

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

**APPENDIX B-7**

~~2012-2016-17~~

FULL-TIME 43 WEEK ACADEMIC ADVISOR SCHEDULE  
 BASED ON DEGREE REQUIRED FOR POSITION

<b>STEP</b>	<b>BD</b>	<b>MD</b>
	<u>\$46,366</u>	<u>\$49,325</u>
<b>1</b>	<u>\$45,907</u>	<u>\$48,837</u>
	<u>\$47,784</u>	<u>\$50,834</u>
<b>2</b>	<u>\$47,311</u>	<u>\$50,331</u>
	<u>\$49,203</u>	<u>\$52,344</u>
<b>3</b>	<u>\$48,716</u>	<u>\$51,826</u>
	<u>\$50,622</u>	<u>\$53,853</u>
<b>4</b>	<u>\$50,121</u>	<u>\$53,320</u>
	<u>\$52,040</u>	<u>\$55,362</u>
<b>5</b>	<u>\$51,525</u>	<u>\$54,814</u>
	<u>\$53,459</u>	<u>\$56,872</u>
<b>6</b>	<u>\$52,930</u>	<u>\$56,309</u>
	<u>\$54,878</u>	<u>\$58,381</u>
<b>7</b>	<u>\$54,335</u>	<u>\$57,803</u>
	<u>\$56,296</u>	<u>\$59,891</u>
<b>8</b>	<u>\$55,739</u>	<u>\$59,298</u>
	<u>\$57,715</u>	<u>\$61,400</u>
<b>9</b>	<u>\$57,144</u>	<u>\$60,792</u>
	<u>\$59,133</u>	<u>\$62,909</u>
<b>10</b>	<u>\$58,548</u>	<u>\$62,286</u>
	<u>\$60,553</u>	<u>\$64,419</u>
<b>11</b>	<u>\$59,953</u>	<u>\$63,781</u>
	<u>\$61,972</u>	<u>\$65,928</u>
<b>12</b>	<u>\$61,358</u>	<u>\$65,275</u>
	<u>\$63,390</u>	<u>\$67,437</u>
<b>13</b>	<u>\$62,762</u>	<u>\$66,769</u>
	<u>\$64,809</u>	<u>\$68,947</u>
<b>14</b>	<u>\$64,167</u>	<u>\$68,264</u>
	<u>\$66,228</u>	<u>\$70,456</u>
<b>15</b>	<u>\$65,572</u>	<u>\$69,758</u>
	<u>\$67,646</u>	<u>\$71,965</u>
<b>16</b>	<u>\$66,976</u>	<u>\$71,252</u>
	<u>\$69,065</u>	<u>\$73,474</u>
<b>17</b>	<u>\$68,381</u>	<u>\$72,747</u>
<b>18</b>	<u>\$70,483</u>	<u>\$74,983</u>

	\$69,785	\$74,241
	\$71,902	\$76,493
<b>19</b>	\$71,190	\$75,736
	\$73,321	\$78,002
<b>20</b>	\$72,595	\$77,230
<b>21</b>	\$73,999	\$78,724
<b>22</b>	\$75,404	\$80,219
<b>23</b>	\$76,809	\$81,713
<b>24</b>	\$78,213	\$83,207
<b>25</b>	\$79,618	\$84,702

~~Beginning 2012—2013 all full-time Academic Advisors hired prior to ratification will be placed on Steps as follows:~~

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

When this Appendix becomes effective, full-time Academic Advisors 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 full-time Academic Advisors 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 ACADEMIC ADVISOR 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 Academic Advisors:

<b>STEP</b>	<b>BD</b>	<b>MD</b>
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1	<u>\$47,062</u>	<u>\$50,065</u>
2	<u>\$48,501</u>	<u>\$51,597</u>
3	<u>\$49,941</u>	<u>\$53,129</u>
4	<u>\$51,382</u>	<u>\$54,661</u>
5	<u>\$52,821</u>	<u>\$56,193</u>
6	<u>\$54,261</u>	<u>\$57,725</u>
7	<u>\$55,702</u>	<u>\$59,257</u>
8	<u>\$57,141</u>	<u>\$60,789</u>
9	<u>\$58,581</u>	<u>\$62,321</u>
10	<u>\$60,020</u>	<u>\$63,852</u>
11	<u>\$61,461</u>	<u>\$65,385</u>
12	<u>\$62,901</u>	<u>\$66,917</u>
13	<u>\$64,340</u>	<u>\$68,448</u>
14	<u>\$65,781</u>	<u>\$69,981</u>
15	<u>\$67,221</u>	<u>\$71,512</u>
16	<u>\$68,660</u>	<u>\$73,044</u>
17	<u>\$70,101</u>	<u>\$74,577</u>
18	<u>\$71,540</u>	<u>\$76,108</u>
19	<u>\$72,980</u>	<u>\$77,641</u>
20	<u>\$74,421</u>	<u>\$79,172</u>

Effective at the beginning of the 2017-18 Academic Year, full-time Academic Advisors 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 full-time Academic Advisors 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 ACADEMIC ADVISOR 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 Academic Advisors:

<b>STEP</b>	<b>BD</b>	<b>MD</b>
1	<u>\$47,767</u>	<u>\$50,816</u>
2	<u>\$49,228</u>	<u>\$52,371</u>
3	<u>\$50,690</u>	<u>\$53,926</u>
4	<u>\$52,152</u>	<u>\$55,481</u>
5	<u>\$53,613</u>	<u>\$57,035</u>
6	<u>\$55,075</u>	<u>\$58,591</u>
7	<u>\$56,537</u>	<u>\$60,146</u>

8	<u>\$57,998</u>	<u>\$61,701</u>
9	<u>\$59,460</u>	<u>\$63,256</u>
10	<u>\$60,921</u>	<u>\$64,810</u>
11	<u>\$62,383</u>	<u>\$66,366</u>
12	<u>\$63,845</u>	<u>\$67,920</u>
13	<u>\$65,306</u>	<u>\$69,475</u>
14	<u>\$66,768</u>	<u>\$71,031</u>
15	<u>\$68,229</u>	<u>\$72,585</u>
16	<u>\$69,690</u>	<u>\$74,140</u>
17	<u>\$71,152</u>	<u>\$75,695</u>
18	<u>\$72,613</u>	<u>\$77,250</u>
19	<u>\$74,075</u>	<u>\$78,805</u>
20	<u>\$75,537</u>	<u>\$80,360</u>

Effective at the beginning of the 2018-19 Academic Year, full-time Academic Advisors 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 Academic Advisors 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 ACADEMIC ADVISOR 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 Academic Advisors:

<b>STEP</b>	<b>BD</b>	<b>MD</b>
1	<u>\$48,484</u>	<u>\$51,578</u>
2	<u>\$49,967</u>	<u>\$53,156</u>
3	<u>\$51,451</u>	<u>\$54,735</u>
4	<u>\$52,935</u>	<u>\$56,313</u>
5	<u>\$54,417</u>	<u>\$57,891</u>
6	<u>\$55,901</u>	<u>\$59,470</u>
7	<u>\$57,385</u>	<u>\$61,048</u>
8	<u>\$58,868</u>	<u>\$62,627</u>
9	<u>\$60,352</u>	<u>\$64,205</u>
10	<u>\$61,835</u>	<u>\$65,782</u>
11	<u>\$63,318</u>	<u>\$67,361</u>
12	<u>\$64,802</u>	<u>\$68,939</u>
13	<u>\$66,285</u>	<u>\$70,517</u>

<b>14</b>	<u>\$67,769</u>	<u>\$72,096</u>
<b>15</b>	<u>\$69,253</u>	<u>\$73,674</u>
<b>16</b>	<u>\$70,736</u>	<u>\$75,252</u>
<b>17</b>	<u>\$72,220</u>	<u>\$76,831</u>
<b>18</b>	<u>\$73,702</u>	<u>\$78,409</u>
<b>19</b>	<u>\$75,186</u>	<u>\$79,987</u>
<b>20</b>	<u>\$76,670</u>	<u>\$81,565</u>

Effective at the beginning of the 2019-20 Academic Year, full-time Academic Advisors 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 Academic Advisors will not advance beyond Step 11 or three steps above the rate at which they were hired into their position, whichever is higher.