

Article 22

SALARIES

A. Salaries for Full-Time FACULTY MEMBERS

1. The salaries payable to FACULTY MEMBERS in an active pay status for the academic years 2003-2004 and 2004-2005, shall be as set forth in Pay Schedule A.

2 General Pay Increases

The salaries payable to FACULTY MEMBERS in an active pay status for the academic years 2005-06, and 2006-07 shall be as set forth in Pay Schedules B and C. Those schedules provide for a pay increase as follows:

a. All FACULTY MEMBERS will receive a general pay increase of three percent (3%) at the start of the fall semester of 2005, as reflected in Pay Schedule B.

b. All FACULTY MEMBERS will receive a general pay increase of three percent (3%) at the start of the fall semester of 2006, as reflected in Pay Schedule C.

3. Cash Payments

FACULTY MEMBERS who were at Step 12 of their present rank as of the fall 2004 semester shall receive a one-time cash payment of two and one-half percent (2.5%), which shall be paid in September 2004. These payments are cash payments paid in lieu of longevity increases to employees who are at or above the maximum step of their pay range.

B. Annual Increments

A. 1. In addition to the above-listed general pay increases and cash payments, a FACULTY MEMBER below Step 12 shall be entitled to the following service increments. Such service increments shall be granted solely on the basis of service as follows:

a. In academic year 2003-04, a FACULTY MEMBER shall not be entitled to an annual service increment.

b. Effective with the fall semester 2004, all eligible FACULTY MEMBERS (both fall and spring hires) shall move one increment. Thereafter, the anniversary date for annual increment purposes for spring hires shall be the fall semester, unless otherwise provided herein;

c. Effective with the fall semester 2006, all eligible FACULTY MEMBERS shall move one increment; and

d. Effective with the spring semester 2007, all eligible FACULTY MEMBERS shall move one increment.

2. FACULTY MEMBERS who were at Step 12 of their present rank prior to the spring semester 2007 shall move to Step 13 of their present rank, which shall be two and one-half percent (2.5%) above existing Step 12, effective at the start of the spring semester 2007.

C. Procedure

Pursuant to the STATE SYSTEM Compensation Plan, general pay increases, as set forth in Section A above, and annual service increments (if applicable) shall be applied in that order. An employee on leave without pay shall, upon return to active pay status, be entitled to the above general pay increases provided for in the attached pay schedules.

D. Salaries for Part-Time FACULTY MEMBERS

1. Part-time ACADEMIC FACULTY MEMBERS shall be paid on the basis of one-twenty-fourth (1/24) of a full-time academic year's salary for each workload hour taught.

2. Part-time ADMINISTRATIVE FACULTY MEMBERS shall be paid on a pro-rata basis.

E. Recruitment

During the term of this Agreement, a University may appoint regular full-time FACULTY MEMBERS at Step 12 (Step 13 as of Spring semester 2007) of any rank then in effect for which they are legally qualified if the following conditions are met:

1. The FACULTY MEMBER is in a specialty or discipline which has been identified by agreement at local meet and discuss for that academic year as a specialty or discipline in which the University has had difficulty recruiting. Such specialties and disciplines must be identified and agreed to at local meet and discuss each academic year; and

2. The final appointment must be reported to local meet and discuss for notification purposes.

F. The parties shall meet and discuss, during the term of the Agreement, aspects of this Article that are of mutual interest.

STATE SYSTEM OF HIGHER EDUCATION
FACULTY PAY SCHEDULE A
EFFECTIVE FALL 2003 AND FALL 2004

PAY STEP		PAY RANGE	PAY RANGE	PAY RANGE	PAY RANGE
		Q01	Q02	Q03	Q04
1	REGULAR BIWEEKLY (20 PAYS)	\$1,913.46	\$2,215.08	\$2,564.23	\$3,116.84
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,471.89	\$1,703.90	\$1,972.47	\$2,397.57
	ACADEMIC ANNUAL	\$38,269.23	\$44,301.55	\$51,284.53	\$62,336.74
2	REGULAR BIWEEKLY (20 PAYS)	\$2,009.14	\$2,325.83	\$2,692.44	\$3,272.68
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,545.49	\$1,789.10	\$2,071.10	\$2,517.45
	ACADEMIC ANNUAL	\$40,182.69	\$46,516.58	\$53,848.70	\$65,453.66
3	REGULAR BIWEEKLY (20 PAYS)	\$2,109.60	\$2,442.12	\$2,827.07	\$3,436.32
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,622.76	\$1,878.55	\$2,174.67	\$2,643.32
	ACADEMIC ANNUAL	\$42,191.89	\$48,842.33	\$56,541.24	\$68,726.39
4	REGULAR BIWEEKLY (20 PAYS)	\$2,215.08	\$2,564.23	\$2,968.41	\$3,608.14
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,703.90	\$1,972.47	\$2,283.39	\$2,775.49
	ACADEMIC ANNUAL	\$44,301.55	\$51,284.53	\$59,368.25	\$72,162.74
5	REGULAR BIWEEKLY (20 PAYS)	\$2,325.83	\$2,692.44	\$3,116.84	\$3,788.55
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,789.10	\$2,071.10	\$2,397.57	\$2,914.27
	ACADEMIC ANNUAL	\$46,516.58	\$53,848.70	\$62,336.74	\$75,770.88
6	REGULAR BIWEEKLY (20 PAYS)	\$2,383.97	\$2,759.74	\$3,194.75	\$3,883.25
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,833.82	\$2,122.88	\$2,457.51	\$2,987.12
	ACADEMIC ANNUAL	\$47,679.45	\$55,194.87	\$63,895.10	\$77,665.06
7	REGULAR BIWEEKLY (20 PAYS)	\$2,442.12	\$2,827.07	\$3,272.68	\$3,977.97
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,878.55	\$2,174.67	\$2,517.45	\$3,059.97
	ACADEMIC ANNUAL	\$48,842.33	\$56,541.24	\$65,453.66	\$79,559.45
8	REGULAR BIWEEKLY (20 PAYS)	\$2,503.17	\$2,897.75	\$3,354.50	\$4,077.42
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,925.52	\$2,229.03	\$2,580.38	\$3,136.47
	ACADEMIC ANNUAL	\$50,063.42	\$57,954.85	\$67,089.92	\$81,548.34
9	REGULAR BIWEEKLY (20 PAYS)	\$2,564.23	\$2,968.41	\$3,436.32	\$4,176.87
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,972.47	\$2,283.39	\$2,643.32	\$3,212.99
	ACADEMIC ANNUAL	\$51,284.53	\$59,368.25	\$68,726.39	\$83,537.45
10	REGULAR BIWEEKLY (20 PAYS)	\$2,628.34	\$3,042.62	\$3,522.22	\$4,281.30
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,021.80	\$2,340.47	\$2,709.40	\$3,293.30
	ACADEMIC ANNUAL	\$52,566.72	\$60,852.40	\$70,444.46	\$85,625.99
11	REGULAR BIWEEKLY (20 PAYS)	\$2,692.44	\$3,116.84	\$3,608.14	\$4,385.72
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,071.10	\$2,397.57	\$2,775.49	\$3,373.62
	ACADEMIC ANNUAL	\$53,848.70	\$62,336.74	\$72,162.74	\$87,714.32
12	REGULAR BIWEEKLY (20 PAYS)	\$2,759.74	\$3,194.75	\$3,698.34	\$4,495.37
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,122.88	\$2,457.51	\$2,844.87	\$3,457.97
	ACADEMIC ANNUAL	\$55,194.87	\$63,895.10	\$73,966.70	\$89,907.22

STATE SYSTEM OF HIGHER EDUCATION
FACULTY PAY SCHEDULE B
EFFECTIVE FALL 2005

PAY STEP		PAY RANGE	PAY RANGE	PAY RANGE	PAY RANGE
		Q01	Q02	Q03	Q04
1	REGULAR BIWEEKLY (20 PAYS)	\$1,970.87	\$2,281.53	\$2,641.15	\$3,210.34
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,516.05	\$1,755.02	\$2,031.66	\$2,469.49
	ACADEMIC ANNUAL	\$39,417.31	\$45,630.60	\$52,823.07	\$64,206.84
2	REGULAR BIWEEKLY (20 PAYS)	\$2,069.41	\$2,395.60	\$2,773.21	\$3,370.86
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,591.85	\$1,842.77	\$2,133.24	\$2,592.97
	ACADEMIC ANNUAL	\$41,388.17	\$47,912.08	\$55,464.16	\$67,417.27
3	REGULAR BIWEEKLY (20 PAYS)	\$2,172.88	\$2,515.38	\$2,911.87	\$3,539.41
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,671.45	\$1,934.91	\$2,239.90	\$2,722.62
	ACADEMIC ANNUAL	\$43,457.65	\$50,307.60	\$58,237.48	\$70,788.18
4	REGULAR BIWEEKLY (20 PAYS)	\$2,281.53	\$2,641.15	\$3,057.47	\$3,716.38
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,755.02	\$2,031.66	\$2,351.90	\$2,858.75
	ACADEMIC ANNUAL	\$45,630.60	\$52,823.07	\$61,149.30	\$74,327.62
5	REGULAR BIWEEKLY (20 PAYS)	\$2,395.60	\$2,773.21	\$3,210.34	\$3,902.20
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,842.77	\$2,133.24	\$2,469.49	\$3,001.69
	ACADEMIC ANNUAL	\$47,912.08	\$55,464.16	\$64,206.84	\$78,044.01
6	REGULAR BIWEEKLY (20 PAYS)	\$2,455.49	\$2,842.54	\$3,290.60	\$3,999.75
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,888.84	\$2,186.57	\$2,531.23	\$3,076.73
	ACADEMIC ANNUAL	\$49,109.83	\$56,850.72	\$65,811.95	\$79,995.01
7	REGULAR BIWEEKLY (20 PAYS)	\$2,515.38	\$2,911.87	\$3,370.86	\$4,097.31
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,934.91	\$2,239.90	\$2,592.97	\$3,151.78
	ACADEMIC ANNUAL	\$50,307.60	\$58,237.48	\$67,417.27	\$81,946.23
8	REGULAR BIWEEKLY (20 PAYS)	\$2,578.27	\$2,984.68	\$3,455.13	\$4,199.74
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,983.28	\$2,295.90	\$2,657.79	\$3,230.57
	ACADEMIC ANNUAL	\$51,565.32	\$59,693.50	\$69,102.62	\$83,994.79
9	REGULAR BIWEEKLY (20 PAYS)	\$2,641.15	\$3,057.47	\$3,539.41	\$4,302.18
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,031.66	\$2,351.90	\$2,722.62	\$3,309.37
	ACADEMIC ANNUAL	\$52,823.07	\$61,149.30	\$70,788.18	\$86,043.57
10	REGULAR BIWEEKLY (20 PAYS)	\$2,707.19	\$3,133.90	\$3,627.89	\$4,409.74
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,082.45	\$2,410.69	\$2,790.68	\$3,392.11
	ACADEMIC ANNUAL	\$54,143.72	\$62,677.97	\$72,557.79	\$88,194.77
11	REGULAR BIWEEKLY (20 PAYS)	\$2,773.21	\$3,210.34	\$3,716.38	\$4,517.29
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,133.24	\$2,469.49	\$2,858.75	\$3,474.84
	ACADEMIC ANNUAL	\$55,464.16	\$64,206.84	\$74,327.62	\$90,345.75
12	REGULAR BIWEEKLY (20 PAYS)	\$2,842.54	\$3,290.60	\$3,809.29	\$4,630.22
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,186.57	\$2,531.23	\$2,930.22	\$3,561.71
	ACADEMIC ANNUAL	\$56,850.72	\$65,811.95	\$76,185.70	\$92,604.44

STATE SYSTEM OF HIGHER EDUCATION
FACULTY PAY SCHEDULE C
EFFECTIVE FALL 2006

PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	REGULAR BIWEEKLY (20 PAYS)	\$2,029.99	\$2,349.98	\$2,720.39	\$3,306.65
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,561.53	\$1,807.67	\$2,092.61	\$2,543.58
	ACADEMIC ANNUAL	\$40,599.83	\$46,999.52	\$54,407.76	\$66,133.05
2	REGULAR BIWEEKLY (20 PAYS)	\$2,131.49	\$2,467.47	\$2,856.40	\$3,471.99
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,639.61	\$1,898.06	\$2,197.23	\$2,670.76
	ACADEMIC ANNUAL	\$42,629.82	\$49,349.44	\$57,128.08	\$69,439.79
3	REGULAR BIWEEKLY (20 PAYS)	\$2,238.07	\$2,590.84	\$2,999.23	\$3,645.59
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,721.59	\$1,992.96	\$2,307.10	\$2,804.30
	ACADEMIC ANNUAL	\$44,761.38	\$51,816.83	\$59,984.60	\$72,911.83
4	REGULAR BIWEEKLY (20 PAYS)	\$2,349.98	\$2,720.39	\$3,149.19	\$3,827.87
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,807.67	\$2,092.61	\$2,422.45	\$2,944.52
	ACADEMIC ANNUAL	\$46,999.52	\$54,407.76	\$62,983.78	\$76,557.45
5	REGULAR BIWEEKLY (20 PAYS)	\$2,467.47	\$2,856.40	\$3,306.65	\$4,019.27
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,898.06	\$2,197.23	\$2,543.58	\$3,091.74
	ACADEMIC ANNUAL	\$49,349.44	\$57,128.08	\$66,133.05	\$80,385.33
6	REGULAR BIWEEKLY (20 PAYS)	\$2,529.16	\$2,927.81	\$3,389.32	\$4,119.74
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,945.50	\$2,252.16	\$2,607.17	\$3,169.03
	ACADEMIC ANNUAL	\$50,583.12	\$58,556.24	\$67,786.31	\$82,394.86
7	REGULAR BIWEEKLY (20 PAYS)	\$2,590.84	\$2,999.23	\$3,471.99	\$4,220.23
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,992.96	\$2,307.10	\$2,670.76	\$3,246.33
	ACADEMIC ANNUAL	\$51,816.83	\$59,984.60	\$69,439.79	\$84,404.62
8	REGULAR BIWEEKLY (20 PAYS)	\$2,655.61	\$3,074.22	\$3,558.79	\$4,325.73
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,042.78	\$2,364.78	\$2,737.53	\$3,327.49
	ACADEMIC ANNUAL	\$53,112.28	\$61,484.31	\$71,175.70	\$86,514.63
9	REGULAR BIWEEKLY (20 PAYS)	\$2,720.39	\$3,149.19	\$3,645.59	\$4,431.24
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,092.61	\$2,422.45	\$2,804.30	\$3,408.65
	ACADEMIC ANNUAL	\$54,407.76	\$62,983.78	\$72,911.83	\$88,624.88
10	REGULAR BIWEEKLY (20 PAYS)	\$2,788.40	\$3,227.92	\$3,736.73	\$4,542.03
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,144.92	\$2,483.01	\$2,874.40	\$3,493.87
	ACADEMIC ANNUAL	\$55,768.03	\$64,558.31	\$74,734.52	\$90,840.61
11	REGULAR BIWEEKLY (20 PAYS)	\$2,856.40	\$3,306.65	\$3,827.87	\$4,652.81
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,197.23	\$2,543.58	\$2,944.52	\$3,579.08
	ACADEMIC ANNUAL	\$57,128.08	\$66,133.05	\$76,557.45	\$93,056.12
12	REGULAR BIWEEKLY (20 PAYS)	\$2,927.81	\$3,389.32	\$3,923.56	\$4,769.13
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,252.16	\$2,607.17	\$3,018.13	\$3,668.56
	ACADEMIC ANNUAL	\$58,556.24	\$67,786.31	\$78,471.27	\$95,382.57
13	REGULAR BIWEEKLY (20 PAYS)	\$3,001.01	\$3,474.05	\$4,021.65	\$4,888.36
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,308.47	\$2,672.35	\$3,093.58	\$3,760.27
	ACADEMIC ANNUAL	\$60,020.15	\$69,480.97	\$80,433.05	\$97,767.13

Step 13 effective with Spring 2007 semester.

