

Effective at the beginning of the ~~2012-13 Academic Year~~ first full pay period after ratification of this Agreement, the following appendix shall be in effect:

APPENDIX B-2

~~2012-2016-17~~

**FULL-TIME 43 WEEK LAB INSTRUCTOR SCHEDULE
BASED ON DEGREE REQUIRED FOR POSITION**

STEP	HS	AD	BD	MD	MD2 /	
					MFA	MSN/PD
1	<u>\$40,446</u>	<u>\$43,407</u>	<u>\$46,366</u>	<u>\$49,325</u>	<u>\$50,312</u>	<u>\$51,318</u>
	<u>\$40,046</u>	<u>\$42,977</u>	<u>\$45,907</u>	<u>\$48,837</u>	<u>\$49,814</u>	<u>\$50,810</u>
2	<u>\$41,685</u>	<u>\$44,735</u>	<u>\$47,784</u>	<u>\$50,834</u>	<u>\$51,852</u>	<u>\$52,889</u>
	<u>\$41,272</u>	<u>\$44,292</u>	<u>\$47,311</u>	<u>\$50,331</u>	<u>\$51,339</u>	<u>\$52,365</u>
3	<u>\$42,923</u>	<u>\$46,062</u>	<u>\$49,203</u>	<u>\$52,344</u>	<u>\$53,393</u>	<u>\$54,459</u>
	<u>\$42,498</u>	<u>\$45,606</u>	<u>\$48,716</u>	<u>\$51,826</u>	<u>\$52,864</u>	<u>\$53,920</u>
4	<u>\$44,160</u>	<u>\$47,390</u>	<u>\$50,622</u>	<u>\$53,853</u>	<u>\$54,932</u>	<u>\$56,030</u>
	<u>\$43,723</u>	<u>\$46,921</u>	<u>\$50,121</u>	<u>\$53,320</u>	<u>\$54,388</u>	<u>\$55,475</u>
5	<u>\$45,398</u>	<u>\$48,718</u>	<u>\$52,040</u>	<u>\$55,362</u>	<u>\$56,472</u>	<u>\$57,600</u>
	<u>\$44,949</u>	<u>\$48,236</u>	<u>\$51,525</u>	<u>\$54,814</u>	<u>\$55,913</u>	<u>\$57,030</u>
6	<u>\$46,636</u>	<u>\$50,047</u>	<u>\$53,459</u>	<u>\$56,872</u>	<u>\$58,011</u>	<u>\$59,170</u>
	<u>\$46,174</u>	<u>\$49,551</u>	<u>\$52,930</u>	<u>\$56,309</u>	<u>\$57,437</u>	<u>\$58,585</u>
7	<u>\$47,874</u>	<u>\$51,375</u>	<u>\$54,878</u>	<u>\$58,381</u>	<u>\$59,552</u>	<u>\$60,740</u>
	<u>\$47,400</u>	<u>\$50,866</u>	<u>\$54,335</u>	<u>\$57,803</u>	<u>\$58,962</u>	<u>\$60,139</u>
8	<u>\$49,110</u>	<u>\$52,703</u>	<u>\$56,296</u>	<u>\$59,891</u>	<u>\$61,092</u>	<u>\$62,311</u>
	<u>\$48,624</u>	<u>\$52,181</u>	<u>\$55,739</u>	<u>\$59,298</u>	<u>\$60,487</u>	<u>\$61,694</u>
9	<u>\$50,350</u>	<u>\$54,031</u>	<u>\$57,715</u>	<u>\$61,400</u>	<u>\$62,631</u>	<u>\$63,881</u>
	<u>\$49,851</u>	<u>\$53,496</u>	<u>\$57,144</u>	<u>\$60,792</u>	<u>\$62,011</u>	<u>\$63,249</u>
10	<u>\$51,587</u>	<u>\$55,359</u>	<u>\$59,133</u>	<u>\$62,908</u>	<u>\$64,171</u>	<u>\$65,452</u>
	<u>\$51,076</u>	<u>\$54,811</u>	<u>\$58,548</u>	<u>\$62,286</u>	<u>\$63,536</u>	<u>\$64,804</u>
11	<u>\$52,824</u>	<u>\$56,686</u>	<u>\$60,553</u>	<u>\$64,419</u>	<u>\$65,711</u>	<u>\$67,022</u>
	<u>\$52,301</u>	<u>\$56,125</u>	<u>\$59,953</u>	<u>\$63,781</u>	<u>\$65,060</u>	<u>\$66,359</u>
12	<u>\$54,060</u>	<u>\$58,014</u>	<u>\$61,972</u>	<u>\$65,928</u>	<u>\$67,251</u>	<u>\$68,593</u>
	<u>\$53,525</u>	<u>\$57,440</u>	<u>\$61,358</u>	<u>\$65,275</u>	<u>\$66,585</u>	<u>\$67,914</u>
13	<u>\$55,299</u>	<u>\$59,343</u>	<u>\$63,390</u>	<u>\$67,436</u>	<u>\$68,791</u>	<u>\$70,163</u>
	<u>\$54,751</u>	<u>\$58,755</u>	<u>\$62,762</u>	<u>\$66,769</u>	<u>\$68,110</u>	<u>\$69,468</u>
14			<u>\$64,809</u>	<u>\$68,947</u>	<u>\$70,330</u>	<u>\$71,733</u>
			<u>\$64,167</u>	<u>\$68,264</u>	<u>\$69,634</u>	<u>\$71,023</u>
15			<u>\$66,228</u>	<u>\$70,456</u>	<u>\$71,871</u>	<u>\$73,304</u>
			<u>\$65,572</u>	<u>\$69,758</u>	<u>\$71,159</u>	<u>\$72,578</u>
16			<u>\$67,646</u>	<u>\$71,964</u>	<u>\$73,409</u>	<u>\$74,874</u>
			<u>\$66,976</u>	<u>\$71,252</u>	<u>\$72,683</u>	<u>\$74,133</u>
17			<u>\$69,065</u>	<u>\$73,474</u>	<u>\$74,950</u>	<u>\$76,445</u>
			<u>\$68,381</u>	<u>\$72,747</u>	<u>\$74,208</u>	<u>\$75,688</u>
18			<u>\$70,483</u>	<u>\$74,983</u>	<u>\$76,490</u>	<u>\$78,016</u>

			\$69,785	\$74,241	\$75,733	\$77,243
			\$71,902	\$76,493	\$78,030	\$79,585
19			\$71,190	\$75,736	\$77,257	\$78,797
			\$73,321	\$78,002	\$79,570	\$81,156
20			\$72,595	\$77,230	\$78,782	\$80,352
21	\$64,555	\$69,274	\$73,999	\$78,724	\$80,306	\$81,907
22	\$65,780	\$70,589	\$75,404	\$80,219	\$81,831	\$83,462
23	\$67,006	\$71,904	\$76,809	\$81,713	\$83,356	\$85,017
24	\$68,232	\$73,219	\$78,213	\$83,207	\$84,880	\$86,572
25	\$69,479	\$74,534	\$79,618	\$84,702	\$86,405	\$88,127

~~Beginning 2012—2013 all full Time Lab Instructors hired prior to ratification will be placed on Steps as follows:~~

OLD STEP	NEW STEP
1	1
2	3
3	5
4	7
5	9
6	11
7	13
8	15
9	17
10	19
11	21
12	23

~~Full-time Lab Instructors who were on the BP Level will be placed on the BD scale on the Step that will result in a pay increase. Full-time Lab Instructors on the MP Level will be placed on the MD2/MFA.~~

Full-time Lab Instructors on the HS or AD scale whose salary already exceeds Step 13 will be red-circled.

When this Appendix becomes effective, full-time Lab Instructors who are not red-circled or at the top of the scale, will advance one (1) Step at the beginning of the first full pay period on or after the member has satisfactorily completed a full year of service in the current position and Step, except that probationary Lab Instructors will not advance beyond Step 11 or three steps above the rate at which they were hired into their position, whichever is higher.

2017-18
 FULL-TIME 43 WEEK LAB INSTRUCTOR SCHEDULE
 BASED ON DEGREE REQUIRED FOR POSITION

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 43 week Lab Instructors:

STEP	HS	AD	BD	MD	MD2 / MFA	PD
1	<u>\$41,053</u>	<u>\$44,058</u>	<u>\$47,062</u>	<u>\$50,065</u>	<u>\$51,067</u>	<u>\$52,088</u>
2	<u>\$42,310</u>	<u>\$45,406</u>	<u>\$48,501</u>	<u>\$51,596</u>	<u>\$52,630</u>	<u>\$53,682</u>
3	<u>\$43,567</u>	<u>\$46,753</u>	<u>\$49,941</u>	<u>\$53,129</u>	<u>\$54,194</u>	<u>\$55,276</u>
4	<u>\$44,823</u>	<u>\$48,101</u>	<u>\$51,382</u>	<u>\$54,661</u>	<u>\$55,756</u>	<u>\$56,870</u>
5	<u>\$46,079</u>	<u>\$49,449</u>	<u>\$52,821</u>	<u>\$56,192</u>	<u>\$57,319</u>	<u>\$58,464</u>
6	<u>\$47,335</u>	<u>\$50,797</u>	<u>\$54,261</u>	<u>\$57,725</u>	<u>\$58,882</u>	<u>\$60,058</u>
7	<u>\$48,592</u>	<u>\$52,145</u>	<u>\$55,702</u>	<u>\$59,257</u>	<u>\$60,445</u>	<u>\$61,651</u>
8	<u>\$49,847</u>	<u>\$53,493</u>	<u>\$57,141</u>	<u>\$60,789</u>	<u>\$62,008</u>	<u>\$63,246</u>
9	<u>\$51,105</u>	<u>\$54,841</u>	<u>\$58,581</u>	<u>\$62,321</u>	<u>\$63,571</u>	<u>\$64,840</u>
10	<u>\$52,361</u>	<u>\$56,189</u>	<u>\$60,020</u>	<u>\$63,852</u>	<u>\$65,134</u>	<u>\$66,434</u>
11	<u>\$53,616</u>	<u>\$57,537</u>	<u>\$61,461</u>	<u>\$65,385</u>	<u>\$66,696</u>	<u>\$68,028</u>
12	<u>\$54,871</u>	<u>\$58,885</u>	<u>\$62,901</u>	<u>\$66,917</u>	<u>\$68,260</u>	<u>\$69,622</u>
13	<u>\$56,128</u>	<u>\$60,233</u>	<u>\$64,340</u>	<u>\$68,448</u>	<u>\$69,823</u>	<u>\$71,215</u>
14			<u>\$65,781</u>	<u>\$69,981</u>	<u>\$71,385</u>	<u>\$72,809</u>
15			<u>\$67,221</u>	<u>\$71,512</u>	<u>\$72,949</u>	<u>\$74,404</u>
16			<u>\$68,660</u>	<u>\$73,044</u>	<u>\$74,511</u>	<u>\$75,997</u>
17			<u>\$70,101</u>	<u>\$74,577</u>	<u>\$76,074</u>	<u>\$77,592</u>
18			<u>\$71,540</u>	<u>\$76,108</u>	<u>\$77,638</u>	<u>\$79,186</u>
19			<u>\$72,980</u>	<u>\$77,641</u>	<u>\$79,200</u>	<u>\$80,779</u>
20			<u>\$74,421</u>	<u>\$79,172</u>	<u>\$80,763</u>	<u>\$82,373</u>

Effective at the beginning of the 2017-18 Academic Year, full-time Lab Instructors who are not red-circled or at the top of the scale, will advance one (1) Step at the beginning of the first full pay period on or after the member has satisfactorily completed a full year of service in the current position and Step, except that probationary Lab Instructors 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 43 WEEK LAB INSTRUCTOR SCHEDULE
 BASED ON DEGREE REQUIRED FOR POSITION**

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 43 week Lab Instructors:

STEP	HS	AD	BD	MD	MD2 / MFA	PD
1	<u>\$41,669</u>	<u>\$44,719</u>	<u>\$47,767</u>	<u>\$50,816</u>	<u>\$51,833</u>	<u>\$52,869</u>

2	<u>\$42,945</u>	<u>\$46,087</u>	<u>\$49,228</u>	<u>\$52,370</u>	<u>\$53,420</u>	<u>\$54,488</u>
3	<u>\$44,220</u>	<u>\$47,454</u>	<u>\$50,690</u>	<u>\$53,926</u>	<u>\$55,007</u>	<u>\$56,105</u>
4	<u>\$45,495</u>	<u>\$48,823</u>	<u>\$52,152</u>	<u>\$55,481</u>	<u>\$56,592</u>	<u>\$57,723</u>
5	<u>\$46,771</u>	<u>\$50,191</u>	<u>\$53,613</u>	<u>\$57,035</u>	<u>\$58,179</u>	<u>\$59,341</u>
6	<u>\$48,045</u>	<u>\$51,559</u>	<u>\$55,075</u>	<u>\$58,591</u>	<u>\$59,765</u>	<u>\$60,959</u>
7	<u>\$49,321</u>	<u>\$52,927</u>	<u>\$56,537</u>	<u>\$60,146</u>	<u>\$61,352</u>	<u>\$62,576</u>
8	<u>\$50,595</u>	<u>\$54,296</u>	<u>\$57,998</u>	<u>\$61,701</u>	<u>\$62,938</u>	<u>\$64,195</u>
9	<u>\$51,871</u>	<u>\$55,664</u>	<u>\$59,460</u>	<u>\$63,256</u>	<u>\$64,524</u>	<u>\$65,812</u>
10	<u>\$53,146</u>	<u>\$57,032</u>	<u>\$60,921</u>	<u>\$64,810</u>	<u>\$66,111</u>	<u>\$67,431</u>
11	<u>\$54,421</u>	<u>\$58,400</u>	<u>\$62,383</u>	<u>\$66,366</u>	<u>\$67,697</u>	<u>\$69,048</u>
12	<u>\$55,694</u>	<u>\$59,768</u>	<u>\$63,845</u>	<u>\$67,920</u>	<u>\$69,284</u>	<u>\$70,667</u>
13	<u>\$56,970</u>	<u>\$61,136</u>	<u>\$65,306</u>	<u>\$69,475</u>	<u>\$70,870</u>	<u>\$72,283</u>
14			<u>\$66,768</u>	<u>\$71,031</u>	<u>\$72,456</u>	<u>\$73,901</u>
15			<u>\$68,229</u>	<u>\$72,585</u>	<u>\$74,043</u>	<u>\$75,520</u>
16			<u>\$69,690</u>	<u>\$74,139</u>	<u>\$75,628</u>	<u>\$77,137</u>
17			<u>\$71,152</u>	<u>\$75,695</u>	<u>\$77,215</u>	<u>\$78,755</u>
18			<u>\$72,613</u>	<u>\$77,249</u>	<u>\$78,802</u>	<u>\$80,374</u>
19			<u>\$74,075</u>	<u>\$78,805</u>	<u>\$80,388</u>	<u>\$81,990</u>
20			<u>\$75,537</u>	<u>\$80,360</u>	<u>\$81,975</u>	<u>\$83,609</u>

Effective at the beginning of the 2018-19 Academic Year, full-time Lab Instructors who are not red-circled or at the top of the scale, will advance one (1) Step at the beginning of the first full pay period on or after the member has satisfactorily completed a full year of service in the current position and Step, except that probationary Lab Instructors 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 43 WEEK LAB INSTRUCTOR SCHEDULE
 BASED ON DEGREE REQUIRED FOR POSITION**

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 43 week Lab Instructors:

STEP	HS	AD	BD	MD	MD2 / MFA	PD
1	<u>\$42,294</u>	<u>\$45,390</u>	<u>\$48,484</u>	<u>\$51,578</u>	<u>\$52,610</u>	<u>\$53,662</u>
2	<u>\$43,589</u>	<u>\$46,778</u>	<u>\$49,967</u>	<u>\$53,156</u>	<u>\$54,221</u>	<u>\$55,305</u>
3	<u>\$44,884</u>	<u>\$48,166</u>	<u>\$51,451</u>	<u>\$54,735</u>	<u>\$55,832</u>	<u>\$56,947</u>
4	<u>\$46,177</u>	<u>\$49,555</u>	<u>\$52,935</u>	<u>\$56,313</u>	<u>\$57,441</u>	<u>\$58,589</u>
5	<u>\$47,472</u>	<u>\$50,944</u>	<u>\$54,417</u>	<u>\$57,891</u>	<u>\$59,052</u>	<u>\$60,232</u>
6	<u>\$48,766</u>	<u>\$52,333</u>	<u>\$55,901</u>	<u>\$59,470</u>	<u>\$60,661</u>	<u>\$61,873</u>
7	<u>\$50,061</u>	<u>\$53,721</u>	<u>\$57,385</u>	<u>\$61,048</u>	<u>\$62,272</u>	<u>\$63,515</u>

8	<u>\$51,354</u>	<u>\$55,110</u>	<u>\$58,868</u>	<u>\$62,627</u>	<u>\$63,882</u>	<u>\$65,158</u>
9	<u>\$52,649</u>	<u>\$56,499</u>	<u>\$60,352</u>	<u>\$64,205</u>	<u>\$65,492</u>	<u>\$66,799</u>
10	<u>\$53,943</u>	<u>\$57,888</u>	<u>\$61,835</u>	<u>\$65,782</u>	<u>\$67,103</u>	<u>\$68,442</u>
11	<u>\$55,237</u>	<u>\$59,276</u>	<u>\$63,318</u>	<u>\$67,361</u>	<u>\$68,712</u>	<u>\$70,084</u>
12	<u>\$56,530</u>	<u>\$60,664</u>	<u>\$64,802</u>	<u>\$68,939</u>	<u>\$70,323</u>	<u>\$71,727</u>
13	<u>\$57,824</u>	<u>\$62,053</u>	<u>\$66,285</u>	<u>\$70,517</u>	<u>\$71,933</u>	<u>\$73,368</u>
14			<u>\$67,769</u>	<u>\$72,096</u>	<u>\$73,543</u>	<u>\$75,010</u>
15			<u>\$69,253</u>	<u>\$73,674</u>	<u>\$75,154</u>	<u>\$76,653</u>
16			<u>\$70,736</u>	<u>\$75,251</u>	<u>\$76,763</u>	<u>\$78,294</u>
17			<u>\$72,220</u>	<u>\$76,831</u>	<u>\$78,374</u>	<u>\$79,937</u>
18			<u>\$73,702</u>	<u>\$78,408</u>	<u>\$79,984</u>	<u>\$81,579</u>
19			<u>\$75,186</u>	<u>\$79,987</u>	<u>\$81,594</u>	<u>\$83,220</u>
20			<u>\$76,670</u>	<u>\$81,565</u>	<u>\$83,204</u>	<u>\$84,863</u>

Effective at the beginning of the 2019-20 Academic Year, full-time Lab Instructors who are not red-circled or at the top of the scale, will advance one (1) Step at the beginning of the first full pay period on or after the member has satisfactorily completed a full year of service in the current position and Step, except that probationary Lab Instructors will not advance beyond Step 11 or three steps above the rate at which they were hired into their position, whichever is higher.

