

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

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	UCOP Scale (Adjusted) 10/1/2011		UC Irvine Merit Scale for Review Actions 7/1/2012*	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT PROFESSOR (e.g., 1300)	I	2	54,800	4,566.67		
	II	2	58,100	4,841.67		
	III	2	61,300	5,108.33		
	IV	2	64,800	5,400.00		
	V	2	68,000	5,666.67		
	VI	2	71,300	5,941.67		
ASSOCIATE PROFESSOR (e.g., 1200)	I	2	68,100	5,675.00	77,400	6,450.00
	II	2	71,400	5,950.00	80,600	6,716.67
	III	2	75,400	6,283.33	83,300	6,941.67
	IV	3	80,000	6,666.67	89,400	7,450.00
	V	3	86,200	7,183.33	92,000	7,666.67
PROFESSOR (e.g., 1100)	I	3	80,100	6,675.00	89,500	7,458.33
	II	3	86,300	7,191.67	96,100	8,008.33
	III	3	92,600	7,716.67	101,300	8,441.67
	IV	3	99,300	8,275.00	106,100	8,841.67
	V	—	106,400	8,866.67	116,500	9,708.33
	VI	—	115,200	9,600.00	127,300	10,608.33
	VII	—	124,600	10,383.33	132,900	11,075.00
	VIII	—	134,900	11,241.67	142,300	11,858.33
	IX	—	146,300	12,191.67	150,100	12,508.33

* Regular Rank Faculty (Associate & Full Professors) awarded a promotion/merit increase effective July 1, 2012 are eligible for the UC Irvine merit scale. Assistant Professors will remain on the UC Scale.

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

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>UCOP Scale (Adjusted) 10/1/2011</u>		<u>UC Irvine Merit Scale for Review Actions 7/1/2012*</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT PROFESSOR (e.g., 1343)	I	2	73,000	6,083.33		
	II	2	76,800	6,400.00		
	III	2	80,500	6,708.33		
	IV	2	84,900	7,075.00		
	V	2	88,500	7,375.00		
	VI	2	91,700	7,641.67		
ASSOCIATE PROFESSOR (e.g., 1243)	I	2	88,600	7,383.33	94,000	7,833.33
	II	2	91,800	7,650.00	97,100	8,091.67
	III	2	95,500	7,958.33	99,500	8,291.67
	IV	3	98,400	8,200.00	101,500	8,458.33
	V	3	101,200	8,433.33	103,700	8,641.67
PROFESSOR (e.g., 1143)	I	3	98,500	8,208.33	102,500	8,541.67
	II	3	101,400	8,450.00	106,900	8,908.33
	III	3	107,100	8,925.00	111,300	9,275.00
	IV	3	113,400	9,450.00	117,800	9,816.67
	V	—	120,100	10,008.33	126,700	10,558.33
	VI	—	129,200	10,766.67	137,400	11,450.00
	VII	—	138,500	11,541.67	147,300	12,275.00
	VIII	—	148,300	12,358.33	156,900	13,075.00
	IX	—	160,300	13,358.33	168,500	14,041.67

* Economics, Engineering and Information and Computer Sciences (ICS) Regular Rank Faculty (Associate & Full Professors) awarded a promotion/merit increase effective July 1, 2012 are eligible for the UC Irvine merit scale. Assistant Professors will remain on the UC Scale.

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

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	Salary Scale 10/1/2007, 10/1/2008 & 10/1/2009 WITH COLA & MARKET		Minimum Scale 10/1/2011		Adjusted Scale 10/1/2011	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT PROFESSOR (e.g., 1300)	I	2	53,200	4,433.33	53,200	4,433.33	54,800	4,566.67
	II	2	56,400	4,700.00	56,400	4,700.00	58,100	4,841.67
	III	2	59,500	4,958.33	59,500	4,958.33	61,300	5,108.33
	IV	2	62,900	5,241.67	62,900	5,241.67	64,800	5,400.00
	V	2	66,000	5,500.00	66,000	5,500.00	68,000	5,666.67
	VI	2	69,200	5,766.67	69,200	5,766.67	71,300	5,941.67
ASSOCIATE PROFESSOR (e.g., 1200)	I	2	66,100	5,508.33	66,100	5,508.33	68,100	5,675.00
	II	2	69,300	5,775.00	69,300	5,775.00	71,400	5,950.00
	III	2	73,200	6,100.00	73,200	6,100.00	75,400	6,283.33
	IV	3	77,700	6,475.00	77,700	6,475.00	80,000	6,666.67
	V	3	83,700	6,975.00	83,700	6,975.00	86,200	7,183.33
PROFESSOR (e.g., 1100)	I	3	77,800	6,483.33	77,800	6,483.33	80,100	6,675.00
	II	3	83,800	6,983.33	83,800	6,983.33	86,300	7,191.67
	III	3	89,900	7,491.67	89,900	7,491.67	92,600	7,716.67
	IV	3	96,400	8,033.33	96,400	8,033.33	99,300	8,275.00
	V	--	103,300	8,608.33	103,300	8,608.33	106,400	8,866.67
	VI	--	111,800	9,316.67	111,800	9,316.67	115,200	9,600.00
	VII	--	121,000	10,083.33	121,000	10,083.33	124,600	10,383.33
	VIII	--	131,000	10,916.67	131,000	10,916.67	134,900	11,241.67
	IX	--	142,000	11,833.33	142,000	11,833.33	146,300	12,191.67

*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 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>Salary Scale 10/1/2007, 10/1/2008 & 10/1/2009 WITH COLA & MARKET</u>		<u>Minimum Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT	I	2	61,700	5,141.67	61,700	5,141.67	63,600	5,300.00
PROFESSOR (e.g.,1310)	II	2	65,400	5,450.00	65,400	5,450.00	67,400	5,616.67
	III	2	69,000	5,750.00	69,000	5,750.00	71,100	5,925.00
	IV	2	73,000	6,083.33	73,000	6,083.33	75,200	6,266.67
	V	2	76,600	6,383.33	76,600	6,383.33	78,900	6,575.00
	VI	2	80,300	6,691.67	80,300	6,691.67	82,700	6,891.67
ASSOCIATE	I	2	76,700	6,391.67	76,700	6,391.67	79,000	6,583.33
PROFESSOR (e.g.,1210)	II	2	80,400	6,700.00	80,400	6,700.00	82,800	6,900.00
	III	2	84,900	7,075.00	84,900	7,075.00	87,400	7,283.33
	IV	3	90,100	7,508.33	90,100	7,508.33	92,800	7,733.33
	V	3	97,100	8,091.67	97,100	8,091.67	100,000	8,333.33
PROFESSOR (e.g.,1110)	I	3	90,200	7,516.67	90,200	7,516.67	92,900	7,741.67
	II	3	97,200	8,100.00	97,200	8,100.00	100,100	8,341.67
	III	3	104,300	8,691.67	104,300	8,691.67	107,400	8,950.00
	IV	3	111,800	9,316.67	111,800	9,316.67	115,200	9,600.00
	V	--	119,800	9,983.33	119,800	9,983.33	123,400	10,283.33
	VI	--	129,700	10,808.33	129,700	10,808.33	133,600	11,133.33
	VII	--	140,400	11,700.00	140,400	11,700.00	144,600	12,050.00
	VIII	--	152,000	12,666.67	152,000	12,666.67	156,600	13,050.00
	IX	--	164,700	13,725.00	164,700	13,725.00	169,600	14,133.33

*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 a complete list.

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

Rank	Step	Years at Step	Salary Scale 10/1/2007, 10/1/2008 & 10/1/2009 WITH COLA & MARKET		Minimum Scale 10/1/2011		Adjusted Scale 10/1/2011	
			Annual	Monthly (1/9)	Annual	Monthly (1/9)	Annual	Monthly (1/9)
ASSISTANT	I	2	53,200	5,911.11	53,200	5,911.11	54,800	6,088.89
PROFESSOR	II	2	56,400	6,266.67	56,400	6,266.67	58,100	6,455.56
(e.g.,1303)	III	2	59,500	6,611.11	59,500	6,611.11	61,300	6,811.11
ASSISTANT	IV	2	62,900	6,988.89	62,900	6,988.89	64,800	7,200.00
RESEARCHER	V	2	66,000	7,333.33	66,000	7,333.33	68,000	7,555.56
(e.g., 3225)	VI	2	69,200	7,688.89	69,200	7,688.89	71,300	7,922.22
ASSOCIATE	I	2	66,100	7,344.44	66,100	7,344.44	68,100	7,566.67
PROFESSOR	II	2	69,300	7,700.00	69,300	7,700.00	71,400	7,933.33
(e.g.,1203)	III	2	73,200	8,133.33	73,200	8,133.33	75,400	8,377.78
ASSOCIATE	IV	3	77,700	8,633.33	77,700	8,633.33	80,000	8,888.89
RESEARCHER	V	3	83,700	9,300.00	83,700	9,300.00	86,200	9,577.78
(e.g., 3215)								
PROFESSOR	I	3	77,800	8,644.44	77,800	8,644.44	80,100	8,900.00
(e.g.,1103)	II	3	83,800	9,311.11	83,800	9,311.11	86,300	9,588.89
	III	3	89,900	9,988.89	89,900	9,988.89	92,600	10,288.89
RESEARCHER	IV	3	96,400	10,711.11	96,400	10,711.11	99,300	11,033.33
(e.g., 3205)	V	--	103,300	11,477.78	103,300	11,477.78	106,400	11,822.22
	VI	--	111,800	12,422.22	111,800	12,422.22	115,200	12,800.00
	VII	--	121,000	13,444.44	121,000	13,444.44	124,600	13,844.44
	VIII	--	131,000	14,555.56	131,000	14,555.56	134,900	14,988.89
	IX	--	142,000	15,777.78	142,000	15,777.78	146,300	16,255.56

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>Step</u>	<u>Years at Step</u>	<u>Salary Scale</u> <u>10/1/2007, 10/1/2008</u> <u>& 10/1/2009</u>		<u>Minimum Scale</u> <u>10/1/2011</u>		<u>Adjusted Scale</u> <u>10/1/2011</u>	
			<u>WITH COLA & MARKET</u> <u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
PROFESSOR* (e.g., 1180)	I	3	131,200	10,933.33	131,200	10,933.33	135,100	11,258.33
	II	3	137,300	11,441.67	137,300	11,441.67	141,400	11,783.33
	III	3	144,500	12,041.67	144,500	12,041.67	148,800	12,400.00
ACTING PROFESSOR (e.g., 1182)	IV	3	152,400	12,700.00	152,400	12,700.00	157,000	13,083.33
	V	--	160,700	13,391.67	160,700	13,391.67	165,500	13,791.67
	VI	--	169,100	14,091.67	169,100	14,091.67	174,200	14,516.67
	VII	--	178,200	14,850.00	178,200	14,850.00	183,500	15,291.67
	VIII	--	187,800	15,650.00	187,800	15,650.00	193,400	16,116.67
	IX	--	199,300	16,608.33	199,300	16,608.33	205,300	17,108.33

*The only tenured title in the scale is Professor.
All salary levels for Professor may be used for the non-tenured title Acting Professor.

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

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

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Salary Scale 10/1/2007, 10/1/2008 & 10/1/2009 WITH COLA & MARKET</u>		<u>Minimum Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</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>
PROFESSOR (e.g., 1181)	I	3	131,200	14,577.78	131,200	14,577.78	135,100	15,011.11
	II	3	137,300	15,255.56	137,300	15,255.56	141,400	15,711.11
ACTING PROF (e.g., 1183)	III	3	144,500	16,055.56	144,500	16,055.56	148,800	16,533.33
	IV	3	152,400	16,933.33	152,400	16,933.33	157,000	17,444.44
RESEARCHER (e.g., 3205)	V	--	160,700	17,855.56	160,700	17,855.56	165,500	18,388.89
	VI	--	169,100	18,788.89	169,100	18,788.89	174,200	19,355.56
ASSOCIATE	VII	--	178,200	19,800.00	178,200	19,800.00	183,500	20,388.89
RESEARCHER (e.g., 3215)	VIII	--	187,800	20,866.67	187,800	20,866.67	193,400	21,488.89
	IX	--	199,300	22,144.44	199,300	22,144.44	205,300	22,811.11

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>Salary Scale</u> <u>10/1/2007, 10/1/2008</u> <u>& 10/1/2009</u>		<u>Minimum Scale</u> <u>10/1/2011</u>		<u>Adjusted Scale</u> <u>10/1/2011</u>	
			<u>WITH COLA & MARKET</u> <u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT PROFESSOR (e.g., 1343)	I	2	70,900	5,908.33	70,900	5,908.33	73,000	6,083.33
	II	2	74,600	6,216.67	74,600	6,216.67	76,800	6,400.00
	III	2	78,200	6,516.67	78,200	6,516.67	80,500	6,708.33
	IV	2	82,400	6,866.67	82,400	6,866.67	84,900	7,075.00
	V	2	85,900	7,158.33	85,900	7,158.33	88,500	7,375.00
	VI	2	89,000	7,416.67	89,000	7,416.67	91,700	7,641.67
ASSOCIATE PROFESSOR (e.g., 1243)	I	2	86,000	7,166.67	86,000	7,166.67	88,600	7,383.33
	II	2	89,100	7,425.00	89,100	7,425.00	91,800	7,650.00
	III	2	92,700	7,725.00	92,700	7,725.00	95,500	7,958.33
	IV	3	95,500	7,958.33	95,500	7,958.33	98,400	8,200.00
	V	3	98,300	8,191.67	98,300	8,191.67	101,200	8,433.33
PROFESSOR (e.g., 1143)	I	3	95,600	7,966.67	95,600	7,966.67	98,500	8,208.33
	II	3	98,400	8,200.00	98,400	8,200.00	101,400	8,450.00
	III	3	104,000	8,666.67	104,000	8,666.67	107,100	8,925.00
	IV	3	110,100	9,175.00	110,100	9,175.00	113,400	9,450.00
	V	--	116,600	9,716.67	116,600	9,716.67	120,100	10,008.33
	VI	--	125,400	10,450.00	125,400	10,450.00	129,200	10,766.67
	VII	--	134,500	11,208.33	134,500	11,208.33	138,500	11,541.67
	VIII	--	144,000	12,000.00	144,000	12,000.00	148,300	12,358.33
	IX	--	155,600	12,966.67	155,600	12,966.67	160,300	13,358.33

*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>Salary Scale</u> <u>10/1/2007, 10/1/2008</u> <u>& 10/1/2009</u> <u>WITH COLA & MARKET</u>		<u>Minimum Scale</u> <u>10/1/2011</u>		<u>Adjusted Scale</u> <u>10/1/2011</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>
ASSISTANT PROFESSOR (e.g., 1344)	I	2	82,200	6,850.00	82,200	6,850.00	84,700	7,058.33
	II	2	86,500	7,208.33	86,500	7,208.33	89,100	7,425.00
	III	2	90,700	7,558.33	90,700	7,558.33	93,400	7,783.33
	IV	2	95,600	7,966.67	95,600	7,966.67	98,500	8,208.33
	V	2	99,700	8,308.33	99,700	8,308.33	102,700	8,558.33
	VI	2	103,300	8,608.33	103,300	8,608.33	106,400	8,866.67
ASSOCIATE PROFESSOR (e.g., 1244)	I	2	99,800	8,316.67	99,800	8,316.67	102,800	8,566.67
	II	2	103,400	8,616.67	103,400	8,616.67	106,500	8,875.00
	III	2	107,500	8,958.33	107,500	8,958.33	110,700	9,225.00
	IV	3	110,800	9,233.33	110,800	9,233.33	114,100	9,508.33
	V	3	114,000	9,500.00	114,000	9,500.00	117,400	9,783.33
PROFESSOR (e.g., 1144)	I	3	110,900	9,241.67	110,900	9,241.67	114,200	9,516.67
	II	3	114,100	9,508.33	114,100	9,508.33	117,500	9,791.67
	III	3	120,600	10,050.00	120,600	10,050.00	124,200	10,350.00
	IV	3	127,700	10,641.67	127,700	10,641.67	131,500	10,958.33
	V	--	135,300	11,275.00	135,300	11,275.00	139,400	11,616.67
	VI	--	145,500	12,125.00	145,500	12,125.00	149,900	12,491.67
	VII	--	156,000	13,000.00	156,000	13,000.00	160,700	13,391.67
	VIII	--	167,000	13,916.67	167,000	13,916.67	172,000	14,333.33
	IX	--	180,500	15,041.67	180,500	15,041.67	185,900	15,491.67

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

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

Rank	Step	Years at Step	Salary Scale 10/1/2007, 10/1/2008 & 10/1/2009 WITH COLA & MARKET		Minimum Scale 10/1/2011		Adjusted Scale 10/1/2011	
			Annual	Monthly (1/9)	Annual	Monthly (1/9)	Annual	Monthly (1/9)
ASSISTANT PROFESSOR (1345)	I	2	70,900	7,877.78	70,900	7,877.78	73,000	8,111.11
	II	2	74,600	8,288.89	74,600	8,288.89	76,800	8,533.33
	III	2	78,200	8,688.89	78,200	8,688.89	80,500	8,944.44
ASSISTANT RESEARCHER (1986)	IV	2	82,400	9,155.56	82,400	9,155.56	84,900	9,433.33
	V	2	85,900	9,544.44	85,900	9,544.44	88,500	9,833.33
	VI	2	89,000	9,888.89	89,000	9,888.89	91,700	10,188.89
ASSOCIATE PROFESSOR (1245)	I	2	86,000	9,555.56	86,000	9,555.56	88,600	9,844.44
	II	2	89,100	9,900.00	89,100	9,900.00	91,800	10,200.00
	III	2	92,700	10,300.00	92,700	10,300.00	95,500	10,611.11
ASSOCIATE RESEARCHER (1984)	IV	3	95,500	10,611.11	95,500	10,611.11	98,400	10,933.33
	V	3	98,300	10,922.22	98,300	10,922.22	101,200	11,244.44
PROFESSOR (1145)	I	3	95,600	10,622.22	95,600	10,622.22	98,500	10,944.44
	II	3	98,400	10,933.33	98,400	10,933.33	101,400	11,266.67
RESEARCHER (1982)	III	3	104,000	11,555.56	104,000	11,555.56	107,100	11,900.00
	IV	3	110,100	12,233.33	110,100	12,233.33	113,400	12,600.00
	V	--	116,600	12,955.56	116,600	12,955.56	120,100	13,344.44
	VI	--	125,400	13,933.33	125,400	13,933.33	129,200	14,355.56
	VII	--	134,500	14,944.44	134,500	14,944.44	138,500	15,388.89
	VIII	--	144,000	16,000.00	144,000	16,000.00	148,300	16,477.78
	IX	--	155,600	17,288.89	155,600	17,288.89	160,300	17,811.11

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**

Rank	Step	Years at Step	Scale 0* 1.00		Scale 0* 1.00		Scale 0* 1.00	
			10/1/09		Minimum Scale 10/1/11		Adjusted Scale 10/1/11	
			Annual	Monthly	Annual	Monthly	Annual	Monthly
Instructor	--	--	53,200	4,433.33	53,200	4,433.33	54,800	4,566.67
Assistant Professor	I	2	61,700	5,141.67	61,700	5,141.67	63,600	5,300.00
	II	2	65,400	5,450.00	65,400	5,450.00	67,400	5,616.67
	III	2	69,000	5,750.00	69,000	5,750.00	71,100	5,925.00
	IV	2	73,000	6,083.33	73,000	6,083.33	75,200	6,266.67
	V	2	76,600	6,383.33	76,600	6,383.33	78,900	6,575.00
	VI	2	80,300	6,691.67	80,300	6,691.67	82,700	6,891.67
Associate Professor	I	2	76,700	6,391.67	76,700	6,391.67	79,000	6,583.33
	II	2	80,400	6,700.00	80,400	6,700.00	82,800	6,900.00
	III	2	84,900	7,075.00	84,900	7,075.00	87,400	7,283.33
	IV	3	90,100	7,508.33	90,100	7,508.33	92,800	7,733.33
	V	3	97,100	8,091.67	97,100	8,091.67	100,000	8,333.33
Professor	I	3	90,200	7,516.67	90,200	7,516.67	92,900	7,741.67
	II	3	97,200	8,100.00	97,200	8,100.00	100,100	8,341.67
	III	3	104,300	8,691.67	104,300	8,691.67	107,400	8,950.00
	IV	3	111,800	9,316.67	111,800	9,316.67	115,200	9,600.00
	V	--	119,800	9,983.33	119,800	9,983.33	123,400	10,283.33
	VI	--	129,700	10,808.33	129,700	10,808.33	133,600	11,133.33
	VII	--	140,400	11,700.00	140,400	11,700.00	144,600	12,050.00
	VIII	--	152,000	12,666.67	152,000	12,666.67	156,600	13,050.00
	IX	--	164,700	13,725.00	164,700	13,725.00	169,600	14,133.33

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

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

Rank	Step	Years at Step	Scale 1 1.10			Scale 1 1.10			Scale 1 1.10		
			Annual	10/1/09	Monthly	Minimum Scale 10/1/11		Adjusted Scale 10/1/11			
				Monthly		Annual	Monthly	Annual	Monthly	Monthly	
			REG	HS1		REG	HS1		REG	HS1	
Instructor	--	--	58,500	4,433.33	441.67	58,500	4,433.33	441.67	60,300	4,566.67	458.33
Assistant Professor	I	2	67,900	5,141.67	516.67	67,900	5,141.67	516.67	70,000	5,300.00	533.33
	II	2	71,900	5,450.00	541.67	71,900	5,450.00	541.67	74,100	5,616.67	558.33
	III	2	75,900	5,750.00	575.00	75,900	5,750.00	575.00	78,200	5,925.00	591.67
	IV	2	80,300	6,083.33	608.33	80,300	6,083.33	608.33	82,700	6,266.67	625.00
	V	2	84,300	6,383.33	641.67	84,300	6,383.33	641.67	86,800	6,575.00	658.33
	VI	2	88,300	6,691.67	666.67	88,300	6,691.67	666.67	91,000	6,891.67	691.33
Associate Professor	I	2	84,400	6,391.67	641.67	84,400	6,391.67	641.67	86,900	6,583.33	658.33
	II	2	88,400	6,700.00	666.67	88,400	6,700.00	666.67	91,100	6,900.00	691.67
	III	2	93,400	7,075.00	708.33	93,400	7,075.00	708.33	96,100	7,283.33	725.00
	IV	3	99,100	7,508.33	750.00	99,100	7,508.33	750.00	102,100	7,733.33	775.00
	V	3	106,800	8,091.67	808.33	106,800	8,091.67	808.33	110,000	8,333.33	833.33
Professor	I	3	99,200	7,516.67	750.00	99,200	7,516.67	750.00	102,200	7,741.67	775.00
	II	3	106,900	8,100.00	808.33	106,900	8,100.00	808.33	110,100	8,341.67	833.33
	III	3	114,700	8,691.67	866.67	114,700	8,691.67	866.67	118,100	8,950.00	891.67
	IV	3	123,000	9,316.67	933.33	123,000	9,316.67	933.33	126,700	9,600.00	958.33
	V	--	131,800	9,983.33	1,000.00	131,800	9,983.33	1,000.00	135,700	10,283.33	1,025.00
	VI	--	142,700	10,808.33	1,083.33	142,700	10,808.33	1,083.33	147,000	11,133.33	1,116.67
	VII	--	154,400	11,700.00	1,166.67	154,400	11,700.00	1,166.67	159,100	12,050.00	1,208.33
	VIII	--	167,200	12,666.67	1,266.67	167,200	12,666.67	1,266.67	172,300	13,050.00	1,308.33
	IX	--	181,200	13,725.00	1,375.00	181,200	13,725.00	1,375.00	186,600	14,133.33	1,416.67

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

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 2 1.20</u>			<u>Scale 2 1.20</u>			<u>Scale 2 1.20</u>		
			<u>Annual</u>	<u>10/1/09</u>		<u>Annual</u>	<u>Minimum Scale 10/1/11</u>		<u>Annual</u>	<u>Adjusted Scale 10/1/11</u>	
				<u>Monthly</u> REG	<u>Monthly</u> HS2		<u>Monthly</u> REG	<u>Monthly</u> HS2		<u>Monthly</u> REG	<u>Monthly</u> HS2
Instructor	--	--	63,800	4,433.33	883.33	63,800	4,433.33	883.33	65,800	4,566.67	916.67
Assistant Professor	I	2	74,000	5,141.67	1,025.00	74,000	5,141.67	1,025.00	76,300	5,300.00	1,058.33
	II	2	78,500	5,450.00	1,091.67	78,500	5,450.00	1,091.67	80,900	5,616.67	1,125.00
	III	2	82,800	5,750.00	1,150.00	82,800	5,750.00	1,150.00	85,300	5,925.00	1,183.33
	IV	2	87,600	6,083.33	1,216.67	87,600	6,083.33	1,216.67	90,200	6,266.67	1,250.00
	V	2	91,900	6,383.33	1,275.00	91,900	6,383.33	1,275.00	94,700	6,575.00	1,316.67
	VI	2	96,400	6,691.67	1,341.67	96,400	6,691.67	1,341.67	99,200	6,891.67	1,375.00
Associate Professor	I	2	92,000	6,391.67	1,275.00	92,000	6,391.67	1,275.00	94,800	6,583.33	1,316.67
	II	2	96,500	6,700.00	1,341.67	96,500	6,700.00	1,341.67	99,400	6,900.00	1,383.33
	III	2	101,900	7,075.00	1,416.67	101,900	7,075.00	1,416.67	104,900	7,283.33	1,458.33
	IV	3	108,100	7,508.33	1,500.00	108,100	7,508.33	1,500.00	111,400	7,733.33	1,550.00
	V	3	116,500	8,091.67	1,616.67	116,500	8,091.67	1,616.67	120,000	8,333.33	1,666.67
Professor	I	3	108,200	7,516.67	1,500.00	108,200	7,516.67	1,500.00	111,500	7,741.67	1,550.00
	II	3	116,600	8,100.00	1,616.67	116,600	8,100.00	1,616.67	120,100	8,341.67	1,666.67
	III	3	125,200	8,691.67	1,741.67	125,200	8,691.67	1,741.67	128,900	8,950.00	1,791.67
	IV	3	134,200	9,316.67	1,866.67	134,200	9,316.67	1,866.67	138,200	9,600.00	1,916.67
	V	--	143,800	9,983.33	2,000.00	143,800	9,983.33	2,000.00	148,100	10,283.33	2,058.33
	VI	--	155,600	10,808.33	2,158.33	155,600	10,808.33	2,158.33	160,300	11,133.33	2,225.00
	VII	--	168,500	11,700.00	2,341.67	168,500	11,700.00	2,341.67	173,500	12,050.00	2,408.33
	VIII	--	182,400	12,666.67	2,533.33	182,400	12,666.67	2,533.33	187,900	13,050.00	2,608.33
	IX	--	197,600	13,725.00	2,741.67	197,600	13,725.00	2,741.67	203,500	14,133.33	2,825.00

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

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 3 1.30</u>			<u>Scale 3 1.30</u>			<u>Scale 3 1.30</u>		
			<u>Annual</u>	<u>10/1/09</u>		<u>Annual</u>	<u>Minimum Scale 10/1/11</u>		<u>Annual</u>	<u>Adjusted Scale 10/1/11</u>	
				<u>Monthly</u> REG	<u>Monthly</u> HS3		<u>Monthly</u> REG	<u>Monthly</u> HS3		<u>Monthly</u> REG	<u>Monthly</u> HS3
Instructor	--	--	69,200	4,433.33	1,333.33	69,200	4,433.33	1,333.33	71,200	4,566.67	1,366.67
Assistant Professor	I	2	80,200	5,141.67	1,541.67	80,200	5,141.67	1,541.67	82,700	5,300.00	1,591.67
	II	2	85,000	5,450.00	1,633.33	85,000	5,450.00	1,633.33	87,600	5,616.67	1,683.33
	III	2	89,700	5,750.00	1,725.00	89,700	5,750.00	1,725.00	92,400	5,925.00	1,775.00
	IV	2	94,900	6,083.33	1,825.00	94,900	6,083.33	1,825.00	97,800	6,266.67	1,883.33
	V	2	99,600	6,383.33	1,916.67	99,600	6,383.33	1,916.67	102,600	6,575.00	1,975.00
	VI	2	104,400	6,691.67	2,008.33	104,400	6,691.67	2,008.33	107,500	6,891.67	2,066.67
Associate Professor	I	2	99,700	6,391.67	1,916.67	99,700	6,391.67	1,916.67	102,700	6,583.33	1,975.00
	II	2	104,500	6,700.00	2,008.33	104,500	6,700.00	2,008.33	107,600	6,900.00	2,066.67
	III	2	110,400	7,075.00	2,125.00	110,400	7,075.00	2,125.00	113,600	7,283.33	2,183.33
	IV	3	117,100	7,508.33	2,250.00	117,100	7,508.33	2,250.00	120,600	7,733.33	2,316.67
	V	3	126,200	8,091.67	2,425.00	126,200	8,091.67	2,425.00	130,000	8,333.33	2,500.00
Professor	I	3	117,300	7,516.67	2,258.33	117,300	7,516.67	2,258.33	120,800	7,741.67	2,325.00
	II	3	126,400	8,100.00	2,433.33	126,400	8,100.00	2,433.33	130,100	8,341.67	2,500.00
	III	3	135,600	8,691.67	2,608.33	135,600	8,691.67	2,608.33	139,600	8,950.00	2,683.33
	IV	3	145,300	9,316.67	2,791.67	145,300	9,316.67	2,791.67	149,800	9,600.00	2,883.33
	V	--	155,700	9,983.33	2,991.67	155,700	9,983.33	2,991.67	160,400	10,283.33	3,083.33
	VI	--	168,600	10,808.33	3,241.67	168,600	10,808.33	3,241.67	173,700	11,133.33	3,341.67
	VII	--	182,500	11,700.00	3,508.33	182,500	11,700.00	3,508.33	188,000	12,050.00	3,616.67
	VIII	--	197,600	12,666.67	3,800.00	197,600	12,666.67	3,800.00	203,600	13,050.00	3,916.67
	IX	--	214,100	13,725.00	4,116.67	214,100	13,725.00	4,116.67	220,500	14,133.33	4,241.67

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

		Scale 4 1.40					Scale 4 1.40				Scale 4 1.40			
Rank	Step	Years at Step	10/1/09				Minimum Scale 10/1/11				Adjusted Scale 10/1/11			
			Annual	Monthly REG	Monthly HS3	Monthly HS4	Annual	Monthly REG	Monthly HS3	Monthly HS4	Annual	Monthly REG	Monthly HS3	Monthly HS4
Instructor	--	--	74,500	4,433.33	1,333.33	441.67	74,500	4,433.33	1,333.33	441.67	76,700	4,566.67	1,366.67	458.33
Assistant Professor	I	2	86,400	5,141.67	1,541.67	516.66	86,400	5,141.67	1,541.67	516.66	89,000	5,300.00	1,591.67	525.00
Professor	II	2	91,600	5,450.00	1,633.33	550.00	91,600	5,450.00	1,633.33	550.00	94,400	5,616.67	1,683.33	566.67
	III	2	96,600	5,750.00	1,725.00	575.00	96,600	5,750.00	1,725.00	575.00	99,500	5,925.00	1,775.00	591.67
	IV	2	102,200	6,083.33	1,825.00	608.33	102,200	6,083.33	1,825.00	608.33	105,300	6,266.67	1,883.33	625.00
	V	2	107,200	6,383.33	1,916.67	633.33	107,200	6,383.33	1,916.67	633.33	110,500	6,575.00	1,975.00	658.33
	VI	2	112,400	6,691.67	2,008.33	666.67	112,400	6,691.67	2,008.33	666.67	115,800	6,891.67	2,066.67	691.67
Associate Professor	I	2	107,400	6,391.67	1,916.67	641.67	107,400	6,391.67	1,916.67	641.67	110,600	6,583.33	1,975.00	658.33
Professor	II	2	112,600	6,700.00	2,008.33	675.00	112,600	6,700.00	2,008.33	675.00	115,900	6,900.00	2,066.67	691.67
	III	2	118,900	7,075.00	2,125.00	708.33	118,900	7,075.00	2,125.00	708.33	122,400	7,283.33	2,183.33	733.33
	IV	3	126,100	7,508.33	2,250.00	750.00	126,100	7,508.33	2,250.00	750.00	129,900	7,733.33	2,316.67	775.00
	V	3	135,900	8,091.67	2,425.00	808.33	135,900	8,091.67	2,425.00	808.33	140,000	8,333.33	2,500.00	833.33
Professor	I	3	126,300	7,516.67	2,258.33	750.00	126,300	7,516.67	2,258.33	750.00	130,100	7,741.67	2,325.00	775.00
Professor	II	3	136,100	8,100.00	2,433.33	808.33	136,100	8,100.00	2,433.33	808.33	140,100	8,341.67	2,500.00	833.33
	III	3	146,000	8,691.67	2,608.33	866.67	146,000	8,691.67	2,608.33	866.67	150,400	8,950.00	2,683.33	900.00
	IV	3	156,500	9,316.67	2,791.67	933.33	156,500	9,316.67	2,791.67	933.33	161,300	9,600.00	2,883.33	958.33
	V	--	167,700	9,983.33	2,991.67	1,000.00	167,700	9,983.33	2,991.67	1,000.00	172,800	10,283.33	3,083.34	1,033.33
	VI	--	181,600	10,808.33	3,241.67	1,083.33	181,600	10,808.33	3,241.67	1,083.33	187,000	11,133.33	3,341.67	1,108.33
	VII	--	196,600	11,700.00	3,508.33	1,175.00	196,600	11,700.00	3,508.33	1,175.00	202,400	12,050.00	3,616.67	1,200.00
	VIII	--	212,800	12,666.67	3,800.00	1,266.67	212,800	12,666.67	3,800.00	1,266.67	219,200	13,050.00	3,916.67	1,300.00
	IX	--	230,600	13,725.00	4,116.67	1,375.00	230,600	13,725.00	4,116.67	1,375.00	237,400	14,133.33	4,241.67	1,408.33

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

Rank	Step	Years at Step	Scale 5 1.50				Scale 5 1.50				Scale 5 1.50			
			Annual	10/1/09			Annual	Minimum Scale 10/1/11			Annual	Adjusted Scale 10/1/11		
				Monthly REG	Monthly HS3	Monthly HS5		Monthly REG	Monthly HS3	Monthly HS5		Monthly REG	Monthly HS3	Monthly HS5
Instructor	--	--	79,800	4,433.33	1,333.33	883.33	79,800	4,433.33	1,333.33	883.33	82,200	4,566.67	1,366.67	916.67
						-								-
Assistant Professor	I	2	92,600	5,141.67	1,541.67	1,033.33	92,600	5,141.67	1,541.67	1,033.33	95,400	5,300.00	1,591.67	1,058.33
	II	2	98,100	5,450.00	1,633.33	1,091.67	98,100	5,450.00	1,633.33	1,091.67	101,100	5,616.67	1,683.33	1,125.00
	III	2	103,500	5,750.00	1,725.00	1,150.00	103,500	5,750.00	1,725.00	1,150.00	106,700	5,925.00	1,775.00	1,191.67
	IV	2	109,500	6,083.33	1,825.00	1,216.67	109,500	6,083.33	1,825.00	1,216.67	112,800	6,266.67	1,883.33	1,250.00
	V	2	114,900	6,383.33	1,916.67	1,275.00	114,900	6,383.33	1,916.67	1,275.00	118,400	6,575.00	1,975.00	1,316.67
	VI	2	120,500	6,691.67	2,008.33	1,341.67	120,500	6,691.67	2,008.33	1,341.67	124,100	6,891.67	2,066.67	1,383.33
						-								-
Associate Professor	I	2	115,100	6,391.67	1,916.67	1,283.33	115,100	6,391.67	1,916.67	1,283.33	118,500	6,583.33	1,975.00	1,316.67
	II	2	120,600	6,700.00	2,008.33	1,341.67	120,600	6,700.00	2,008.33	1,341.67	124,200	6,900.00	2,066.67	1,383.33
	III	2	127,400	7,075.00	2,125.00	1,416.67	127,400	7,075.00	2,125.00	1,416.67	131,100	7,283.33	2,183.33	1,458.33
	IV	3	135,200	7,508.33	2,250.00	1,508.33	135,200	7,508.33	2,250.00	1,508.33	139,200	7,733.33	2,316.67	1,550.00
	V	3	145,700	8,091.67	2,425.00	1,625.00	145,700	8,091.67	2,425.00	1,625.00	150,000	8,333.33	2,500.00	1,666.67
						-								-
Professor	I	3	135,300	7,516.67	2,258.33	1,500.00	135,300	7,516.67	2,258.33	1,500.00	139,400	7,741.67	2,325.00	1,550.00
	II	3	145,800	8,100.00	2,433.33	1,616.67	145,800	8,100.00	2,433.33	1,616.67	150,200	8,341.67	2,500.00	1,675.00
	III	3	156,500	8,691.67	2,608.33	1,741.67	156,500	8,691.67	2,608.33	1,741.67	161,100	8,950.00	2,683.33	1,791.67
	IV	3	167,700	9,316.67	2,791.67	1,866.67	167,700	9,316.67	2,791.67	1,866.67	172,800	9,600.00	2,883.33	1,916.67
	V	--	179,700	9,983.33	2,991.67	2,000.00	179,700	9,983.33	2,991.67	2,000.00	185,100	10,283.33	3,083.33	2,058.33
	VI	--	194,600	10,808.33	3,241.67	2,166.67	194,600	10,808.33	3,241.67	2,166.67	200,400	11,133.33	3,341.67	2,225.00
	VII	--	210,600	11,700.00	3,508.33	2,341.67	210,600	11,700.00	3,508.33	2,341.67	216,900	12,050.00	3,616.67	2,408.33
	VIII	--	228,000	12,666.67	3,800.00	2,533.33	228,000	12,666.67	3,800.00	2,533.33	234,900	13,050.00	3,916.67	2,608.33
	IX	--	247,100	13,725.00	4,116.67	2,750.00	247,100	13,725.00	4,116.67	2,750.00	254,400	14,133.33	4,241.67	2,825.00

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

		Scale 6 1.65					Scale 6 1.65				Scale 6 1.65			
Rank	Years at		10/1/09				Minimum Scale 10/1/11				Adjusted Scale 10/1/11			
	Step	Step	Annual	Monthly REG	Monthly HS3	Monthly HS6	Annual	Monthly REG	Monthly HS3	Monthly HS6	Annual	Monthly REG	Monthly HS3	Monthly HS6
Instructor	--	--	87,800	4,433.33	1,333.33	1,550.01	87,800	4,433.33	1,333.33	1,550.01	90,400	4,566.67	1,366.67	1,600.00
Assistant Professor	I	2	101,800	5,141.67	1,541.67	1,800.00	101,800	5,141.67	1,541.67	1,800.00	104,900	5,300.00	1,591.67	1,850.00
	II	2	107,900	5,450.00	1,633.33	1,908.33	107,900	5,450.00	1,633.33	1,908.33	111,200	5,616.67	1,683.33	1,966.67
	III	2	113,900	5,750.00	1,725.00	2,016.67	113,900	5,750.00	1,725.00	2,016.67	117,300	5,925.00	1,775.00	2,075.00
	IV	2	120,500	6,083.33	1,825.00	2,133.33	120,500	6,083.33	1,825.00	2,133.33	124,100	6,266.67	1,883.33	2,191.67
	V	2	126,400	6,383.33	1,916.67	2,233.33	126,400	6,383.33	1,916.67	2,233.33	130,200	6,575.00	1,975.00	2,300.00
	VI	2	132,500	6,691.67	2,008.33	2,341.67	132,500	6,691.67	2,008.33	2,341.67	136,500	6,891.67	2,066.67	2,416.67
Associate Professor	I	2	126,600	6,391.67	1,916.67	2,241.67	126,600	6,391.67	1,916.67	2,241.67	130,400	6,583.33	1,975.00	2,308.33
	II	2	132,700	6,700.00	2,008.33	2,350.00	132,700	6,700.00	2,008.33	2,350.00	136,600	6,900.00	2,066.67	2,416.67
	III	2	140,100	7,075.00	2,125.00	2,475.00	140,100	7,075.00	2,125.00	2,475.00	144,200	7,283.33	2,183.33	2,550.00
	IV	3	148,700	7,508.33	2,250.00	2,633.33	148,700	7,508.33	2,250.00	2,633.33	153,100	7,733.33	2,316.67	2,708.33
	V	3	160,200	8,091.67	2,425.00	2,833.33	160,200	8,091.67	2,425.00	2,833.33	165,000	8,333.33	2,500.00	2,916.67
Professor	I	3	148,800	7,516.67	2,258.33	2,625.00	148,800	7,516.67	2,258.33	2,625.00	153,300	7,741.67	2,325.00	2,708.33
	II	3	160,400	8,100.00	2,433.33	2,833.33	160,400	8,100.00	2,433.33	2,833.33	165,200	8,341.67	2,500.00	2,925.00
	III	3	172,100	8,691.67	2,608.33	3,041.67	172,100	8,691.67	2,608.33	3,041.67	177,200	8,950.00	2,683.33	3,133.33
	IV	3	184,500	9,316.67	2,791.67	3,266.67	184,500	9,316.67	2,791.67	3,266.67	190,100	9,600.00	2,883.33	3,358.33
	V	--	197,700	9,983.33	2,991.67	3,500.00	197,700	9,983.33	2,991.67	3,500.00	203,600	10,283.33	3,083.33	3,600.00
	VI	--	214,000	10,808.33	3,241.67	3,783.33	214,000	10,808.33	3,241.67	3,783.33	220,400	11,133.33	3,341.67	3,891.67
	VII	--	231,700	11,700.00	3,508.33	4,100.00	231,700	11,700.00	3,508.33	4,100.00	238,600	12,050.00	3,616.67	4,216.67
	VIII	--	250,800	12,666.67	3,800.00	4,433.33	250,800	12,666.67	3,800.00	4,433.33	258,400	13,050.00	3,916.67	4,566.67
	IX	--	271,800	13,725.00	4,116.67	4,808.33	271,800	13,725.00	4,116.67	4,808.33	279,800	14,133.33	4,241.67	4,941.67

**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			
			Annual	10/1/09			Annual	Minimum Scale 10/1/11			Annual	Adjusted Scale 10/1/11		
				Monthly REG	Monthly HS3	Monthly HS7		Monthly REG	Monthly HS3	Monthly HS7		Monthly REG	Monthly HS3	Monthly HS7
Instructor	--	--	95,800	4,433.33	1,333.33	2,216.67	95,800	4,433.33	1,333.33	2,216.67	98,600	4,566.67	1,366.67	2,283.33
Assistant Professor	I	2	111,100	5,141.67	1,541.67	2,575.00	111,100	5,141.67	1,541.67	2,575.00	114,500	5,300.00	1,591.67	2,650.00
	II	2	117,700	5,450.00	1,633.33	2,725.00	117,700	5,450.00	1,633.33	2,725.00	121,300	5,616.67	1,683.33	2,808.33
	III	2	124,200	5,750.00	1,725.00	2,875.00	124,200	5,750.00	1,725.00	2,875.00	128,000	5,925.00	1,775.00	2,966.67
	IV	2	131,400	6,083.33	1,825.00	3,041.67	131,400	6,083.33	1,825.00	3,041.67	135,400	6,266.67	1,883.33	3,133.33
	V	2	137,900	6,383.33	1,916.67	3,191.67	137,900	6,383.33	1,916.67	3,191.67	142,000	6,575.00	1,975.00	3,283.33
	VI	2	144,500	6,691.67	2,008.33	3,341.67	144,500	6,691.67	2,008.33	3,341.67	148,900	6,891.67	2,066.67	3,450.00
Associate Professor	I	2	138,100	6,391.67	1,916.67	3,200.00	138,100	6,391.67	1,916.67	3,200.00	142,200	6,583.33	1,975.00	3,291.67
	II	2	144,700	6,700.00	2,008.33	3,350.00	144,700	6,700.00	2,008.33	3,350.00	149,000	6,900.00	2,066.67	3,450.00
	III	2	152,800	7,075.00	2,125.00	3,533.33	152,800	7,075.00	2,125.00	3,533.33	157,300	7,283.33	2,183.33	3,641.67
	IV	3	162,200	7,508.33	2,250.00	3,758.33	162,200	7,508.33	2,250.00	3,758.33	167,000	7,733.33	2,316.67	3,866.67
	V	3	174,800	8,091.67	2,425.00	4,050.00	174,800	8,091.67	2,425.00	4,050.00	180,000	8,333.33	2,500.00	4,166.67
Professor	I	3	162,400	7,516.67	2,258.33	3,758.33	162,400	7,516.67	2,258.33	3,758.33	167,200	7,741.67	2,325.00	3,866.67
	II	3	175,000	8,100.00	2,433.33	4,050.00	175,000	8,100.00	2,433.33	4,050.00	180,200	8,341.67	2,500.00	4,175.00
	III	3	187,700	8,691.67	2,608.33	4,341.67	187,700	8,691.67	2,608.33	4,341.67	193,300	8,950.00	2,683.33	4,475.00
	IV	3	201,200	9,316.67	2,791.67	4,658.33	201,200	9,316.67	2,791.67	4,658.33	207,400	9,600.00	2,883.33	4,800.00
	V	--	215,600	9,983.33	2,991.67	4,991.67	215,600	9,983.33	2,991.67	4,991.67	222,100	10,283.33	3,083.33	5,141.67
	VI	--	233,500	10,808.33	3,241.67	5,408.33	233,500	10,808.33	3,241.67	5,408.33	240,500	11,133.33	3,341.67	5,566.67
	VII	--	252,700	11,700.00	3,508.33	5,850.00	252,700	11,700.00	3,508.33	5,850.00	260,300	12,050.00	3,616.67	6,025.00
	VIII	--	273,600	12,666.67	3,800.00	6,333.33	273,600	12,666.67	3,800.00	6,333.33	281,900	13,050.00	3,916.67	6,525.00
	IX	--	296,500	13,725.00	4,116.67	6,866.67	296,500	13,725.00	4,116.67	6,866.67	305,300	14,133.33	4,241.67	7,066.67

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

Rank	Years at		Scale 8 2.00				Scale 8 2.00				Scale 8 2.00			
	Step	Step	Annual	10/1/09			Minimum Scale 10/1/11				Adjusted Scale 10/1/11			
				Monthly REG	Monthly HS3	Monthly HS8	Annual	Monthly REG	Monthly HS3	Monthly HS8	Annual	Monthly REG	Monthly HS3	Monthly HS8
Instructor	--	--	106,400	4,433.33	1,333.33	3,100.01	106,400	4,433.33	1,333.33	3,100.01	109,600	4,566.67	1,366.67	3,200.00
Assistant Professor	I	2	123,400	5,141.67	1,541.67	3,600.00	123,400	5,141.67	1,541.67	3,600.00	127,200	5,300.00	1,591.67	3,708.33
	II	2	130,800	5,450.00	1,633.33	3,816.67	130,800	5,450.00	1,633.33	3,816.67	134,800	5,616.67	1,683.33	3,933.33
	III	2	138,000	5,750.00	1,725.00	4,025.00	138,000	5,750.00	1,725.00	4,025.00	142,200	5,925.00	1,775.00	4,150.00
	IV	2	146,000	6,083.33	1,825.00	4,258.33	146,000	6,083.33	1,825.00	4,258.33	150,400	6,266.67	1,883.33	4,383.33
	V	2	153,200	6,383.33	1,916.67	4,466.67	153,200	6,383.33	1,916.67	4,466.67	157,800	6,575.00	1,975.00	4,600.00
	VI	2	160,600	6,691.67	2,008.33	4,683.33	160,600	6,691.67	2,008.33	4,683.33	165,400	6,891.67	2,066.67	4,825.00
Associate Professor	I	2	153,400	6,391.67	1,916.67	4,475.00	153,400	6,391.67	1,916.67	4,475.00	158,000	6,583.33	1,975.00	4,608.33
	II	2	160,800	6,700.00	2,008.33	4,691.67	160,800	6,700.00	2,008.33	4,691.67	165,600	6,900.00	2,066.67	4,833.33
	III	2	169,800	7,075.00	2,125.00	4,950.00	169,800	7,075.00	2,125.00	4,950.00	174,800	7,283.33	2,183.33	5,100.00
	IV	3	180,200	7,508.33	2,250.00	5,258.33	180,200	7,508.33	2,250.00	5,258.33	185,600	7,733.33	2,316.67	5,416.67
	V	3	194,200	8,091.67	2,425.00	5,666.67	194,200	8,091.67	2,425.00	5,666.67	200,000	8,333.33	2,500.00	5,833.33
Professor	I	3	180,400	7,516.67	2,258.33	5,258.33	180,400	7,516.67	2,258.33	5,258.33	185,800	7,741.67	2,325.00	5,416.67
	II	3	194,400	8,100.00	2,433.33	5,666.67	194,400	8,100.00	2,433.33	5,666.67	200,200	8,341.67	2,500.00	5,841.67
	III	3	208,600	8,691.67	2,608.33	6,083.33	208,600	8,691.67	2,608.33	6,083.33	214,800	8,950.00	2,683.33	6,266.67
	IV	3	223,600	9,316.67	2,791.67	6,525.00	223,600	9,316.67	2,791.67	6,525.00	230,400	9,600.00	2,883.33	6,716.67
	V	--	239,600	9,983.33	2,991.67	6,991.67	239,600	9,983.33	2,991.67	6,991.67	246,800	10,283.33	3,083.33	7,200.00
	VI	--	259,400	10,808.33	3,241.67	7,566.67	259,400	10,808.33	3,241.67	7,566.67	267,200	11,133.33	3,341.67	7,791.67
	VII	--	280,800	11,700.00	3,508.33	8,191.67	280,800	11,700.00	3,508.33	8,191.67	289,200	12,050.00	3,616.67	8,433.33
	VIII	--	304,000	12,666.67	3,800.00	8,866.67	304,000	12,666.67	3,800.00	8,866.67	313,200	13,050.00	3,916.67	9,133.33
	IX	--	329,400	13,725.00	4,116.67	9,608.33	329,400	13,725.00	4,116.67	9,608.33	339,200	14,133.33	4,241.67	9,891.67

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

<u>Rank</u>	<u>Years at</u>		<u>Scale 9</u> <u>2.25</u>				<u>Scale 9</u> <u>2.25</u>				<u>Scale 9</u> <u>2.25</u>			
	<u>Step</u>	<u>Step</u>	<u>Annual</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Monthly</u>	<u>Monthly</u>
				<u>REG</u>	<u>HS3</u>	<u>HS9</u>		<u>REG</u>	<u>HS3</u>	<u>HS9</u>		<u>REG</u>	<u>HS3</u>	<u>HS9</u>
Instructor	--	--	119,700	4,433.33	1,333.33	4,208.33	119,700	4,433.33	1,333.33	4,208.33	123,300	4,566.67	1,366.67	4,341.67
Assistant Professor	I	2	138,800	5,141.67	1,541.67	4,883.33	138,800	5,141.67	1,541.67	4,883.33	143,100	5,300.00	1,591.67	5,033.33
	II	2	147,200	5,450.00	1,633.33	5,183.33	147,200	5,450.00	1,633.33	5,183.33	151,700	5,616.67	1,683.33	5,341.67
	III	2	155,300	5,750.00	1,725.00	5,466.67	155,300	5,750.00	1,725.00	5,466.67	160,000	5,925.00	1,775.00	5,633.33
	IV	2	164,300	6,083.33	1,825.00	5,783.33	164,300	6,083.33	1,825.00	5,783.33	169,200	6,266.67	1,883.33	5,950.00
	V	2	172,400	6,383.33	1,916.67	6,066.67	172,400	6,383.33	1,916.67	6,066.67	177,500	6,575.00	1,975.00	5,941.67
	VI	2	180,700	6,691.67	2,008.33	6,358.33	180,700	6,691.67	2,008.33	6,358.33	186,100	6,891.67	2,066.67	6,550.00
Associate Professor	I	2	172,600	6,391.67	1,916.67	6,075.00	172,600	6,391.67	1,916.67	6,075.00	177,800	6,583.33	1,975.00	6,258.33
	II	2	180,900	6,700.00	2,008.33	6,366.67	180,900	6,700.00	2,008.33	6,366.67	186,300	6,900.00	2,066.67	6,558.33
	III	2	191,000	7,075.00	2,125.00	6,716.67	191,000	7,075.00	2,125.00	6,716.67	196,700	7,283.33	2,183.33	6,925.00
	IV	3	202,700	7,508.33	2,250.00	7,133.33	202,700	7,508.33	2,250.00	7,133.33	208,800	7,733.33	2,316.67	7,350.00
	V	3	218,500	8,091.67	2,425.00	7,691.67	218,500	8,091.67	2,425.00	7,691.67	225,000	8,333.33	2,500.00	7,916.67
Professor	I	3	203,000	7,516.67	2,258.33	7,141.67	203,000	7,516.67	2,258.33	7,141.67	209,000	7,741.67	2,325.00	7,350.00
	II	3	218,700	8,100.00	2,433.33	7,691.67	218,700	8,100.00	2,433.33	7,691.67	225,200	8,341.67	2,500.00	7,925.00
	III	3	234,700	8,691.67	2,608.33	8,258.33	234,700	8,691.67	2,608.33	8,258.33	241,700	8,950.00	2,683.33	8,508.33
	IV	3	251,600	9,316.67	2,791.67	8,858.33	251,600	9,316.67	2,791.67	8,858.33	259,200	9,600.00	2,883.33	9,116.67
	V	--	269,600	9,983.33	2,991.67	9,491.67	269,600	9,983.33	2,991.67	9,491.67	277,700	10,283.33	3,083.33	9,775.00
	VI	--	291,800	10,808.33	3,241.67	10,266.67	291,800	10,808.33	3,241.67	10,266.67	300,600	11,133.33	3,341.67	10,575.00
	VII	--	315,900	11,700.00	3,508.33	11,116.67	315,900	11,700.00	3,508.33	11,116.67	325,400	12,050.00	3,616.67	11,450.00
	VIII	--	342,000	12,666.67	3,800.00	12,033.33	342,000	12,666.67	3,800.00	12,033.33	352,400	13,050.00	3,916.67	12,400.00
	IX	--	370,600	13,725.00	4,116.67	13,041.67	370,600	13,725.00	4,116.67	13,041.67	381,600	14,133.33	4,241.67	13,425.00

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

<u>Rank</u>	<u>Step</u>	<u>Scale 7/1/2011</u>		<u>Scale 7/1/2012</u>	
		<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
RESIDENT PHYSICIAN (2708 - Step I) (2724 - Steps II-VIII)	I	49,291	4,107.58	50,283	4,190.25
	II	51,062	4,255.17	52,004	4,333.67
	III	53,071	4,422.58	54,050	4,504.17
	IV	55,208	4,600.67	56,356	4,696.33
	V	57,635	4,802.92	58,679	4,889.92
	VI	59,451	4,954.25	61,091	5,090.92
	VII	61,624	5,135.33	63,058	5,254.83
	VIII	64,341	5,361.75	64,872	5,406.00

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>Scale 10/1/2007, 10/1/2008, & 10/1/2009</u>		<u>Minium Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</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>
ACADEMIC YEAR						
Lecturer with Security of Employment (1607)	43,908 - 118,596	3,659.00 - 9,883.00	43,908 - 118,596	3,659.00 - 9,883.00	45,228 - 122,148	3,769.00 - 10,179.00
Lecturer with Potential SOE - 100% Time (1680)						
Senior Lecturer with Security of Employment (1603)	78,516 - 118,596	6,543 - 9,883.00	78,516 - 118,596	6,543.00 - 9,883.00	80,868 - 122,148	6,739.00 - 10,179.00
Senior Lecturer with Potential SOE - 100% Time (1683)						
FISCAL YEAR						
Lecturer with Security of Employment (1617)	50,292 - 140,724	4,191.00 - 11,727.00	50,292 - 140,724	4,191.00 - 11,727.00	51,804 - 144,948	4,317.00 - 12,079.00
Lecturer with Potential SOE - 100% Time (1682)						
Senior Lecturer with Security of Employment (1613)	92,400 - 140,724	7,700 - 11,727.00	92,400 - 140,724	7,700.00 - 11,727.00	95,172 - 144,948	7,931.00 - 12,079.00
Senior Lecturer with Potential SOE - 100% Time (1685)						

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%**

Scale 10/1/2007, 10/1/2008 & 10/1/2009		Minimum Scale 10/1/2011		Adjusted Scale 10/1/2011	
<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
43,908	3,659.00	43,908	3,659.00	45,228	3,769.00
44,892	3,741.00	44,892	3,741.00	46,236	3,853.00
45,900	3,825.00	45,900	3,825.00	47,280	3,940.00
46,980	3,915.00	46,980	3,915.00	48,384	4,032.00
48,072	4,006.00	48,072	4,006.00	49,512	4,126.00
49,212	4,101.00	49,212	4,101.00	50,688	4,224.00
50,292	4,191.00	50,292	4,191.00	51,804	4,317.00
51,456	4,288.00	51,456	4,288.00	53,004	4,417.00
52,692	4,391.00	52,692	4,391.00	54,276	4,523.00
53,880	4,490.00	53,880	4,490.00	55,500	4,625.00
55,212	4,601.00	55,212	4,601.00	56,868	4,739.00
56,496	4,708.00	56,496	4,708.00	58,188	4,849.00
57,804	4,817.00	57,804	4,817.00	59,544	4,962.00
59,112	4,926.00	59,112	4,926.00	60,888	5,074.00
60,552	5,046.00	60,552	5,046.00	62,364	5,197.00
61,932	5,161.00	61,932	5,161.00	63,792	5,316.00
63,372	5,281.00	63,372	5,281.00	65,268	5,439.00
64,956	5,413.00	64,956	5,413.00	66,900	5,575.00
66,552	5,546.00	66,552	5,546.00	68,544	5,712.00
68,316	5,693.00	68,316	5,693.00	70,368	5,864.00
69,792	5,816.00	69,792	5,816.00	71,880	5,990.00
71,448	5,954.00	71,448	5,954.00	73,596	6,133.00
72,888	6,074.00	72,888	6,074.00	75,072	6,256.00
74,436	6,203.00	74,436	6,203.00	76,668	6,389.00
76,524	6,377.00	76,524	6,377.00	78,816	6,568.00
78,516	6,543.00	78,516	6,543.00	80,868	6,739.00
80,112	6,676.00	80,112	6,676.00	82,512	6,876.00

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

Scale 10/1/2007, 10/1/2008 & 10/1/2009		Minimum Scale 10/1/2011		Adjusted Scale 10/1/2011	
<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
82,176	6,848.00	82,176	6,848.00	84,636	7,053.00
84,324	7,027.00	84,324	7,027.00	86,856	7,238.00
86,196	7,183.00	86,196	7,183.00	88,776	7,398.00
87,864	7,322.00	87,864	7,322.00	90,504	7,542.00
89,916	7,493.00	89,916	7,493.00	92,616	7,718.00
92,400	7,700.00	92,400	7,700.00	95,172	7,931.00
94,536	7,878.00	94,536	7,878.00	97,368	8,114.00
96,612	8,051.00	96,612	8,051.00	99,516	8,293.00
98,592	8,216.00	98,592	8,216.00	101,544	8,462.00
101,160	8,430.00	101,160	8,430.00	104,196	8,683.00
103,164	8,597.00	103,164	8,597.00	106,260	8,855.00
105,240	8,770.00	105,240	8,770.00	108,396	9,033.00
107,808	8,984.00	107,808	8,984.00	111,048	9,254.00
110,508	9,209.00	110,508	9,209.00	113,820	9,485.00
112,944	9,412.00	112,944	9,412.00	116,328	9,694.00
115,512	9,626.00	115,512	9,626.00	118,980	9,915.00
118,596	9,883.00	118,596	9,883.00	122,148	10,179.00
121,752	10,146.00	121,752	10,146.00	125,400	10,450.00
124,764	10,397.00	124,764	10,397.00	128,508	10,709.00
127,692	10,641.00	127,692	10,641.00	131,520	10,960.00
130,872	10,906.00	130,872	10,906.00	134,796	11,233.00
134,064	11,172.00	134,064	11,172.00	138,084	11,507.00
137,352	11,446.00	137,352	11,446.00	141,468	11,789.00
140,724	11,727.00	140,724	11,727.00	144,948	12,079.00

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

<u>RANK</u>	<u>Scale 10/1/2009 Annual Range</u>	<u>Minimum Scale 10/01/2011 Annual Range</u>	<u>Adjusted Scale 10/01/2011 Annual Range</u>
ACADEMIC YEAR			
Lecturer (Not Continuing) (e.g., 1630, 1632)	44,636 - 125,920	44,636 - 125,920	45,975 - 129,698
Senior Lecturer (Not Continuing) (e.g., 1640, 1642)	69,618 - 125,920	69,618 - 125,920	71,707 - 129,698

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%

Scale 10/1/2009			Minimum Scale 10/1/2011			Adjusted Scale 10/1/2011		
Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month
44,636	3,719.67	4,959.56	44,636	3,719.67	4,959.56	45,975	3,831.25	5,108.33
45,753	3,812.75	5,083.67	45,753	3,812.75	5,083.67	47,126	3,927.17	5,236.22
46,896	3,908.00	5,210.67	46,896	3,908.00	5,210.67	48,303	4,025.25	5,367.00
48,068	4,005.67	5,340.89	48,068	4,005.67	5,340.89	49,510	4,125.83	5,501.11
49,270	4,105.83	5,474.44	49,270	4,105.83	5,474.44	50,748	4,229.00	5,638.67
50,502	4,208.50	5,611.33	50,502	4,208.50	5,611.33	52,017	4,334.75	5,779.67
51,765	4,313.75	5,751.67	51,765	4,313.75	5,751.67	53,318	4,443.17	5,924.22
53,058	4,421.50	5,895.33	53,058	4,421.50	5,895.33	54,650	4,554.17	6,072.22
54,385	4,532.08	6,042.78	54,385	4,532.08	6,042.78	56,017	4,668.08	6,224.11
55,745	4,645.42	6,193.89	55,745	4,645.42	6,193.89	57,417	4,784.75	6,379.67
57,138	4,761.50	6,348.67	57,138	4,761.50	6,348.67	58,852	4,904.33	6,539.11
58,567	4,880.58	6,507.44	58,567	4,880.58	6,507.44	60,324	5,027.00	6,702.67
60,031	5,002.58	6,670.11	60,031	5,002.58	6,670.11	61,832	5,152.67	6,870.22
61,531	5,127.58	6,836.78	61,531	5,127.58	6,836.78	63,377	5,281.42	7,041.89
63,069	5,255.75	7,007.67	63,069	5,255.75	7,007.67	64,961	5,413.42	7,217.89
64,647	5,387.25	7,183.00	64,647	5,387.25	7,183.00	66,586	5,548.83	7,398.44
66,263	5,521.92	7,362.56	66,263	5,521.92	7,362.56	68,251	5,687.58	7,583.44
67,920	5,660.00	7,546.67	67,920	5,660.00	7,546.67	69,958	5,829.83	7,773.11
69,618	5,801.50	7,735.33	69,618	5,801.50	7,735.33	71,707	5,975.58	7,967.44
71,358	5,946.50	7,928.67	71,358	5,946.50	7,928.67	73,499	6,124.92	8,166.56
73,141	6,095.08	8,126.78	73,141	6,095.08	8,126.78	75,335	6,277.92	8,370.56
74,971	6,247.58	8,330.11	74,971	6,247.58	8,330.11	77,220	6,435.00	8,580.00
76,844	6,403.67	8,538.22	76,844	6,403.67	8,538.22	79,149	6,595.75	8,794.33
78,765	6,563.75	8,751.67	78,765	6,563.75	8,751.67	81,128	6,760.67	9,014.22
80,734	6,727.83	8,970.44	80,734	6,727.83	8,970.44	83,156	6,929.67	9,239.56
82,753	6,896.08	9,194.78	82,753	6,896.08	9,194.78	85,236	7,103.00	9,470.67
84,823	7,068.58	9,424.78	84,823	7,068.58	9,424.78	87,368	7,280.67	9,707.56
86,943	7,245.25	9,660.33	86,943	7,245.25	9,660.33	89,551	7,462.58	9,950.11
89,117	7,426.42	9,901.89	89,117	7,426.42	9,901.89	91,791	7,649.25	10,199.00
91,345	7,612.08	10,149.44	91,345	7,612.08	10,149.44	94,085	7,840.42	10,453.89
93,628	7,802.33	10,403.11	93,628	7,802.33	10,403.11	96,437	8,036.42	10,715.22
95,968	7,997.33	10,663.11	95,968	7,997.33	10,663.11	98,847	8,237.25	10,983.00
98,368	8,197.33	10,929.78	98,368	8,197.33	10,929.78	101,319	8,443.25	11,257.67
100,827	8,402.25	11,203.00	100,827	8,402.25	11,203.00	103,852	8,654.33	11,539.11
103,347	8,612.25	11,483.00	103,347	8,612.25	11,483.00	106,447	8,870.58	11,827.44
105,931	8,827.58	11,770.11	105,931	8,827.58	11,770.11	109,109	9,092.42	12,123.22
108,578	9,048.17	12,064.22	108,578	9,048.17	12,064.22	111,835	9,319.58	12,426.11
111,294	9,274.50	12,366.00	111,294	9,274.50	12,366.00	114,633	9,552.75	12,737.00
114,077	9,506.42	12,675.22	114,077	9,506.42	12,675.22	117,499	9,791.58	13,055.44
116,928	9,744.00	12,992.00	116,928	9,744.00	12,992.00	120,436	10,036.33	13,381.78
119,851	9,987.58	13,316.78	119,851	9,987.58	13,316.78	123,447	10,287.25	13,716.33
122,848	10,237.33	13,649.78	122,848	10,237.33	13,649.78	126,533	10,544.42	14,059.22
125,920	10,493.33	13,991.11	125,920	10,493.33	13,991.11	129,698	10,808.17	14,410.89

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

<u>Rank</u>	<u>Scale 10/1/2009 Annual Range</u>	<u>Minimum Scale 10/1/2011 Annual Range</u>	<u>Adjusted Scale 10/1/2011 Annual Range</u>
ACADEMIC YEAR			
Lecturer (Continuing) (e.g., 1631, 1633)	50,502 - 125,920	50,502 - 125,920	52,017 - 129,698
Senior Lecturer (Continuing) (e.g., 1641, 1643)	69,618 - 125,920	69,618 - 125,920	71,707 - 129,698

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 10/1/2009			Minimum Scale 10/1/2011			Adjusted Scale 10/1/2011		
Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month	Annual	Monthly	1/9 Month
50,502	4,208.50	5,611.33	50,502	4,208.50	5,611.33	52,017	4,334.75	5,779.67
51,765	4,313.75	5,751.67	51,765	4,313.75	5,751.67	53,318	4,443.17	5,924.22
53,058	4,421.50	5,895.33	53,058	4,421.50	5,895.33	54,650	4,554.17	6,072.22
54,385	4,532.08	6,042.78	54,385	4,532.08	6,042.78	56,017	4,668.08	6,224.11
55,745	4,645.42	6,193.89	55,745	4,645.42	6,193.89	57,417	4,784.75	6,379.67
57,138	4,761.50	6,348.67	57,138	4,761.50	6,348.67	58,852	4,904.33	6,539.11
58,567	4,880.58	6,507.44	58,567	4,880.58	6,507.44	60,324	5,027.00	6,702.67
60,031	5,002.58	6,670.11	60,031	5,002.58	6,670.11	61,832	5,152.67	6,870.22
61,531	5,127.58	6,836.78	61,531	5,127.58	6,836.78	63,377	5,281.42	7,041.89
63,069	5,255.75	7,007.67	63,069	5,255.75	7,007.67	64,961	5,413.42	7,217.89
64,647	5,387.25	7,183.00	64,647	5,387.25	7,183.00	66,586	5,548.83	7,398.44
66,263	5,521.92	7,362.56	66,263	5,521.92	7,362.56	68,251	5,687.58	7,583.44
67,920	5,660.00	7,546.67	67,920	5,660.00	7,546.67	69,958	5,829.83	7,773.11
69,618	5,801.50	7,735.33	69,618	5,801.50	7,735.33	71,707	5,975.58	7,967.44
71,358	5,946.50	7,928.67	71,358	5,946.50	7,928.67	73,499	6,124.92	8,166.56
73,141	6,095.08	8,126.78	73,141	6,095.08	8,126.78	75,335	6,277.92	8,370.56
74,971	6,247.58	8,330.11	74,971	6,247.58	8,330.11	77,220	6,435.00	8,580.00
76,844	6,403.67	8,538.22	76,844	6,403.67	8,538.22	79,149	6,595.75	8,794.33
78,765	6,563.75	8,751.67	78,765	6,563.75	8,751.67	81,128	6,760.67	9,014.22
80,734	6,727.83	8,970.44	80,734	6,727.83	8,970.44	83,156	6,929.67	9,239.56
82,753	6,896.08	9,194.78	82,753	6,896.08	9,194.78	85,236	7,103.00	9,470.67
84,823	7,068.58	9,424.78	84,823	7,068.58	9,424.78	87,368	7,280.67	9,707.56
86,943	7,245.25	9,660.33	86,943	7,245.25	9,660.33	89,551	7,462.58	9,950.11
89,117	7,426.42	9,901.89	89,117	7,426.42	9,901.89	91,791	7,649.25	10,199.00
91,345	7,612.08	10,149.44	91,345	7,612.08	10,149.44	94,085	7,840.42	10,453.89
93,628	7,802.33	10,403.11	93,628	7,802.33	10,403.11	96,437	8,036.42	10,715.22
95,968	7,997.33	10,663.11	95,968	7,997.33	10,663.11	98,847	8,237.25	10,983.00
98,368	8,197.33	10,929.78	98,368	8,197.33	10,929.78	101,319	8,443.25	11,257.67
100,827	8,402.25	11,203.00	100,827	8,402.25	11,203.00	103,852	8,654.33	11,539.11
103,347	8,612.25	11,483.00	103,347	8,612.25	11,483.00	106,447	8,870.58	11,827.44
105,931	8,827.58	11,770.11	105,931	8,827.58	11,770.11	109,109	9,092.42	12,123.22
108,578	9,048.17	12,064.22	108,578	9,048.17	12,064.22	111,835	9,319.58	12,426.11
111,294	9,274.50	12,366.00	111,294	9,274.50	12,366.00	114,633	9,552.75	12,737.00
114,077	9,506.42	12,675.22	114,077	9,506.42	12,675.22	117,499	9,791.58	13,055.44
116,928	9,744.00	12,992.00	116,928	9,744.00	12,992.00	120,436	10,036.33	13,381.78
119,851	9,987.58	13,316.78	119,851	9,987.58	13,316.78	123,447	10,287.25	13,716.33
122,848	10,237.33	13,649.78	122,848	10,237.33	13,649.78	126,533	10,544.42	14,059.22
125,920	10,493.33	13,991.11	125,920	10,493.33	13,991.11	129,698	10,808.17	14,410.89

**PROFESSIONAL RESEARCH SERIES
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Salary Scale</u> <u>10/1/2010</u>		<u>Minimum Scale</u> <u>10/1/2011</u>		<u>Adjusted Scale</u> <u>10/1/2011</u>	
			<u>WITH COLA & MARKET</u> <u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT RESEARCHER (e.g.,3220)	I	2	61,700	5,141.67	61,700	5,141.67	63,600	5,300.00
	II	2	65,400	5,450.00	65,400	5,450.00	67,400	5,616.67
	III	2	69,000	5,750.00	69,000	5,750.00	71,100	5,925.00
	IV	2	73,000	6,083.33	73,000	6,083.33	75,200	6,266.67
	V	2	76,600	6,383.33	76,600	6,383.33	78,900	6,575.00
	VI	2	80,300	6,691.67	80,300	6,691.67	82,700	6,891.67
ASSOCIATE RESEARCHER (e.g.,3210)	I	2	76,700	6,391.67	76,700	6,391.67	79,000	6,583.33
	II	2	80,400	6,700.00	80,400	6,700.00	82,800	6,900.00
	III	2	84,900	7,075.00	84,900	7,075.00	87,400	7,283.33
	IV	3	90,100	7,508.33	90,100	7,508.33	92,800	7,733.33
	V	3	97,100	8,091.67	97,100	8,091.67	100,000	8,333.33
RESEARCHER (e.g.,3200)	I	3	90,200	7,516.67	90,200	7,516.67	92,900	7,741.67
	II	3	97,200	8,100.00	97,200	8,100.00	100,100	8,341.67
	III	3	104,300	8,691.67	104,300	8,691.67	107,400	8,950.00
	IV	3	111,800	9,316.67	111,800	9,316.67	115,200	9,600.00
	V	--	119,800	9,983.33	119,800	9,983.33	123,400	10,283.33
	VI	--	129,700	10,808.33	129,700	10,808.33	133,600	11,133.33
	VII	--	140,400	11,700.00	140,400	11,700.00	144,600	12,050.00
	VIII	--	152,000	12,666.67	152,000	12,666.67	156,600	13,050.00
	IX	--	164,700	13,725.00	164,700	13,725.00	169,600	14,133.33

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>	Years at <u>Step</u>	Salary Scale 10/1/2010 WITH COLA & MARKET		Minimum Scale 10/1/2011		Adjusted Scale 10/1/2011	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT RESEARCHER (e.g.,1989)	I	2	82,200	6,850.00	82,200	6,850.00	84,700	7,058.33
	II	2	86,500	7,208.33	86,500	7,208.33	89,100	7,425.00
	III	2	90,700	7,558.33	90,700	7,558.33	93,400	7,783.33
	IV	2	95,600	7,966.67	95,600	7,966.67	98,500	8,208.33
	V	2	99,700	8,308.33	99,700	8,308.33	102,700	8,558.33
	VI	2	103,300	8,608.33	103,300	8,608.33	106,400	8,866.67
ASSOCIATE RESEARCHER (e.g.,1988)	I	2	99,800	8,316.67	99,800	8,316.67	102,800	8,566.67
	II	2	103,400	8,616.67	103,400	8,616.67	106,500	8,875.00
	III	2	107,500	8,958.33	107,500	8,958.33	110,700	9,225.00
	IV	3	110,800	9,233.33	110,800	9,233.33	114,100	9,508.33
	V	3	114,000	9,500.00	114,000	9,500.00	117,400	9,783.33
RESEARCHER (e.g.,1987)	I	3	110,900	9,241.67	110,900	9,241.67	114,200	9,516.67
	II	3	114,100	9,508.33	114,100	9,508.33	117,500	9,791.67
	III	3	120,600	10,050.00	120,600	10,050.00	124,200	10,350.00
	IV	3	127,700	10,641.67	127,700	10,641.67	131,500	10,958.33
	V	--	135,300	11,275.00	135,300	11,275.00	139,400	11,616.67
	VI	--	145,500	12,125.00	145,500	12,125.00	149,900	12,491.67
	VII	--	156,000	13,000.00	156,000	13,000.00	160,700	13,391.67
	VIII	--	167,000	13,916.67	167,000	13,916.67	172,000	14,333.33
	IX	--	180,500	15,041.67	180,500	15,041.67	185,900	15,491.67

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

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

<u>Rank</u>	<u>Years at</u>		<u>Salary Scale</u> <u>10/1/2007, 10/1/2008</u> <u>& 10/1/2009</u>		<u>Minimum Scale</u> <u>10/1/2011</u>		<u>Adjusted Scale</u> <u>10/1/2011</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>
ASSISTANT	I	2	49,100	4,091.67	49,100	4,091.67	50,600	4,216.67
PROJECT SCIENTIST	II	2	51,900	4,325.00	51,900	4,325.00	53,500	4,458.33
(3394)	III	2	54,600	4,550.00	54,600	4,550.00	56,200	4,683.33
	IV	2	57,700	4,808.33	57,700	4,808.33	59,400	4,950.00
	V	2	60,600	5,050.00	60,600	5,050.00	62,400	5,200.00
	VI	2	63,600	5,300.00	63,600	5,300.00	65,500	5,458.33
ASSOCIATE	I	2	60,700	5,058.33	60,700	5,058.33	62,500	5,208.33
PROJECT SCIENTIST	II	2	63,700	5,308.33	63,700	5,308.33	65,600	5,466.67
(3392)	III	2	67,400	5,616.67	67,400	5,616.67	69,400	5,783.33
	IV	3	71,500	5,958.33	71,500	5,958.33	73,600	6,133.33
	V	3	76,800	6,400.00	76,800	6,400.00	79,100	6,591.67
PROJECT SCIENTIST	I	3	71,600	5,966.67	71,600	5,966.67	73,700	6,141.67
(3390)	II	3	76,900	6,408.33	76,900	6,408.33	79,200	6,600.00
	III	3	83,400	6,950.00	83,400	6,950.00	85,900	7,158.33
	IV	3	90,400	7,533.33	90,400	7,533.33	93,100	7,758.33
	V	--	98,000	8,166.67	98,000	8,166.67	100,900	8,408.33
	VI	--	106,400	8,866.67	106,400	8,866.67	109,600	9,133.33
	VII	--	115,500	9,625.00	115,500	9,625.00	119,000	9,916.67
	VIII	--	125,100	10,425.00	125,100	10,425.00	128,900	10,741.67
	IX	--	135,800	11,316.67	135,800	11,316.67	139,900	11,658.33

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

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	<u>Salary Scale</u> 10/1/2007, 10/1/2008 & 10/1/2009		<u>Minimum Scale</u> 10/1/11		<u>Adjusted Scale</u> 10/1/11	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT	I	2	65,100	5,425.00	65,100	5,425.00	67,100	5,591.67
PROJECT SCIENTIST	II	2	68,500	5,708.33	68,500	5,708.33	70,600	5,883.33
(3395)	III	2	72,000	6,000.00	72,000	6,000.00	74,200	6,183.33
	IV	2	75,300	6,275.00	75,300	6,275.00	77,600	6,466.67
	V	2	78,800	6,566.67	78,800	6,566.67	81,200	6,766.67
	VI	2	81,800	6,816.67	81,800	6,816.67	84,300	7,025.00
ASSOCIATE	I	2	78,900	6,575.00	78,900	6,575.00	81,300	6,775.00
PROJECT SCIENTIST	II	2	81,900	6,825.00	81,900	6,825.00	84,400	7,033.33
(3393)	III	2	85,000	7,083.33	85,000	7,083.33	87,600	7,300.00
	IV	3	87,600	7,300.00	87,600	7,300.00	90,200	7,516.67
	V	3	90,500	7,541.67	90,500	7,541.67	93,200	7,766.67
PROJECT SCIENTIST	I	3	87,700	7,308.33	87,700	7,308.33	90,300	7,525.00
(3391)	II	3	90,600	7,550.00	90,600	7,550.00	93,300	7,775.00
	III	3	96,100	8,008.33	96,100	8,008.33	99,000	8,250.00
	IV	3	103,200	8,600.00	103,200	8,600.00	106,300	8,858.33
	V	--	111,000	9,250.00	111,000	9,250.00	114,300	9,525.00
	VI	--	119,500	9,958.33	119,500	9,958.33	123,100	10,258.33
	VII	--	128,000	10,666.67	128,000	10,666.67	131,800	10,983.33
	VIII	--	137,000	11,416.67	137,000	11,416.67	141,100	11,758.33
	IX	--	148,800	12,400.00	148,800	12,400.00	153,300	12,775.00

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

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

Experience Level	6/1/2011	2/1/2012
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% upon reappointment in accordance with Article 4. Section C.3. through May 31, 2013, and a 3.5% increase 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, Experience Level 5, is by exception.

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

**SPECIALIST SERIES
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	Salary Scale 10/1/2007, 10/1/2008 & 10/1/2009		Minimum Scale 10/1/2011		Adjusted Scale 10/1/2011	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
JUNIOR SPECIALIST (3330)	I	1	33,672	2,806.00	33,672	2,806.00	34,680	2,890.00
	II	1	35,904	2,992.00	35,904	2,992.00	36,984	3,082.00
ASSISTANT SPECIALIST (3320)	I	2	38,952	3,246.00	38,952	3,246.00	40,116	3,343.00
	II	2	41,496	3,458.00	41,496	3,458.00	42,744	3,562.00
	III	2	44,400	3,700.00	44,400	3,700.00	45,732	3,811.00
ASSOCIATE SPECIALIST (3310)	I	2	48,372	4,031.00	48,372	4,031.00	49,824	4,152.00
	II	2	51,720	4,310.00	51,720	4,310.00	53,268	4,439.00
	III	2	55,464	4,622.00	55,464	4,622.00	57,132	4,761.00
	IV	--	58,224	4,852.00	58,224	4,852.00	59,976	4,998.00
SPECIALIST (3300)	I	3	62,532	5,211.00	62,532	5,211.00	64,404	5,367.00
	II	3	68,748	5,729.00	68,748	5,729.00	70,812	5,901.00
	III	--	76,872	6,406.00	76,872	6,406.00	79,176	6,598.00
	IV	--	86,316	7,193.00	86,316	7,193.00	88,908	7,409.00
	V	--	95,736	7,978.00	95,736	7,978.00	98,604	8,217.00

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

Scale 02/01/2011		Scale 10/01/2011		Scale 10/01/2012	
<u>ANNUAL</u>	<u>1/9TH</u>	<u>ANNUAL</u>	<u>1/9TH</u>	<u>ANNUAL</u>	<u>1/9TH</u>
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

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

* Monthly rate is 1/9 annual rate.

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

**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>Scale 10/1/2006</u>		<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>		<u>Scale 10/1/2011</u>	
		<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
GRADUATE STUDENT RESEARCHER (3284, 3282, 3266)	I	30,876	2,573.00	32,424	2,702.00	33,396	2,783.00
	II	33,276	2,773.00	34,944	2,912.00	35,988	2,999.00
	III	36,900	3,075.00	38,748	3,229.00	39,912	3,326.00
	IV	39,864	3,322.00	41,856	3,488.00	43,116	3,593.00
	V	42,516	3,543.00	44,640	3,720.00	45,984	3,832.00
	VI	44,496	3,708.00	46,716	3,893.00	48,120	4,010.00
	VII	48,060	4,005.00	50,460	4,205.00	51,972	4,331.00
	VIII	51,888	4,324.00	54,480	4,540.00	56,112	4,676.00
	IX	56,052	4,671.00	58,860	4,905.00	60,624	5,052.00
	X	60,528	5,044.00	63,552	5,296.00	65,460	5,455.00
GRADUATE STUDENT ASSISTANT RESEARCHER (3274, 3273)	I	30,876	2,573.00	32,424	2,702.00	33,396	2,783.00
	II	35,256	2,938.00	37,020	3,085.00	38,136	3,178.00

**LIBRARIAN SERIES
FISCAL YEAR RATES**

<u>Rank</u>	<u>Step</u>	Years at <u>Step</u>	<u>Salary Scale</u> 4/1/2008, 10/1/2008 & 10/1/2009		<u>Minimum Scale</u> 10/1/11		<u>Adjusted Scale</u> 10/1/11	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
ASSISTANT LIBRARIAN	I	2	46,164	3,847.00	46,164	3,847.00	47,544	3,962.00
3620-Career	II	2	47,087	3,923.92	47,087	3,923.92	48,504	4,042.00
3621-Potential Career	III	2	48,029	4,002.42	48,029	4,002.42	49,464	4,122.00
3622-Temporary								
ASSOCIATE LIBRARIAN	I	2	48,029	4,002.42	48,029	4,002.42	49,464	4,122.00
3616-Career	II	2	49,404	4,117.00	49,404	4,117.00	50,892	4,241.00
3617-Potential Career	III	2	52,860	4,405.00	52,860	4,405.00	54,444	4,537.00
3618-Temporary	IV	2	56,496	4,708.00	56,496	4,708.00	58,188	4,849.00
	V	2	60,408	5,034.00	60,408	5,034.00	62,220	5,185.00
	VI	2	64,560	5,380.00	64,560	5,380.00	66,492	5,541.00
	VII	3	68,892	5,741.00	68,892	5,741.00	70,956	5,913.00
LIBRARIAN	I	3	68,892	5,741.00	68,892	5,741.00	70,956	5,913.00
3612-Career	II	3	75,708	6,309.00	75,708	6,309.00	77,976	6,498.00
3613-Potential Career	III	3	82,524	6,877.00	82,524	6,877.00	84,996	7,083.00
3614-Temporary	IV	3	88,488	7,374.00	88,488	7,374.00	91,140	7,595.00
	V	---	95,388	7,949.00	95,388	7,949.00	98,244	8,187.00
	VI	---	102,540	8,545.00	102,540	8,545.00	105,612	8,801.00
	VII	---	110,028	9,169.00	110,028	9,169.00	113,328	9,444.00

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

**ASSISTANT AND ASSOCIATE UNIVERSITY LIBRARIANS
FISCAL YEAR**

<u>Rank</u>	<u>Salary Scale</u> 10/1/2007, 10/1/2008 & 10/1/2009		<u>Minimum Scale</u> 10/1/11		<u>Adjusted Scale</u> 10/1/11	
	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>	<u>Annual Range</u>	<u>Monthly Range</u>
ASSISTANT UNIVERSITY LIBRARIAN	80,800 - 145,500	6,733.33 - 12,125.00	80,800 - 145,500	6,733.33 - 12,125.00	83,200 - 149,900	6,933.33 - 12,491.67
ASSOCIATE UNIVERSITY LIBRARIAN	88,900 - 160,100	7,408.33 - 13,341.67	88,900 - 160,100	7,408.33 - 13,341.67	91,600 - 164,900	7,633.33 - 13,741.67

**ACADEMIC ADMINISTRATOR SERIES
FISCAL YEAR SALARY RANGES**

<u>Rank</u>	<u>Level</u>	<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>		<u>Minimum Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</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>
ACADEMIC ADMIN (1061)	I	46,128 - 63,816	3,844 - 5,318	46,128 - 63,816	3,844 - 5,318	47,508 - 65,736	3,959 - 5,478
ACADEMIC ADMIN (1062)	II	51,720 - 71,928	4,310 - 5,994	51,720 - 71,928	4,310 - 5,994	53,268 - 74,088	4,439 - 6,174
ACADEMIC ADMIN (1063)	III	58,224 - 80,880	4,852 - 6,740	58,224 - 80,880	4,852 - 6,740	59,976 - 83,304	4,998 - 6,942
ACADEMIC ADMIN (1064)	IV	65,136 - 89,400	5,428 - 7,450	65,136 - 89,400	5,428 - 7,450	67,092 - 92,088	5,591 - 7,674
ACADEMIC ADMIN (1065)	V	73,776 - 100,128	6,148 - 8,344	73,776 - 100,128	6,148 - 8,344	75,984 - 103,128	6,332 - 8,594
ACADEMIC ADMIN (1066)	VI	82,680 - 113,436	6,890 - 9,453	82,680 - 113,436	6,890 - 9,453	85,164 - 116,844	7,097 - 9,737
ACADEMIC ADMIN (1067)	VII	91,176 - 128,040	7,598 - 10,670	91,176 - 128,040	7,598 - 10,670	93,912 - 131,880	7,826 - 10,990

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>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>		<u>Minimum Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</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	38,952	3,246	40,116	3,343
2	2	40,776	3,398	40,776	3,398	42,000	3,500
3	2	42,456	3,538	42,456	3,538	43,728	3,644
4	2	44,400	3,700	44,400	3,700	45,732	3,811
5	2	46,128	3,844	46,128	3,844	47,508	3,959
6	2	48,372	4,031	48,372	4,031	49,824	4,152
7	2	50,628	4,219	50,628	4,219	52,152	4,346
8	2	52,944	4,412	52,944	4,412	54,528	4,544
9	2	55,464	4,622	55,464	4,622	57,132	4,761
10	2	58,224	4,852	58,224	4,852	59,976	4,998
11	2	61,080	5,090	61,080	5,090	62,916	5,243
12	2	63,816	5,318	63,816	5,318	65,736	5,478
13	2	66,972	5,581	66,972	5,581	68,976	5,748
14	2	70,116	5,843	70,116	5,843	72,216	6,018
15	--	73,776	6,148	73,776	6,148	75,984	6,332

Level II

<u>Step</u>	<u>Years at Step</u>	<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>		<u>Minimum Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</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	50,628	4,219	52,152	4,346
2	2	52,944	4,412	52,944	4,412	54,528	4,544
3	2	55,464	4,622	55,464	4,622	57,132	4,761
4	2	58,224	4,852	58,224	4,852	59,976	4,998
5	2	61,080	5,090	61,080	5,090	62,916	5,243
6	2	63,816	5,318	63,816	5,318	65,736	5,478
7	2	66,972	5,581	66,972	5,581	68,976	5,748
8	2	70,116	5,843	70,116	5,843	72,216	6,018
9	2	73,776	6,148	73,776	6,148	75,984	6,332
10	2	76,872	6,406	76,872	6,406	79,176	6,598
11	2	80,880	6,740	80,880	6,740	83,304	6,942
12	2	84,528	7,044	84,528	7,044	87,060	7,255
13	2	88,548	7,379	88,548	7,379	91,200	7,600
14	2	93,420	7,785	93,420	7,785	96,228	8,019
15	--	97,920	8,160	97,920	8,160	100,860	8,405

**ACADEMIC COORDINATOR TITLES
ACADEMIC YEAR RATES**

Level III

<u>Step</u>	<u>Years at Step</u>	<u>Scale 10/1/2007, 10/1/2008</u>		<u>Minimum Scale</u>		<u>Adjusted Scale</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	63,816	5,318	65,736	5,478
2	3	68,748	5,729	68,748	5,729	70,812	5,901
3	3	73,776	6,148	73,776	6,148	75,984	6,332
4	3	78,660	6,555	78,660	6,555	81,024	6,752
5	3	84,528	7,044	84,528	7,044	87,060	7,255
6	3	91,176	7,598	91,176	7,598	93,912	7,826
7	3	97,920	8,160	97,920	8,160	100,860	8,405
8	3	105,540	8,795	105,540	8,795	108,708	9,059
9	--	113,436	9,453	113,436	9,453	116,844	9,737

**ACADEMIC COORDINATOR TITLES
FISCAL YEAR RATES**

Level I

<u>Step</u>	<u>Years at Step</u>	<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>		<u>Minimum Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</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	44,400	3,700	45,732	3,811
2	2	46,128	3,844	46,128	3,844	47,508	3,959
3	2	48,372	4,031	48,372	4,031	49,824	4,152
4	2	50,628	4,219	50,628	4,219	52,152	4,346
5	2	52,944	4,412	52,944	4,412	54,528	4,544
6	2	55,464	4,622	55,464	4,622	57,132	4,761
7	2	58,224	4,852	58,224	4,852	59,976	4,998
8	2	61,080	5,090	61,080	5,090	62,916	5,243
9	2	63,816	5,318	63,816	5,318	65,736	5,478
10	2	66,972	5,581	66,972	5,581	68,976	5,748
11	2	70,116	5,843	70,116	5,843	72,216	6,018
12	2	73,776	6,148	73,776	6,148	75,984	6,332
13	2	76,872	6,406	76,872	6,406	79,176	6,598
14	2	80,880	6,740	80,880	6,740	83,304	6,942
15	--	84,528	7,044	84,528	7,044	87,060	7,255

Level II

<u>Step</u>	<u>Years at Step</u>	<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>		<u>Minimum Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</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	58,224	4,852	59,976	4,998
2	2	61,080	5,090	61,080	5,090	62,916	5,243
3	2	63,816	5,318	63,816	5,318	65,736	5,478
4	2	66,972	5,581	66,972	5,581	68,976	5,748
5	2	70,116	5,843	70,116	5,843	72,216	6,018
6	2	73,776	6,148	73,776	6,148	75,984	6,332
7	2	76,872	6,406	76,872	6,406	79,176	6,598
8	2	80,880	6,740	80,880	6,740	83,304	6,942
9	2	84,528	7,044	84,528	7,044	87,060	7,255
10	2	88,548	7,379	88,548	7,379	91,200	7,600
11	2	93,420	7,785	93,420	7,785	96,228	8,019
12	2	97,920	8,160	97,920	8,160	100,860	8,405
13	2	102,768	8,564	102,768	8,564	105,852	8,821
14	2	108,084	9,007	108,084	9,007	111,324	9,277
15	--	113,436	9,453	113,436	9,453	116,844	9,737

**ACADEMIC COORDINATOR TITLES
FISCAL YEAR RATES**

Level III

<u>Step</u>	<u>Years at Step</u>	<u>Scale 10/1/2007, 10/1/2008</u>		<u>Minimum Scale</u>		<u>Adjusted Scale</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	73,776	6,148	75,984	6,332
2	3	78,660	6,555	78,660	6,555	81,024	6,752
3	3	84,528	7,044	84,528	7,044	87,060	7,255
4	3	91,176	7,598	91,176	7,598	93,912	7,826
5	3	97,920	8,160	97,920	8,160	100,860	8,405
6	3	105,540	8,795	105,540	8,795	108,708	9,059
7	3	113,436	9,453	113,436	9,453	116,844	9,737
8	3	121,956	10,163	121,956	10,163	125,616	10,468
9	--	131,124	10,927	131,124	10,927	135,060	11,255

**CONTINUING EDUCATOR
FISCAL YEAR SALARY RANGES**

<u>Rank</u>	<u>Level</u>	<u>Scale 10/1/2007, 10/1/2008 & 10/1/2009</u>		<u>Minimum Scale 10/1/2011</u>		<u>Adjusted Scale 10/1/2011</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>
CONTINUING EDUCATOR (3520)	I	43,500 - 78,660	3,625 - 6,555	43,500 - 78,660	3,625 - 6,555	44,808 - 81,024	3,734 - 6,752
CONTINUING EDUCATOR (3521)	II	52,944 - 93,420	4,412 - 7,785	52,944 - 93,420	4,412 - 7,785	54,528 - 96,228	4,544 - 8,019
CONTINUING EDUCATOR (3522)	III	63,816 - 131,124	5,318 - 10,927	63,816 - 131,124	5,318 - 10,927	65,736 - 135,060	5,478 - 11,255

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

ACADEMIC STANDARD TABLE OF PAY RATES

Scale 10/1/2007, 10/1/2008 & 10/1/2009				Minimum Scale 10/1/11			Adjusted Scale 10/1/11		
<u>Annual</u>	<u>Monthly</u>	<u>Hourly</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	14.33	3,324.00	29,916	2,493.00	3,324.00	30,816	2,568.00	3,424.00
30,552	2,546.00	14.63	3,394.67	30,552	2,546.00	3,394.67	31,464	2,622.00	3,496.00
31,284	2,607.00	14.98	3,476.00	31,284	2,607.00	3,476.00	32,220	2,685.00	3,580.00
31,620	2,635.00	15.14	3,513.33	31,620	2,635.00	3,513.33	32,568	2,714.00	3,618.67
32,292	2,691.00	15.47	3,588.00	32,292	2,691.00	3,588.00	33,264	2,772.00	3,696.00
32,928	2,744.00	15.77	3,658.67	32,928	2,744.00	3,658.67	33,912	2,826.00	3,768.00
33,672	2,806.00	16.13	3,741.33	33,672	2,806.00	3,741.33	34,680	2,890.00	3,853.33
34,404	2,867.00	16.48	3,822.67	34,404	2,867.00	3,822.67	35,436	2,953.00	3,937.33
35,100	2,925.00	16.81	3,900.00	35,100	2,925.00	3,900.00	36,156	3,013.00	4,017.33
35,904	2,992.00	17.20	3,989.33	35,904	2,992.00	3,989.33	36,984	3,082.00	4,109.33
36,540	3,045.00	17.50	4,060.00	36,540	3,045.00	4,060.00	37,632	3,136.00	4,181.33
37,248	3,104.00	17.84	4,138.67	37,248	3,104.00	4,138.67	38,364	3,197.00	4,262.67
38,088	3,174.00	18.24	4,232.00	38,088	3,174.00	4,232.00	39,228	3,269.00	4,358.67
38,952	3,246.00	18.66	4,328.00	38,952	3,246.00	4,328.00	40,116	3,343.00	4,457.33
39,840	3,320.00	19.08	4,426.67	39,840	3,320.00	4,426.67	41,040	3,420.00	4,560.00
40,776	3,398.00	19.53	4,530.67	40,776	3,398.00	4,530.67	42,000	3,500.00	4,666.67
41,496	3,458.00	19.87	4,610.67	41,496	3,458.00	4,610.67	42,744	3,562.00	4,749.33
42,456	3,538.00	20.33	4,717.33	42,456	3,538.00	4,717.33	43,728	3,644.00	4,858.67
43,500	3,625.00	20.83	4,833.33	43,500	3,625.00	4,833.33	44,808	3,734.00	4,978.67
44,400	3,700.00	21.26	4,933.33	44,400	3,700.00	4,933.33	45,732	3,811.00	5,081.33
45,024	3,752.00	21.56	5,002.67	45,024	3,752.00	5,002.67	46,380	3,865.00	5,153.33
46,128	3,844.00	22.09	5,125.33	46,128	3,844.00	5,125.33	47,508	3,959.00	5,278.67
47,148	3,929.00	22.58	5,238.67	47,148	3,929.00	5,238.67	48,564	4,047.00	5,396.00
48,372	4,031.00	23.17	5,374.67	48,372	4,031.00	5,374.67	49,824	4,152.00	5,536.00

ACADEMIC STANDARD TABLE OF PAY RATES

Scale 10/1/2007, 10/1/2008 & 10/1/2009

Minimum Scale 10/1/11

Adjusted Scale 10/1/11

<u>Annual</u>	<u>Monthly</u>	<u>Hourly</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	23.68	5,494.67	49,452	4,121.00	5,494.67	50,940	4,245.00	5,660.00
50,628	4,219.00	24.25	5,625.33	50,628	4,219.00	5,625.33	52,152	4,346.00	5,794.67
51,720	4,310.00	24.77	5,746.67	51,720	4,310.00	5,746.67	53,268	4,439.00	5,918.67
52,944	4,412.00	25.36	5,882.67	52,944	4,412.00	5,882.67	54,528	4,544.00	6,058.67
54,192	4,516.00	25.95	6,021.33	54,192	4,516.00	6,021.33	55,812	4,651.00	6,201.33
55,464	4,622.00	26.56	6,162.67	55,464	4,622.00	6,162.67	57,132	4,761.00	6,348.00
56,856	4,738.00	27.23	6,317.33	56,856	4,738.00	6,317.33	58,560	4,880.00	6,506.67
58,224	4,852.00	27.89	6,469.33	58,224	4,852.00	6,469.33	59,976	4,998.00	6,664.00
59,772	4,981.00	28.63	6,641.33	59,772	4,981.00	6,641.33	61,560	5,130.00	6,840.00
61,080	5,090.00	29.25	6,786.67	61,080	5,090.00	6,786.67	62,916	5,243.00	6,990.67
62,532	5,211.00	29.95	6,948.00	62,532	5,211.00	6,948.00	64,404	5,367.00	7,156.00
63,816	5,318.00	30.56	7,090.67	63,816	5,318.00	7,090.67	65,736	5,478.00	7,304.00
65,136	5,428.00	31.20	7,237.33	65,136	5,428.00	7,237.33	67,092	5,591.00	7,454.67
66,972	5,581.00	32.07	7,441.33	66,972	5,581.00	7,441.33	68,976	5,748.00	7,664.00
68,748	5,729.00	32.93	7,638.67	68,748	5,729.00	7,638.67	70,812	5,901.00	7,868.00
70,116	5,843.00	33.58	7,790.67	70,116	5,843.00	7,790.67	72,216	6,018.00	8,024.00
71,928	5,994.00	34.45	7,992.00	71,928	5,994.00	7,992.00	74,088	6,174.00	8,232.00
73,776	6,148.00	35.33	8,197.33	73,776	6,148.00	8,197.33	75,984	6,332.00	8,442.67
75,444	6,287.00	36.13	8,382.67	75,444	6,287.00	8,382.67	77,712	6,476.00	8,634.67
76,872	6,406.00	36.82	8,541.33	76,872	6,406.00	8,541.33	79,176	6,598.00	8,797.33
78,660	6,555.00	37.67	8,740.00	78,660	6,555.00	8,740.00	81,024	6,752.00	9,002.67
80,880	6,740.00	38.74	8,986.67	80,880	6,740.00	8,986.67	83,304	6,942.00	9,256.00
82,680	6,890.00	39.60	9,186.67	82,680	6,890.00	9,186.67	85,164	7,097.00	9,462.67
84,528	7,044.00	40.48	9,392.00	84,528	7,044.00	9,392.00	87,060	7,255.00	9,673.33

ACADEMIC STANDARD TABLE OF PAY RATES

Scale 10/1/2007, 10/1/2008 & 10/1/2009				Minimum Scale 10/1/11			Adjusted Scale 10/1/11		
<u>Annual</u>	<u>Monthly</u>	<u>Hourly</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	41.34	9,590.67	86,316	7,193.00	9,590.67	88,908	7,409.00	9,878.67
88,548	7,379.00	42.41	9,838.67	88,548	7,379.00	9,838.67	91,200	7,600.00	10,133.33
89,400	7,450.00	42.82	9,933.33	89,400	7,450.00	9,933.33	92,088	7,674.00	10,232.00
91,176	7,598.00	43.67	10,130.67	91,176	7,598.00	10,130.67	93,912	7,826.00	10,434.67
93,420	7,785.00	44.74	10,380.00	93,420	7,785.00	10,380.00	96,228	8,019.00	10,692.00
95,736	7,978.00	45.85	10,637.33	95,736	7,978.00	10,637.33	98,604	8,217.00	10,956.00
97,920	8,160.00	46.90	10,880.00	97,920	8,160.00	10,880.00	100,860	8,405.00	11,206.67
100,128	8,344.00	47.95	11,125.33	100,128	8,344.00	11,125.33	103,128	8,594.00	11,458.67
102,768	8,564.00	49.22	11,418.67	102,768	8,564.00	11,418.67	105,852	8,821.00	11,761.33
105,540	8,795.00	50.55	11,726.67	105,540	8,795.00	11,726.67	108,708	9,059.00	12,078.67
108,084	9,007.00	51.76	12,009.33	108,084	9,007.00	12,009.33	111,324	9,277.00	12,369.33
110,652	9,221.00	52.99	12,294.67	110,652	9,221.00	12,294.67	113,976	9,498.00	12,664.00
113,436	9,453.00	54.33	12,604.00	113,436	9,453.00	12,604.00	116,844	9,737.00	12,982.67
116,196	9,683.00	55.65	12,910.67	116,196	9,683.00	12,910.67	119,676	9,973.00	13,297.33
119,076	9,923.00	57.03	13,230.67	119,076	9,923.00	13,230.67	122,652	10,221.00	13,628.00
121,956	10,163.00	58.41	13,550.67	121,956	10,163.00	13,550.67	125,616	10,468.00	13,957.33
124,968	10,414.00	59.85	13,885.33	124,968	10,414.00	13,885.33	128,712	10,726.00	14,301.33
128,040	10,670.00	61.32	14,226.67	128,040	10,670.00	14,226.67	131,880	10,990.00	14,653.33
131,124	10,927.00	62.80	14,569.33	131,124	10,927.00	14,569.33	135,060	11,255.00	15,006.67

**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

	Salary Scale 10/1/2008 & 10/1/2009	Salary Scale 10/1/2011
MAXIMUM ALLOWABLE	58,000	59,700