297.44
88,357	7,363.08	9,817.44	91,008	7,584.00	10,112.00	96,469	8,039.08	10,718.78	99,199	8,266.58	11,022.11	101,929	8,494.08	11,325.44
89,254	7,437.83	9,917.11	91,932	7,661.00	10,214.67	97,448	8,120.67	10,827.56	100,206	8,350.50	11,134.00	102,964	8,580.33	11,440.44
90,053	7,504.42	10,005.89	92,755	7,729.58	10,306.11	98,321	8,193.42	10,924.56	101,103	8,425.25	11,233.67	103,886	8,657.17	11,542.89
90,341	7,528.42	10,037.89	93,052	7,754.33	10,339.11	98,636	8,219.67	10,959.56	101,427	8,452.25	11,269.67	104,219	8,684.92	11,579.89
90,564	7,547.00	10,062.67	93,281	7,773.42	10,364.56	98,878	8,239.83	10,986.44	101,677	8,473.08	11,297.44	104,475	8,706.25	11,608.33
91,485	7,623.75	10,165.00	94,230	7,852.50	10,470.00	99,884	8,323.67	11,098.22	102,711	8,559.25	11,412.33	105,538	8,794.83	11,726.44
92,303	7,691.92	10,255.89	95,073	7,922.75	10,563.67	100,778	8,398.17	11,197.56	103,630	8,635.83	11,514.44	106,482	8,873.50	11,831.33
92,602	7,716.83	10,289.11	95,381	7,948.42	10,597.89	101,104	8,425.33	11,233.78	103,966	8,663.83	11,551.78	106,827	8,902.25	11,869.67
92,827	7,735.58	10,314.11	95,612	7,967.67	10,623.56	101,349	8,445.75	11,261.00	104,218	8,684.83	11,579.78	107,086	8,923.83	11,898.44
93,774	7,814.50	10,419.33	96,588	8,049.00	10,732.00	102,384	8,532.00	11,376.00	105,281	8,773.42	11,697.89	108,179	9,014.92	12,019.89
94,609	7,884.08	10,512.11	97,448	8,120.67	10,827.56	103,295	8,607.92	11,477.22	106,219	8,851.58	11,802.11	109,142	9,095.17	12,126.89
94,915	7,909.58	10,546.11	97,763	8,146.92	10,862.56	103,629	8,635.75	11,514.33	106,562	8,880.17	11,840.22	109,495	9,124.58	12,166.11
95,151	7,929.25	10,572.33	98,006	8,167.17	10,889.56	103,887	8,657.25	11,543.00	106,827	8,902.25	11,869.67	109,767	9,147.25	12,196.33
96,120	8,010.00	10,680.00	99,004	8,250.33	11,000.44	104,945	8,745.42	11,660.56	107,915	8,992.92	11,990.56	110,885	9,240.42	12,320.56
96,974	8,081.17	10,774.89	99,884	8,323.67	11,098.22	105,878	8,823.17	11,764.22	108,874	9,072.83	12,097.11	111,871	9,322.58	12,430.11
97,287	8,107.25	10,809.67	100,206	8,350.50	11,134.00	106,219	8,851.58	11,802.11	109,225	9,102.08	12,136.11	112,231	9,352.58	12,470.11
97,527	8,127.25	10,836.33	100,453	8,371.08	11,161.44	106,481	8,873.42	11,831.22	109,494	9,124.50	12,166.00	112,508	9,375.67	12,500.89

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

Scale 5/1/2016			Scale 7/1/2016			Merit Scale								
						6% Merit Increase			9% Merit Increase			12% Merit Increase		
<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>1/9 Monthly</u>
98,521	8,210.08	10,946.78	101,477	8,456.42	11,275.22	107,566	8,963.83	11,951.78	110,610	9,217.50	12,290.00	113,655	9,471.25	12,628.33
99,401	8,283.42	11,044.56	102,384	8,532.00	11,376.00	108,528	9,044.00	12,058.67	111,599	9,299.92	12,399.89	114,671	9,555.92	12,741.22
99,719	8,309.92	11,079.89	102,711	8,559.25	11,412.33	108,874	9,072.83	12,097.11	111,955	9,329.58	12,439.44	115,037	9,586.42	12,781.89
99,964	8,330.33	11,107.11	102,963	8,580.25	11,440.33	109,141	9,095.08	12,126.78	112,230	9,352.50	12,470.00	115,319	9,609.92	12,813.22
100,986	8,415.50	11,220.67	104,016	8,668.00	11,557.33	110,257	9,188.08	12,250.78	113,378	9,448.17	12,597.56	116,498	9,708.17	12,944.22
101,887	8,490.58	11,320.78	104,944	8,745.33	11,660.44	111,241	9,270.08	12,360.11	114,389	9,532.42	12,709.89	117,538	9,794.83	13,059.78
102,214	8,517.83	11,357.11	105,281	8,773.42	11,697.89	111,598	9,299.83	12,399.78	114,757	9,563.08	12,750.78	117,915	9,826.25	13,101.67
102,464	8,538.67	11,384.89	105,538	8,794.83	11,726.44	111,871	9,322.58	12,430.11	115,037	9,586.42	12,781.89	118,203	9,850.25	13,133.67
103,509	8,625.75	11,501.00	106,615	8,884.58	11,846.11	113,012	9,417.67	12,556.89	116,211	9,684.25	12,912.33	119,409	9,950.75	13,267.67
104,433	8,702.75	11,603.67	107,566	8,963.83	11,951.78	114,020	9,501.67	12,668.89	117,247	9,770.58	13,027.44	120,474	10,039.50	13,386.00
104,771	8,730.92	11,641.22	107,915	8,992.92	11,990.56	114,390	9,532.50	12,710.00	117,628	9,802.33	13,069.78	120,865	10,072.08	13,429.44
105,027	8,752.25	11,669.67	108,178	9,014.83	12,019.78	114,669	9,555.75	12,741.00	117,915	9,826.25	13,101.67	121,160	10,096.67	13,462.22
106,096	8,841.33	11,788.44	109,279	9,106.58	12,142.11	115,836	9,653.00	12,870.67	119,115	9,926.25	13,235.00	122,393	10,199.42	13,599.22
107,045	8,920.42	11,893.89	110,257	9,188.08	12,250.78	116,873	9,739.42	12,985.89	120,181	10,015.08	13,353.44	123,488	10,290.67	13,720.89
107,388	8,949.00	11,932.00	110,610	9,217.50	12,290.00	117,247	9,770.58	13,027.44	120,565	10,047.08	13,396.11	123,884	10,323.67	13,764.89
107,655	8,971.25	11,961.67	110,885	9,240.42	12,320.56	117,539	9,794.92	13,059.89	120,865	10,072.08	13,429.44	124,192	10,349.33	13,799.11
108,749	9,062.42	12,083.22	112,012	9,334.33	12,445.78	118,733	9,894.42	13,192.56	122,094	10,174.50	13,566.00	125,454	10,454.50	13,939.33
109,720	9,143.33	12,191.11	113,012	9,417.67	12,556.89	119,793	9,982.75	13,310.33	123,184	10,265.33	13,687.11	126,574	10,547.83	14,063.78
110,075	9,172.92	12,230.56	113,378	9,448.17	12,597.56	120,181	10,015.08	13,353.44	123,583	10,298.58	13,731.44	126,984	10,582.00	14,109.33
110,344	9,195.33	12,260.44	113,655	9,471.25	12,628.33	120,475	10,039.58	13,386.11	123,884	10,323.67	13,764.89	127,294	10,607.83	14,143.78
111,468	9,289.00	12,385.33	114,813	9,567.75	12,757.00	121,702	10,141.83	13,522.44	125,147	10,428.92	13,905.22	128,591	10,715.92	14,287.89
112,462	9,371.83	12,495.78	115,836	9,653.00	12,870.67	122,787	10,232.25	13,643.00	126,262	10,521.83	14,029.11	129,737	10,811.42	14,415.22
112,825	9,402.08	12,536.11	116,210	9,684.17	12,912.22	123,183	10,265.25	13,687.00	126,669	10,555.75	14,074.33	130,156	10,846.33	14,461.78
113,104	9,425.33	12,567.11	116,498	9,708.17	12,944.22	123,488	10,290.67	13,720.89	126,983	10,581.92	14,109.22	130,478	10,873.17	14,497.56
114,255	9,521.25	12,695.00	117,683	9,806.92	13,075.89	124,744	10,395.33	13,860.44	128,275	10,689.58	14,252.78	131,805	10,983.75	14,645.00
115,274	9,606.17	12,808.22	118,733	9,894.42	13,192.56	125,857	10,488.08	13,984.11	129,419	10,784.92	14,379.89	132,981	11,081.75	14,775.67
115,645	9,637.08	12,849.44	119,115	9,926.25	13,235.00	126,262	10,521.83	14,029.11	129,836	10,819.67	14,426.22	133,409	11,117.42	14,823.22
115,930	9,660.83	12,881.11	119,408	9,950.67	13,267.56	126,573	10,547.75	14,063.67	130,155	10,846.25	14,461.67	133,737	11,144.75	14,859.67
117,110	9,759.17	13,012.22	120,624	10,052.00	13,402.67	127,862	10,655.17	14,206.89	131,481	10,956.75	14,609.00	135,099	11,258.25	15,011.00
118,156	9,846.33	13,128.44	121,701	10,141.75	13,522.33	129,004	10,750.33	14,333.78	132,655	11,054.58	14,739.44	136,306	11,358.83	15,145.11
118,536	9,878.00	13,170.67	122,093	10,174.42	13,565.89	129,419	10,784.92	14,379.89	133,082	11,090.17	14,786.89	136,745	11,395.42	15,193.89
118,828	9,902.33	13,203.11	122,393	10,199.42	13,599.22	129,737	10,811.42	14,415.22	133,409	11,117.42	14,823.22	137,081	11,423.42	15,231.22
120,039	10,003.25	13,337.67	123,641	10,303.42	13,737.89	131,060	10,921.67	14,562.22	134,769	11,230.75	14,974.33	138,478	11,539.83	15,386.44

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

Scale 5/1/2016			Scale 7/1/2016			Merit Scale								
Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly	6% Merit Increase			9% Merit Increase			12% Merit Increase		
Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly
121,111	10,092.58	13,456.78	124,745	10,395.42	13,860.56	132,230	11,019.17	14,692.22	135,973	11,331.08	15,108.11	139,715	11,642.92	15,523.89
121,500	10,125.00	13,500.00	125,145	10,428.75	13,905.00	132,654	11,054.50	14,739.33	136,409	11,367.42	15,156.56	140,163	11,680.25	15,573.67
121,798	10,149.83	13,533.11	125,452	10,454.33	13,939.11	132,980	11,081.67	14,775.56	136,743	11,395.25	15,193.67	140,507	11,708.92	15,611.89
123,037	10,253.08	13,670.78	126,729	10,560.75	14,081.00	134,333	11,194.42	14,925.89	138,135	11,511.25	15,348.33	141,937	11,828.08	15,770.78
124,137	10,344.75	13,793.00	127,862	10,655.17	14,206.89	135,534	11,294.50	15,059.33	139,370	11,614.17	15,485.56	143,206	11,933.83	15,911.78
124,538	10,378.17	13,837.56	128,275	10,689.58	14,252.78	135,972	11,331.00	15,108.00	139,820	11,651.67	15,535.56	143,668	11,972.33	15,963.11
124,844	10,403.67	13,871.56	128,590	10,715.83	14,287.78	136,306	11,358.83	15,145.11	140,164	11,680.33	15,573.78	144,021	12,001.75	16,002.33
126,115	10,509.58	14,012.78	129,899	10,824.92	14,433.22	137,693	11,474.42	15,299.22	141,590	11,799.17	15,732.22	145,487	12,123.92	16,165.22
127,241	10,603.42	14,137.89	131,059	10,921.58	14,562.11	138,923	11,576.92	15,435.89	142,855	11,904.58	15,872.78	146,787	12,232.25	16,309.67
127,650	10,637.50	14,183.33	131,480	10,956.67	14,608.89	139,369	11,614.08	15,485.44	143,314	11,942.83	15,923.78	147,258	12,271.50	16,362.00
127,965	10,663.75	14,218.33	131,804	10,983.67	14,644.89	139,713	11,642.75	15,523.67	143,667	11,972.25	15,963.00	147,621	12,301.75	16,402.33
129,268	10,772.33	14,363.11	133,147	11,095.58	14,794.11	141,136	11,761.33	15,681.78	145,131	12,094.25	16,125.67	149,125	12,427.08	16,569.44
130,418	10,868.17	14,490.89	134,331	11,194.25	14,925.67	142,391	11,865.92	15,821.22	146,421	12,201.75	16,269.00	150,451	12,537.58	16,716.78
130,842	10,903.50	14,538.00	134,768	11,230.67	14,974.22	142,855	11,904.58	15,872.78	146,898	12,241.50	16,322.00	150,941	12,578.42	16,771.22
131,163	10,930.25	14,573.67	135,098	11,258.17	15,010.89	143,204	11,933.67	15,911.56	147,257	12,271.42	16,361.89	151,310	12,609.17	16,812.22
132,500	11,041.67	14,722.22	136,475	11,372.92	15,163.89	144,664	12,055.33	16,073.78	148,758	12,396.50	16,528.67	152,852	12,737.67	16,983.56
133,682	11,140.17	14,853.56	137,693	11,474.42	15,299.22	145,955	12,162.92	16,217.22	150,086	12,507.17	16,676.22	154,217	12,851.42	17,135.22
134,110	11,175.83	14,901.11	138,134	11,511.17	15,348.22	146,423	12,201.92	16,269.22	150,567	12,547.25	16,729.67	154,711	12,892.58	17,190.11
134,443	11,203.58	14,938.11	138,477	11,539.75	15,386.33	146,786	12,232.17	16,309.56	150,940	12,578.33	16,771.11	155,095	12,924.58	17,232.78
135,813	11,317.75	15,090.33	139,888	11,657.33	15,543.11	148,282	12,356.83	16,475.78	152,478	12,706.50	16,942.00	156,675	13,056.25	17,408.33
137,024	11,418.67	15,224.89	141,135	11,761.25	15,681.67	149,604	12,467.00	16,622.67	153,838	12,819.83	17,093.11	158,072	13,172.67	17,563.56
137,465	11,455.42	15,273.89	141,589	11,799.08	15,732.11	150,085	12,507.08	16,676.11	154,333	12,861.08	17,148.11	158,580	13,215.00	17,620.00
137,801	11,483.42	15,311.22	141,936	11,828.00	15,770.67	150,453	12,537.75	16,717.00	154,711	12,892.58	17,190.11	158,969	13,247.42	17,663.22
139,208	11,600.67	15,467.56	143,385	11,948.75	15,931.67	151,989	12,665.75	16,887.67	156,290	13,024.17	17,365.56	160,592	13,382.67	17,843.56
140,450	11,704.17	15,605.56	144,664	12,055.33	16,073.78	153,344	12,778.67	17,038.22	157,684	13,140.33	17,520.44	162,024	13,502.00	18,002.67
140,902	11,741.83	15,655.78	145,130	12,094.17	16,125.56	153,838	12,819.83	17,093.11	158,192	13,182.67	17,576.89	162,546	13,545.50	18,060.67
141,248	11,770.67	15,694.22	145,486	12,123.83	16,165.11	154,216	12,851.33	17,135.11	158,580	13,215.00	17,620.00	162,945	13,578.75	18,105.00
142,689	11,890.75	15,854.33	146,970	12,247.50	16,330.00	155,789	12,982.42	17,309.89	160,198	13,349.83	17,799.78	164,607	13,717.25	18,289.67
143,961	11,996.75	15,995.67	148,280	12,356.67	16,475.56	157,177	13,098.08	17,464.11	161,626	13,468.83	17,958.44	166,074	13,839.50	18,452.67
144,425	12,035.42	16,047.22	148,758	12,396.50	16,528.67	157,684	13,140.33	17,520.44	162,147	13,512.25	18,016.33	166,609	13,884.08	18,512.11
144,780	12,065.00	16,086.67	149,124	12,427.00	16,569.33	158,072	13,172.67	17,563.56	162,546	13,545.50	18,060.67	167,019	13,918.25	18,557.67
146,256	12,188.00	16,250.67	150,644	12,553.67	16,738.22	159,683	13,306.92	17,742.56	164,202	13,683.50	18,244.67	168,722	14,060.17	18,746.89
147,560	12,296.67	16,395.56	151,987	12,665.58	16,887.44	161,107	13,425.58	17,900.78	165,666	13,805.50	18,407.33	170,226	14,185.50	18,914.00

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

<b>Scale 5/1/2016</b>			<b>Scale 7/1/2016</b>			<b>Merit Scale</b>								
<b>Annual</b>	<b>Monthly</b>	<b>1/9 Monthly</b>	<b>Annual</b>	<b>Monthly</b>	<b>1/9 Monthly</b>	<b>6% Merit Increase</b>			<b>9% Merit Increase</b>			<b>12% Merit Increase</b>		
<b>Annual</b>	<b>Monthly</b>	<b>1/9 Monthly</b>	<b>Annual</b>	<b>Monthly</b>	<b>1/9 Monthly</b>	<b>Annual</b>	<b>Monthly</b>	<b>1/9 Monthly</b>	<b>Annual</b>	<b>Monthly</b>	<b>1/9 Monthly</b>	<b>Annual</b>	<b>Monthly</b>	<b>1/9 Monthly</b>
148,036	12,336.33	16,448.44	152,478	12,706.50	16,942.00	161,627	13,468.92	17,958.56	166,202	13,850.17	18,466.89	170,776	14,231.33	18,975.11
148,400	12,366.67	16,488.89	152,852	12,737.67	16,983.56	162,024	13,502.00	18,002.67	166,609	13,884.08	18,512.11	171,195	14,266.25	19,021.67
149,911	12,492.58	16,656.78	154,409	12,867.42	17,156.56	163,674	13,639.50	18,186.00	168,306	14,025.50	18,700.67	172,939	14,411.58	19,215.44
151,250	12,604.17	16,805.56	155,788	12,982.33	17,309.78	165,136	13,761.33	18,348.44	169,809	14,150.75	18,867.67	174,483	14,540.25	19,387.00
151,736	12,644.67	16,859.56	156,289	13,024.08	17,365.44	165,667	13,805.58	18,407.44	170,356	14,196.33	18,928.44	175,044	14,587.00	19,449.33
152,110	12,675.83	16,901.11	156,674	13,056.17	17,408.22	166,075	13,839.58	18,452.78	170,775	14,231.25	18,975.00	175,475	14,622.92	19,497.22
153,660	12,805.00	17,073.33	158,270	13,189.17	17,585.56	167,767	13,980.58	18,640.78	172,515	14,376.25	19,168.33	177,263	14,771.92	19,695.89
155,031	12,919.25	17,225.67	159,682	13,306.83	17,742.44	169,263	14,105.25	18,807.00	174,054	14,504.50	19,339.33	178,844	14,903.67	19,871.56
155,531	12,960.92	17,281.22	160,197	13,349.75	17,799.67	169,809	14,150.75	18,867.67	174,615	14,551.25	19,401.67	179,421	14,951.75	19,935.67
155,913	12,992.75	17,323.67	160,591	13,382.58	17,843.44	170,227	14,185.58	18,914.11	175,045	14,587.08	19,449.44	179,862	14,988.50	19,984.67
158,906	13,242.17	17,656.22	163,674	13,639.50	18,186.00	173,495	14,457.92	19,277.22	178,405	14,867.08	19,822.78	183,315	15,276.25	20,368.33
159,419	13,284.92	17,713.22	164,202	13,683.50	18,244.67	174,055	14,504.58	19,339.44	178,981	14,915.08	19,886.78	183,907	15,325.58	20,434.11
159,812	13,317.67	17,756.89	164,607	13,717.25	18,289.67	174,484	14,540.33	19,387.11	179,422	14,951.83	19,935.78	184,360	15,363.33	20,484.44
162,880	13,573.33	18,097.78	167,767	13,980.58	18,640.78	177,834	14,819.50	19,759.33	182,867	15,238.92	20,318.56	187,900	15,658.33	20,877.78
163,403	13,616.92	18,155.89	168,306	14,025.50	18,700.67	178,405	14,867.08	19,822.78	183,454	15,287.83	20,383.78	188,503	15,708.58	20,944.78
163,806	13,650.50	18,200.67	168,721	14,060.08	18,746.78	178,845	14,903.75	19,871.67	183,906	15,325.50	20,434.00	188,968	15,747.33	20,996.44
167,490	13,957.50	18,610.00	172,515	14,376.25	19,168.33	182,866	15,238.83	20,318.44	188,042	15,670.17	20,893.56	193,217	16,101.42	21,468.56
167,900	13,991.67	18,655.56	172,937	14,411.42	19,215.22	183,314	15,276.17	20,368.22	188,502	15,708.50	20,944.67	193,690	16,140.83	21,521.11
172,099	14,341.58	19,122.11	177,262	14,771.83	19,695.78	187,898	15,658.17	20,877.56	193,216	16,101.33	21,468.44	198,534	16,544.50	22,059.33