

APPENDIX B – FULL-TIME COMPENSATION SCHEDULES

APPENDIX B-1

2016-17

**FULL-TIME 34.6 WEEK TEACHING FACULTY SCHEDULE
BASED ON HIGHEST RELATED DEGREE**

Effective at the beginning of the first full pay period after ratification of this Agreement~~2015-16 Academic Year~~, the following schedule shall be in effect for full-time 34.6 week Teaching Faculty:

STEP	HS	AD	BD	MD	MD2 / MFA	PD
1	\$41,055	\$44,059	\$47,063	\$50,067	\$51,069	\$52,090
2	\$42,311	\$45,407	\$48,503	\$51,599	\$52,632	\$53,684
3	\$43,568	\$46,755	\$49,943	\$53,131	\$54,195	\$55,278
4	\$44,824	\$48,103	\$51,383	\$54,663	\$55,758	\$56,872
	\$46,542	\$49,946	\$53,351	\$56,757	\$57,894	\$59,051
51	\$46,081	\$49,451	\$52,823	\$56,195	\$57,321	\$58,466
	\$47,810	\$51,307	\$54,806	\$58,304	\$59,473	\$60,661
62	\$47,337	\$50,799	\$54,263	\$57,727	\$58,884	\$60,060
	\$49,080	\$52,668	\$56,260	\$59,852	\$61,051	\$62,271
73	\$48,594	\$52,147	\$55,703	\$59,259	\$60,447	\$61,654
	\$50,347	\$54,030	\$57,714	\$61,399	\$62,630	\$63,880
84	\$49,849	\$53,495	\$57,143	\$60,791	\$62,010	\$63,248
	\$51,617	\$55,391	\$59,169	\$62,946	\$64,209	\$65,490
95	\$51,106	\$54,843	\$58,583	\$62,323	\$63,573	\$64,842
	\$52,886	\$56,753	\$60,623	\$64,494	\$65,787	\$67,100
106	\$52,362	\$56,191	\$60,023	\$63,855	\$65,136	\$66,436
	\$54,154	\$58,114	\$62,078	\$66,041	\$67,366	\$68,710
117	\$53,618	\$57,539	\$61,463	\$65,387	\$66,699	\$68,030
	\$55,422	\$59,476	\$63,532	\$67,588	\$68,945	\$70,320
128	\$54,873	\$58,887	\$62,903	\$66,919	\$68,262	\$69,624
	\$56,691	\$60,837	\$64,986	\$69,136	\$70,523	\$71,930
139	\$56,130	\$60,235	\$64,343	\$68,451	\$69,825	\$71,218
	\$57,960	\$62,199	\$66,441	\$70,683	\$72,102	\$73,540
1410			\$65,783	\$69,983	\$71,388	\$72,812
	\$59,229	\$63,560	\$67,895	\$72,230	\$73,681	\$75,150
1511			\$67,223	\$71,515	\$72,951	\$74,406
	\$60,498	\$64,922	\$69,350	\$73,777	\$75,259	\$76,760
1612			\$68,663	\$73,047	\$74,514	\$76,000
	\$61,768	\$66,283	\$70,804	\$75,325	\$76,838	\$78,370
1713			\$70,103	\$74,579	\$76,077	\$77,594
1814			\$72,258	\$76,872	\$78,416	\$79,980

		\$71,543	\$76,111	\$77,640	\$79,188
		\$73,713	\$78,419	\$79,995	\$81,590
<u>1915</u>		\$72,983	\$77,643	\$79,203	\$80,782
		\$75,167	\$79,967	\$81,574	\$83,200
<u>2016</u>		\$74,423	\$79,175	\$80,766	\$82,376
		\$76,622	\$81,514	\$83,152	\$84,810
<u>2117</u>		\$75,863	\$80,707	\$82,329	\$83,970
		\$78,076	\$83,061	\$84,731	\$86,420
<u>2218</u>		\$77,303	\$82,239	\$83,892	\$85,564
		\$79,530	\$84,609	\$86,310	\$88,030
<u>2319</u>		\$78,743	\$83,771	\$85,455	\$87,158
		\$80,985	\$86,156	\$87,888	\$89,640
<u>2420</u>		\$80,183	\$85,303	\$87,018	\$88,752
		\$82,439	\$87,703	\$89,467	\$91,249
<u>2521</u>		\$81,623	\$86,835	\$88,581	\$90,346
<u>22</u>		\$83,923	\$89,282	\$91,077	\$92,892
<u>23</u>		\$85,434	\$90,889	\$92,717	\$94,564
<u>24</u>		\$86,972	\$92,525	\$94,386	\$96,266
<u>25</u>		\$88,537	\$94,191	\$96,084	\$97,999

The parties agree that all teaching faculty are encouraged to lead by example and, if not already achieved, complete a Bachelor or higher Level Degree(s) related to their field from an accredited College or University. Beginning 2015-16 Academic Year, fFull-time Teaching Faculty who are on the HS or AD Level will not advance beyond Step 13 of the HS those scales. Those full-time Teaching Faculty on the HS or AD Level whose salary already exceeds Step 13 on the scale will be red-circled until they achieve BD Level or higher.

At the beginning of the 2015-16 Academic Year When this Appendix becomes effective, all full-time Teaching Faculty who were hired prior to May 9, 2016, and are not red-circled or at the top of the new scale will advance one Step, except that Assistant Professors will not advance beyond Step 11, be placed on the new scale as follows:

<u>Old Step</u>	<u>New Step</u>
<u>1</u>	<u>1</u>
<u>2</u>	<u>1</u>
<u>3</u>	<u>1</u>
<u>4</u>	<u>1</u>
<u>5</u>	<u>2</u>
<u>6</u>	<u>3</u>
<u>7</u>	<u>4</u>
<u>8</u>	<u>5</u>
<u>9</u>	<u>6</u>
<u>10</u>	<u>7</u>
<u>11</u>	<u>8</u>
<u>12</u>	<u>9</u>

<u>13</u>	<u>10</u>
<u>14</u>	<u>11</u>
<u>15</u>	<u>12</u>
<u>16</u>	<u>13</u>
<u>17</u>	<u>14</u>
<u>18</u>	<u>15</u>
<u>19</u>	<u>16</u>
<u>20</u>	<u>17</u>
<u>21</u>	<u>18</u>
<u>22</u>	<u>19</u>
<u>23</u>	<u>20</u>
<u>24</u>	<u>21</u>
<u>25</u>	<u>22</u>

When this Appendix becomes effective, full-time Teaching Faculty hired into their current position after May 13, 2016, will be placed on the new scale as follows:

<u>Old Step</u>	<u>New Step</u>
<u>1</u>	<u>1</u>
<u>2</u>	<u>1</u>
<u>3</u>	<u>1</u>
<u>4</u>	<u>1</u>
<u>5</u>	<u>1</u>
<u>6</u>	<u>2</u>
<u>7</u>	<u>3</u>
<u>8</u>	<u>4</u>
<u>9</u>	<u>5</u>
<u>10</u>	<u>6</u>
<u>11</u>	<u>7</u>
<u>12</u>	<u>8</u>
<u>13</u>	<u>9</u>
<u>14</u>	<u>10</u>
<u>15</u>	<u>11</u>
<u>16</u>	<u>12</u>
<u>17</u>	<u>13</u>
<u>18</u>	<u>14</u>
<u>19</u>	<u>15</u>
<u>20</u>	<u>16</u>
<u>21</u>	<u>17</u>
<u>22</u>	<u>18</u>
<u>23</u>	<u>19</u>
<u>24</u>	<u>20</u>
<u>25</u>	<u>21</u>

2017-18
 FULL-TIME 34.6 WEEK TEACHING FACULTY SCHEDULE
 BASED ON HIGHEST RELATED DEGREE

Effective at the beginning of the first full pay period of the 2017-18 academic year, the following schedule shall be in effect for full-time 34.6 week Teaching Faculty:

STEP	HS	AD	BD	MD	MD2 / MFA	PD
1	\$47,240	\$50,695	\$54,151	\$57,608	\$58,763	\$59,936
2	\$48,528	\$52,077	\$55,628	\$59,179	\$60,365	\$61,571
3	\$49,816	\$53,458	\$57,104	\$60,749	\$61,967	\$63,205
4	\$51,103	\$54,840	\$58,580	\$62,320	\$63,570	\$64,839
5	\$52,391	\$56,222	\$60,056	\$63,890	\$65,172	\$66,473
6	\$53,679	\$57,604	\$61,533	\$65,461	\$66,774	\$68,107
7	\$54,966	\$58,986	\$63,009	\$67,031	\$68,376	\$69,741
8	\$56,253	\$60,368	\$64,485	\$68,602	\$69,979	\$71,375
9	\$57,542	\$61,750	\$65,961	\$70,173	\$71,581	\$73,009
10	\$58,829	\$63,132	\$67,437	\$71,743	\$73,183	\$74,643
11	\$60,118	\$64,514	\$68,914	\$73,314	\$74,786	\$76,277
12	\$61,405	\$65,896	\$70,390	\$74,884	\$76,388	\$77,911
13	\$62,694	\$67,278	\$71,866	\$76,455	\$77,990	\$79,545
14			\$73,342	\$78,025	\$79,593	\$81,180
15			\$74,819	\$79,596	\$81,195	\$82,814
16			\$76,295	\$81,166	\$82,797	\$84,448
17			\$77,771	\$82,737	\$84,400	\$86,082
18			\$79,247	\$84,307	\$86,002	\$87,716
19			\$80,723	\$85,878	\$87,604	\$89,350
20			\$82,200	\$87,448	\$89,207	\$90,984
21			\$83,676	\$89,019	\$90,809	\$92,618
22			\$85,182	\$90,621	\$92,443	\$94,285
23			\$86,715	\$92,252	\$94,107	\$95,982
24			\$88,276	\$93,913	\$95,801	\$97,710
25			\$89,865	\$95,603	\$97,526	\$99,469

At the beginning of the 2017-18 Academic Year, all full-time Teaching Faculty who are not red-circled or at the top of the scale will advance one step, except that Assistant Professors will not advance beyond Step 11 or three steps above the rate at which they were hired into their position, whichever is higher.

2018-19
**FULL-TIME 34.6 WEEK TEACHING FACULTY SCHEDULE
 BASED ON HIGHEST RELATED DEGREE**

Effective at the beginning of the first full pay period of the 2018-19 academic year, the following schedule shall be in effect for full-time 34.6 week Teaching Faculty:

STEP	HS	AD	BD	MD	MD2 / MFA	PD
1	<u>\$47,949</u>	<u>\$51,455</u>	<u>\$54,964</u>	<u>\$58,472</u>	<u>\$59,644</u>	<u>\$60,835</u>
2	<u>\$49,255</u>	<u>\$52,858</u>	<u>\$56,462</u>	<u>\$60,067</u>	<u>\$61,270</u>	<u>\$62,494</u>
3	<u>\$50,563</u>	<u>\$54,260</u>	<u>\$57,960</u>	<u>\$61,661</u>	<u>\$62,897</u>	<u>\$64,153</u>
4	<u>\$51,869</u>	<u>\$55,663</u>	<u>\$59,459</u>	<u>\$63,255</u>	<u>\$64,523</u>	<u>\$65,811</u>
5	<u>\$53,177</u>	<u>\$57,066</u>	<u>\$60,957</u>	<u>\$64,849</u>	<u>\$66,149</u>	<u>\$67,470</u>
6	<u>\$54,484</u>	<u>\$58,468</u>	<u>\$62,456</u>	<u>\$66,443</u>	<u>\$67,776</u>	<u>\$69,128</u>
7	<u>\$55,791</u>	<u>\$59,871</u>	<u>\$63,954</u>	<u>\$68,037</u>	<u>\$69,402</u>	<u>\$70,787</u>
8	<u>\$57,097</u>	<u>\$61,274</u>	<u>\$65,452</u>	<u>\$69,631</u>	<u>\$71,028</u>	<u>\$72,446</u>
9	<u>\$58,405</u>	<u>\$62,676</u>	<u>\$66,951</u>	<u>\$71,225</u>	<u>\$72,655</u>	<u>\$74,104</u>
10	<u>\$59,712</u>	<u>\$64,079</u>	<u>\$68,449</u>	<u>\$72,819</u>	<u>\$74,281</u>	<u>\$75,763</u>
11	<u>\$61,020</u>	<u>\$65,481</u>	<u>\$69,947</u>	<u>\$74,413</u>	<u>\$75,908</u>	<u>\$77,421</u>
12	<u>\$62,327</u>	<u>\$66,884</u>	<u>\$71,446</u>	<u>\$76,007</u>	<u>\$77,534</u>	<u>\$79,080</u>
13	<u>\$63,634</u>	<u>\$68,287</u>	<u>\$72,944</u>	<u>\$77,601</u>	<u>\$79,160</u>	<u>\$80,739</u>
14			<u>\$74,442</u>	<u>\$79,196</u>	<u>\$80,787</u>	<u>\$82,397</u>
15			<u>\$75,941</u>	<u>\$80,790</u>	<u>\$82,413</u>	<u>\$84,056</u>
16			<u>\$77,439</u>	<u>\$82,384</u>	<u>\$84,039</u>	<u>\$85,714</u>
17			<u>\$78,938</u>	<u>\$83,978</u>	<u>\$85,666</u>	<u>\$87,373</u>
18			<u>\$80,436</u>	<u>\$85,572</u>	<u>\$87,292</u>	<u>\$89,032</u>
19			<u>\$81,934</u>	<u>\$87,166</u>	<u>\$88,918</u>	<u>\$90,690</u>
20			<u>\$83,433</u>	<u>\$88,760</u>	<u>\$90,545</u>	<u>\$92,349</u>
21			<u>\$84,931</u>	<u>\$90,354</u>	<u>\$92,171</u>	<u>\$94,007</u>
22			<u>\$86,460</u>	<u>\$91,981</u>	<u>\$93,830</u>	<u>\$95,700</u>
23			<u>\$88,016</u>	<u>\$93,636</u>	<u>\$95,519</u>	<u>\$97,422</u>
24			<u>\$89,600</u>	<u>\$95,322</u>	<u>\$97,238</u>	<u>\$99,176</u>
25			<u>\$91,213</u>	<u>\$97,037</u>	<u>\$98,989</u>	<u>\$100,961</u>

At the beginning of the 2018-19 Academic Year, all full-time Teaching Faculty who are not red-circled or at the top of the scale will advance one step, except that Assistant Professors will not advance beyond Step 11 or three steps above the rate at which they were hired into their position, whichever is higher.

2019-20
**FULL-TIME 34.6 WEEK TEACHING FACULTY SCHEDULE
 BASED ON HIGHEST RELATED DEGREE**

Effective at the beginning of the first full pay period of the 2019-20 academic year, the following schedule shall be in effect for full-time 34.6 week Teaching Faculty:

STEP	HS	AD	BD	MD	MD2 / MFA	PD
1	<u>\$48,668</u>	<u>\$52,227</u>	<u>\$55,788</u>	<u>\$59,350</u>	<u>\$60,539</u>	<u>\$61,748</u>
2	<u>\$49,994</u>	<u>\$53,651</u>	<u>\$57,309</u>	<u>\$60,968</u>	<u>\$62,189</u>	<u>\$63,431</u>
3	<u>\$51,322</u>	<u>\$55,074</u>	<u>\$58,830</u>	<u>\$62,586</u>	<u>\$63,840</u>	<u>\$65,115</u>
4	<u>\$52,647</u>	<u>\$56,498</u>	<u>\$60,351</u>	<u>\$64,204</u>	<u>\$65,491</u>	<u>\$66,798</u>
5	<u>\$53,975</u>	<u>\$57,922</u>	<u>\$61,872</u>	<u>\$65,822</u>	<u>\$67,142</u>	<u>\$68,482</u>
6	<u>\$55,301</u>	<u>\$59,345</u>	<u>\$63,392</u>	<u>\$67,440</u>	<u>\$68,792</u>	<u>\$70,165</u>
7	<u>\$56,628</u>	<u>\$60,769</u>	<u>\$64,913</u>	<u>\$69,058</u>	<u>\$70,443</u>	<u>\$71,849</u>
8	<u>\$57,953</u>	<u>\$62,193</u>	<u>\$66,434</u>	<u>\$70,676</u>	<u>\$72,094</u>	<u>\$73,532</u>
9	<u>\$59,281</u>	<u>\$63,616</u>	<u>\$67,955</u>	<u>\$72,294</u>	<u>\$73,745</u>	<u>\$75,216</u>
10	<u>\$60,607</u>	<u>\$65,040</u>	<u>\$69,476</u>	<u>\$73,912</u>	<u>\$75,395</u>	<u>\$76,899</u>
11	<u>\$61,935</u>	<u>\$66,464</u>	<u>\$70,997</u>	<u>\$75,530</u>	<u>\$77,046</u>	<u>\$78,583</u>
12	<u>\$63,261</u>	<u>\$67,887</u>	<u>\$72,517</u>	<u>\$77,148</u>	<u>\$78,697</u>	<u>\$80,266</u>
13	<u>\$64,589</u>	<u>\$69,311</u>	<u>\$74,038</u>	<u>\$78,766</u>	<u>\$80,348</u>	<u>\$81,950</u>
14			<u>\$75,559</u>	<u>\$80,384</u>	<u>\$81,998</u>	<u>\$83,633</u>
15			<u>\$77,080</u>	<u>\$82,002</u>	<u>\$83,649</u>	<u>\$85,317</u>
16			<u>\$78,601</u>	<u>\$83,620</u>	<u>\$85,300</u>	<u>\$87,000</u>
17			<u>\$80,122</u>	<u>\$85,238</u>	<u>\$86,951</u>	<u>\$88,684</u>
18			<u>\$81,642</u>	<u>\$86,855</u>	<u>\$88,601</u>	<u>\$90,367</u>
19			<u>\$83,163</u>	<u>\$88,473</u>	<u>\$90,252</u>	<u>\$92,051</u>
20			<u>\$84,684</u>	<u>\$90,091</u>	<u>\$91,903</u>	<u>\$93,734</u>
21			<u>\$86,205</u>	<u>\$91,709</u>	<u>\$93,554</u>	<u>\$95,418</u>
22			<u>\$87,757</u>	<u>\$93,360</u>	<u>\$95,237</u>	<u>\$97,135</u>
23			<u>\$89,336</u>	<u>\$95,041</u>	<u>\$96,952</u>	<u>\$98,884</u>
24			<u>\$90,944</u>	<u>\$96,751</u>	<u>\$98,697</u>	<u>\$100,663</u>
25			<u>\$92,581</u>	<u>\$98,493</u>	<u>\$100,473</u>	<u>\$102,475</u>

At the beginning of the 2019-20 Academic Year, all full-time Teaching Faculty who are not red-circled or at the top of the scale will advance one step, except that Assistant Professors will not advance beyond Step 11 or three steps above the rate at which they were hired into their position, whichever is higher.