July 1, 2003 - June 30, 2007
NJIT/PSA/AAUP AGREEMENT

Agreement Between:

New Jersey Institute of Technology
and
NJIT Professional Staff Association, Inc./AAUP

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This Agreement made and entered into this_____ day of March, 2005 by and between New Jersey Institute of Technology, hereinafter referred to as the "Employer", and New Jersey Institute of Technology Professional Staff Association, Inc./AAUP, hereinafter referred to as the "Association", witnesseth: Whereas the parties hereto have entered into collective negotiations and desire to reduce the results thereof to writing. Now therefore, it is mutually agreed as follows:

ARTICLE I

PURPOSE

The parties express their goal of maintaining harmonious relations in establishing responsible and accountable terms and conditions of employment and in effectively resolving disputes. In order to enhance the educational mission of the University, the Association and the Employer agree to work together through collective negotiations, shared governance and collegial decision-making to achieve excellence in teaching and research and to establish sound working conditions necessary to attract and retain Faculty and Professional Staff to fulfill the University's mission.

ARTICLE II

RECOGNITION

The Employer hereby recognizes the Association as the exclusive collective negotiating representative for a negotiating unit composed of faculty and all Professional Staff employees including:

A. **All Full Time Teaching Staff as Follows:**

1. Distinguished Professor
2. Professor
3. Associate Professor
4. Assistant Professor
5. Special Lecturer

B. **Academic Administrators Holding Faculty Rank:**

The following positions are recognized relative to faculty and associated administrative and professional duties, excluding supervisory duties as defined by the New Jersey Public Employment Relations Commission (PERC):

1. Department Chair
2. Sponsored, Foundation or Endowed Chair
3. Assistant or Associate Dean

4.   Center or Program Director
5.   Head Librarian

C.   All full-time Visiting Professors who hold a tenure-track or tenured position at another institution, upon entering his or her second consecutive term of full-time appointment in said position(s), and all contractual term Research Professors and Visiting Professors without a tenure track or tenured position at another institution, upon hire.

D.   All full-time, Professional Staff who are non-supervisory as defined by PERC and below the level of an administrative or professional director/head of any department, office, center, division, or program, and including associate directors, assistant directors, administrative assistants I, program or function coordinators, assistants to deans, assistants to directors, assistants to department and/or sponsored chairs, assistants to department heads, program or function managers, professional librarians, program, function or center supervisors, and operational specialists in professional fields.

E.   Excluded from PSA recognition are: All deans, associate deans without academic rank, assistant deans without academic rank, center or program directors without academic rank, Head Librarian without academic rank and temporary teaching or research staff.

        1.   Temporary staff are those filling positions that neither constitute part of the Employer's regular, continuing, position roster nor are budgeted for more than one academic year for teaching staff or one full fiscal year for Professional Staff.

F.   Also excluded are all clerical employees, security officers/dispatchers, police officers (including patrol officers, sergeants and lieutenants), craft employees, confidential employees, managerial executives, PERC defined supervisory employees, part-time employees, student employees, all employees properly included within all other collective negotiation units and all others not specifically included under provisions A., B., C. and D. above.

        Part-time employees excluded from recognition hereunder, include both academic personnel and Professional Staff who are employed in positions constituted by the Employer to provide no more than sixty percent (60%) of a full-time workload. Employees hired into positions at greater than the sixty percent (60%) threshold shall participate in negotiated university benefits on a pro rata basis and shall participate in State of New Jersey programs, in which the Employer participates, in accordance with the program parameters.

G.   In the event of the creation of a new job title, such title shall be subject to evaluation by a committee consisting of a member of the Association Governing Board and a member of the Administration in order to determine whether such title appropriately belongs in the bargaining unit. In the event of a decision by the Employer adverse to the position of the

Association, such decision shall be resolved in accordance with the rules and regulations of PERC.

ARTICLE III

NEGOTIATING PROCEDURE

A.   The Association shall present to the Employer its demands in writing relating to terms and conditions of employment on or before October 1. On or before November 1, the Employer shall meet with the Association for the purpose of negotiating, in good faith, a mutually acceptable Agreement.

B.   As part of the negotiations for a successor Agreement, the parties agree that the failure of the Association, in any one year or any number of consecutive years, to present a demand for the purpose of negotiations or to participate in negotiations concerning terms and conditions of employment, establishment of new work rules or modifications of existing work rules, shall not constitute a waiver of the right of the Association to perform the function of exclusive representative as constituted by the New Jersey Employer-Employee Relations Act, and as amended.

ARTICLE IV

MANAGEMENT RIGHTS

A.   The Employer retains and reserves unto itself all rights, powers, duties, authority, and responsibilities conferred upon and vested in it by the laws and constitutions of the State of New Jersey and the United States of America.

B.   All such rights, powers, authority, and prerogatives of management possessed by the Employer are retained and may be exercised without restrictions, subject to the limitations imposed by law and except as they are specifically abridged or modified by this Agreement and the system of faculty governance at New Jersey Institute of Technology.

C.   The Employer retains its responsibility to promulgate and enforce rules and regulations subject to limitations imposed by law governing the conduct and activities of employees not inconsistent with the expressed provisions of this Agreement and subject to recognition of the fact that proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the Association or determined by faculty governance as it functions at New Jersey Institute of Technology, before they are established.

ARTICLE V

RIGHTS OF THE ASSOCIATION

A.   **Dues Deduction**

1. In accordance with Chapter 310 of the Laws of New Jersey for 1967 (NJSA 52: 14-15.9e, as amended), the Employer agrees to deduct from each paycheck except for one (1) paycheck during each of the two (2) months in which three (3) paydays occur, the Association dues of each member of the bargaining unit who furnishes a voluntary written authorization for such deduction on a form acceptable to the Employer.

2. The amount of the Association dues shall be such amount as shall be certified to the Employer by the Association at least thirty (30) days prior to the date on which deductions of Association professional dues are to be begun.

3. The deductions of Association dues made from each paycheck except for one (1) paycheck during each of the two (2) months in which three (3) paydays occur, pursuant hereto shall be remitted by the Employer to the Association before the fifteenth (15th) day of the calendar month succeeding that in which such deductions are made, together with a list of the names of Association members from whose pay such deductions were made.

4. The Association agrees to save the Employer harmless from any action or actions commenced by any employee against the Employer, for any claim arising out of such deduction and the Association assumes full responsibility for the disposition of the funds so deducted once they have been turned over to the Association as provided. Errors made by the Employer in the deduction and/or remittance of monies under this Agreement shall not be considered by the Association as a violation of this Agreement.

B. **Representation Fee (Agency Shop)**

1. **Purpose of Fee**

a. Subject to the conditions set forth in 1.b. below, all eligible nonmember employees in this unit will be required to pay to the majority representative beginning thirty (30) days after signing of the Agreement a representation fee in lieu of dues for services rendered by the majority representative until June 30, 2007. Nothing herein shall be deemed to require any employee to become a member of the majority representative.

b. It is understood that the implementation of the agency fee program is predicated on the demonstration by the Association that more than fifty percent (50%) of the eligible employees in the negotiating unit are dues paying members of the Association.

If at the signing of this Agreement the above percentage has not been achieved, the agency fee plan will be continued through the calendar year, after which it shall be discontinued unless the minimum percentage is exceeded on any quarterly date; i.e., January 1, April 1, July 1, or October 1, at which time the agency fee plan shall be reinstated with proper notice to affected employees.

In each year of the Agreement on July 1, an assessment shall be made to determine if the minimum percentage has been exceeded. If it has, the agency fee shall continue until the following annual assessment. If it has not, the agency fee will be discontinued and eligibility for reinstatement shall be on a quarterly basis as provided above.

2.   **Amount of Fee**

Prior to the beginning of each contract year, the Association will notify the Employer in writing of the amount of regular membership dues, initiation fees and assessments charged by the Association to its own members for that contract year, and the amount of the representation fee for that contract year. Any changes in the representation fee structure during the contract year shall be certified to the Employer thirty (30) days in advance of the requested date of such change. The change will be reflected in payroll deductions at the earliest time after the receipt of the request.

The representation fee in lieu of dues shall be in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the majority representative to its own members less the cost of benefits financed through the dues, fees and assessments and available to or benefiting only its members, but in no event shall such fee exceed eighty-five percent (85%) of the regular membership dues, fees and assessments.

3.   **Deduction and Transmission of Fee**

After verification by the Employer that an employee must pay the representation fee, the Employer will deduct the fee for all eligible employees in accordance with this Article.

The mechanics of the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

The Employer shall deduct the representation fee as soon as possible after the tenth day (10th) following reentry into this unit for employees who previously served in a position identified as excluded or confidential, for individuals reemployed in this unit from a reemployment list, for employees returning from leave without pay, and for previous employee members who become eligible for the representation fee because of nonmember status. For purposes of Section B., individuals employed on a ten (10) month basis or who are reappointed from year to year shall be considered to be in continuous employment.

The Employer shall deduct the representation fee from a new employee as soon as possible after thirty (30) days from the beginning date of employment in a position in this unit.

4. **Demand and Return System**

The representation fee in lieu of dues shall only be available to the Association if the procedures hereafter are maintained by the Association.

The burden of proof under this system is on the Association.

The Association shall return any part of the representation fee paid by the employee which represents the employee's additional pro rata share of expenditures by the Association that is either in aid of activities or causes of a partisan political or ideological nature only incidentally related to the terms and conditions of employment, or applied toward the cost of any other benefits available only to members of the majority representative.

The pro rata share subject to refund shall not reflect, however, the costs of support of lobbying activities designed to foster policy goals in collective negotiations and contract administration or to secure for the employees represented advantages in wages, hours, and other conditions of employment in addition to those secured through collective negotiations with the public employer.
The employee shall be entitled to a review of the amount of the representation fee by requesting the Association to substantiate the amount charged for the representation fee. This review shall be accorded in conformance with the internal steps and procedures established by the Association.

The Association shall submit a copy of the Association review system to the Office of General Counsel. The deduction of the representation fee shall be available only if the Association establishes and maintains this review system.

If dissatisfied with the Association's decision, the employee may appeal to a three (3) member board established by the Governor.

5.   **Employer Held Harmless**

The Association hereby agrees that it will indemnify and hold the Employer harmless from any claims, actions or proceedings brought by any employee in the negotiations unit which arises from the Employer's agreement to make deductions in accordance with this provision. The Employer shall not be liable to the Association or employee for any retroactive or past due representation fee for an employee who was identified by the Employer as excluded or confidential or in good faith was mistakenly or inadvertently omitted from deduction of the representation fee.

6.   **Legal Requirements**

Provisions in this clause are further conditioned upon all other requirements set by statute.

C.   Deduction of Retroactive Dues and Representation Fees

In the event that the Employer has not made the proper deductions of union dues and/or representation fees for any employee represented by the Association due to clerical errors or otherwise, and it appears that the Employer should have made such deductions in prior payroll periods, the Association agrees that retroactive deductions of the amounts past due shall commence in the month immediately following the month in which the discrepancy is discovered. The Employer shall prorate the amount of retroactive dues or fees over the next six (6) months of the affected employee's employment or until the employee's separation from the university, whichever is earlier. The Employer shall provide the Association a list of all employees for whom retroactive deductions are being made, the amount of the retroactive deduction for each pay period and the starting and ending dates of the retroactive deductions. The Association agrees to indemnify the Employer for all claims by any employee for whom retroactive dues or fee deductions are made pursuant to this Agreement and save it harmless from any monetary liability for payments made in the Employer's proper performance of this obligation.

D.   The Employer agrees to recognize those members of the negotiating unit not to exceed five (5) who are designated by the Association as Association Representatives for collective negotiations by written notice of the names of such members of the negotiating unit given to the Employer. This section shall not preclude either party from inviting others to attend collective negotiations at the invitation of either party for the purpose of engaging in negotiations or providing factual knowledge or expertise with respect to a particular subject for collective negotiations. In this event, advance notice shall be given the other party.

E.   Representatives of the Association shall be permitted to transact official business on the Employer's property at all reasonable times during the period of time the university is normally open provided that they shall not interfere with or interrupt normal university operations.

F.   Whenever any representative of the Association is scheduled to participate during working hours in negotiations or grievance procedures, he/she shall suffer no loss in pay nor be expected to compensate in any other way for time spent in carrying out such responsibilities. However, both parties shall make reasonable efforts to avoid scheduling negotiations or grievance procedures in such a manner as to interfere with the meeting of scheduled classes.

G.   The Association shall have the right to make reasonable use of university facilities and equipment, including available duplication, computer, office, and audiovisual equipment, all in accordance with university procedures. The Association shall pay reasonable costs for the use of such facilities and equipment.

H.   The Association shall have the right, without seeking permission or approval, to post on bulletin boards, bulletins and notices to the employees it represents relevant to official Association business.

ARTICLE VI

GRIEVANCE PROCEDURE

A.   **Preface**

Any member of the bargaining unit or the Association on behalf of any member of the bargaining unit or on its own behalf may grieve alleged violation of the Collective Bargaining Agreement, applicable policy(ies) and regulations and administrative determinations made without just cause affecting the bargaining unit member. There shall exist two (2) separate exclusive processes to respond to such grievances. All grievances except for those involving promotion, and/or tenure denial or non-reappointment of non-tenured faculty shall proceed through and in accordance with that process set out by provision B., Arbitrable Grievances, below. All grievances, by faculty, surrounding determinations regarding promotion, and/or tenure and all those regarding non-reappointment of non-tenured faculty shall proceed through and in accordance with that process set out by provision C., Faculty Tenure; Promotion; Non-Reappointment Grievances, below.

B.   **Arbitrable Grievances**

1.   **Time Parameters**

The purpose of this process is to assure prompt and equitable solutions to the problems arising from the administration of this Agreement or other conditions of employment. Such promptness is an essential element. Failure of a grievant to meet any of the calendar limitations stipulated in

the procedure below will constitute a waiver of his/her rights to claim grievance on the basis of the same alleged factual situation. Likewise, a failure on the part of a representative of the Employer to meet the obligations of any step in the grievance procedure within the prescribed period of time will give the grievant an automatic right to proceed to the next available step in that procedure. Time limits provided in this Article may be extended by mutual agreement of the parties. It is understood, however, that nothing contained in this procedure should be construed as limiting the right or propriety of a member of the bargaining unit to discuss any problem informally with an appropriate member of the administration.

2. **Procedure for Handling Grievances**

a. **Step One**
A Grievant shall set forth his/her grievance, in writing, specifying the facts involved, the alleged improper action and the requested remedy. This grievance must then be discussed formally with the appropriate Dean or Director. The Dean or Director shall provide written response to the grievant, with a copy to the Vice President of Human Resources within ten (10) days following the discussion. All settlements of grievances at this level are expressly without precedent.

b. **Step Two**
Within forty (40) calendar days after the date of the occurrence causing the grievance or of the time the grievant should have reasonably known of the occurrence causing the grievance, the grievant shall, if he/she is not satisfied or has not received response through the process provided for in Step One, submit in writing to the Vice President of Human Resources or Provost, the facts of the grievance and the desired adjustment. For grievances involving faculty, teaching staff and academic administrators, the Vice President of Human Resources shall forward the grievance to the Provost who shall designate a Step II Hearing Officer. Grievances brought by or on behalf of Professional Staff members shall be referred to the Vice President of Human Resources who shall then designate a Step II hearing officer.

The Association shall be notified by the Step II Hearing Officer in the event the grievant chooses not to be represented by the Association for the subject grievance, and an Association representative shall have the right to be present at this and all subsequent steps in the grievance procedure and to present the views of the Association. The Step II Hearing Officer, within fourteen (14) days after receipt of the written grievance, shall meet

with the grievant in an effort to resolve the grievance. The Step II Hearing Officer shall indicate his or her disposition of the grievance, in writing, within fourteen (14) days of said meeting to the grievant, and the Association, with copies to the Vice President of Human Resources.

c. **Step Three**

If the grievance is not satisfactorily resolved at Step Two of this procedure, the grievant or the Association, on its own initiative, shall, within fourteen (14) days, from the date of notice of the Step Two response, transmit the grievance to the Provost or the Vice President of Human Resources, depending upon whether the grievance involves Professional Staff or faculty. The Provost, or the Vice President of Human Resources, as applicable (the Step III Hearing Officer) may hold a meeting on the grievance if he/she deems it necessary. The Step III Hearing Officer shall review the grievance record and shall issue a written response to the grievance within twenty (20) days following notice of the Step Three transmittal.

d. **Step Four**

If the grievance is one which can be carried beyond Step Three and no satisfactory solution has been reached, and the Association desires to institute binding arbitration proceedings, it must, within thirty (30) days of notification of the Step III reply, give proper notice to PERC with a copy to the Vice President of Human Resources, who shall provide copies to the General Counsel and the Provost. Such binding arbitration proceedings shall be in accordance with the rules and regulations of PERC.

e. A grievance alleging a violation of the negotiated Agreement may be resolved by settlement only if agreed to in writing by the Employer and the Association.

f. Copies of the written decision reached at each formal step of the grievance procedure together with all written documents specifically cited as rationale for the decision shall be provided to the Association within fourteen (14) days of specific request for documents by the Association.

g. The grievance procedure shall be available only through Step Three in cases involving decisions related to salary increments.

3. **Parameters on Arbitration:**

    a.   The only grievances which may be processed beyond Step Three and which may be arbitrated are those based upon an allegation that there has been a violation of this locally negotiated Agreement, including negotiated terms and conditions of employment embodied in university policy and regulation incorporated into the Agreement by reference.

    b.   The Arbitrator shall have no authority to rule on grievances which concern actions taken by individuals or officials outside of the university, or which relate to governmental statutes or regulations affecting terms and conditions of employment.

    c.   The decision of the Arbitrator shall not in any manner modify or cause anything to be added to or subtracted from this Agreement, any policy of the Employer, or any official agreement secured through faculty governance.

    d.   Fees and expenses of the Arbitrator, as such occur, shall be shared equally by the Employer and the Association.

C.   **Faculty Tenure; Promotion; Non-Reappointment Grievances**

1.   **Grievance Process**

    a.   The purpose of this exclusive process is specifically to provide the faculty recipient of an unfavorable tenure, promotion or non-reappointment determination, an opportunity to have such determination(s) expeditiously reviewed by the Employer, through an exclusive, binding and final process, to ensure the determination is not the result of a violation of procedure or capricious or discriminatory treatment of the grievant of substantial prejudicial affect upon the substantive academic decision rendered. A finding by the authorized designee of the Parties to the Agreement, of a substantial violation of procedure and/or caprice and/or discriminatory treatment, unduly prejudicing the affected faculty member, shall result in remand, only, to academic process for academic reconsideration absent those specific process irregularities and/or improprieties unduly affecting and prejudicing the original determination grieved pursuant hereto. Nothing herein shall modify or abridge the authority of the President and the Board of Trustees of the Employer from utilization of the management prerogatives specifically retained, pursuant to this Agreement, relative to promotion, reappointment and tenure.

b. The provisions concerning the requirements of timely filing and notice, in Article VI, _Grievance Procedure_, provision B., _Arbitrable Grievances_, and D., _Notice_, herein, shall apply with equal force to all steps of Article VI, _Grievance Procedure_, provision C. _Faculty Tenure; Promotion; Non-Reappointment Grievances_, above. It is further expressly understood that no procedural defect in original academic determination grieved, pursuant hereto, or in the process hereafter set out, shall result in reappointment, tenure or promotion; these are deliberative processes that may not be gained through error, omission or default in action.

2. **Procedure for Handling Grievances**

a. **Step One**

The grievant must file his/her grievance, in writing, with the appropriate Dean, setting forth a summary of facts relied upon in making the specific claim of redressable impropriety in the promotion, tenure and/or reappointment process that serves as the basis of the grievance. Any and all grievances must be filed at Step One within thirty (30) calendar days of notice to the grievant of the academic decision grieved.

Within ten (10) days following formal filing with the Dean, consistent with the notice provisions herein, the Dean or his/her designee shall provide a meeting with the grievant (and Association representative if the grievant so desires) to hear the grievance and review its procedural and substantive merit. Within ten (10) calendar days following the grievance meeting, the Dean or his/her designee shall provide written response to the grievant, the Vice President of Human Resources and to the Association, disposing of the grievance, either affirmatively or negatively, and with or without conditions or qualifications.

b. **Step Two**

Within fourteen (14) days following noticed disposition of the grievance at Step One, if the grievant remains dissatisfied with the imposed or proposed resolution at Step One, the grievant may advance the grievance to Step Two for review and response from the Provost or his/her designee.

The grievance as submitted to Step Two must specifically identify those aspects of the Step One response that are unsatisfactory and

why. It must explicitly state why the grievance is valid, attaching or identifying all evidence in support of such continuing claim. The redress demanded must be specified.

Within fourteen (14) days following formal filing with the Provost, consistent with the notice provisions herein, a hearing with the grievant and an Association representative, if the grievant so desires, shall be conducted for the purpose of procedural and substantive review of the merit of the claim(s). Within fourteen (14) days following the hearing, the Provost or his/her designee shall provide written response to the grievant disposing of the grievance, either affirmatively or negatively and with or without conditions or qualification(s), and setting forth specific reasons for the disposition. A copy of the disposition shall be forwarded to the Vice President of Human Resources and the Association.

c. **Step Three**

Within fourteen (14) days following noticed disposition of the grievance at Step Two, if the grievant and the Association remain dissatisfied with the imposed or proposed resolution at Step Two, the Association may file the grievance with the university Academic Process Review Committee ("APRC") in the manner set forth in D(4) of this Article, for final, exclusive, formal disposition of the grievance, within the parameters set out below:

i. **University Academic Process Review Committee (APRC) Term and Composition**

The APRC shall serve one (1) year terms to expire at the close of each fiscal year of this Agreement (June 30). However, the APRC shall retain jurisdiction to hear all grievances, formally filed and appropriately at Step Three herein, during its term. Subject to c.iii. below the APRC shall be comprised of four (4) university employees, two (2) selected by the Association and two (2) selected by the Employer. Selection may come only from among those faculty at the rank of Professor and Distinguished Professor. Additionally, neither the Provost, the University President, the Association President, the Association Grievance Chair nor any prior step hearing officer may serve as a member of the APRC.

(1) All members of the APRC must, during his/her term, abstain from discussion and voting on promotion, tenure and/or reappointment decisions

concerning faculty within the APRC members' respective academic department.

ii. APRC Charge

The APRC's purpose is expressly and exclusively directed and limited to review of the functioning of the academic process in issue, for a determination of whether there exists substantial process failure, resulting in capricious determination, or substantial procedural violation or discriminatory treatment by the university bodies so charged to render the academic and/or employment recommendation(s) or judgment(s) that serve as the subject of the grievance. The members of the APRC must reduce their collective findings to writing and failing consensus, each dissent therefrom must be express, in writing and available to the university, the Association and an arbitrator as selected pursuant to Agreement.

iii. APRC Authority

The APRC's disposition is expressly limited to either dismissal of the grievance with prejudice or remand to academic process, where process failure is found, for reconsideration, in compliance with university policy, absent the process failure determined. Remand or Dismissal shall be unconditional. Recommendation may be made for disqualification, from remanded review, of an individual, group of individuals or entire APRC, if the APRC finds prejudice is unabateable upon remand, except that recommendation that the university President be disqualified in his/her role as Employer is prohibited.

iv. Investigative Process

The APRC shall be entitled to official minutes of deliberative meetings of the Department and University Promotion and Tenure APRC that pertain only to the grievant. Additionally, the APRC shall be entitled to that packet of material as submitted by the grievant for review in accordance with established procedures. The APRC may call pertinent witnesses from the recommending bodies, the Employer or others who the APRC has identifiable reason to believe hold information relevant to disposition. Disposition shall be in writing and noticed to the Employer and Association and shall be based upon

majority determination. Under no circumstances shall the APRC substitute its judgment for the academic judgment rendered by the bodies/persons charged with making such judgments.

v. __Advocacy__

Within thirty (30) days after the filing of the grievance to Step Three, the grievant must submit a detailed statement to the APRC and the Employer setting forth the evidence (including a list of documents and a summary of testimony of proposed witnesses) which the grievant intends to submit in support of his/her grievance. Within twenty (20) days after the submission of the grievant's detailed statement, the Employer may submit a responsive statement to the APRC setting forth its evidence (including a list of documents and a summary of proposed witnesses) in opposition to the grievance. Within ten (10) days after receipt of the Employer's Statement, the APRC shall schedule one or more hearings at which evidence may be presented.

Representatives of the Employer and/or the Association may file written briefs and/or make oral argument in support of or in opposition to the grievance. Said advocacy shall not be denied if and when opted, and must be considered in final determination to the extent such advocacy is timely submitted and relevant to the issue before the APRC. Briefs must be submitted, to the APRC, within fourteen (14) days of the final hearing date, in duplicate. One (1) copy shall be transmitted to the opposing advocate when all briefs are in. Argument not made before the APRC is discouraged from appearing in the brief for the first time. Such argument may be excluded from consideration by the APRC. Submission of reply briefs shall generally be unavailable. However, upon request to the APRC, based upon argument not made theretofore, reply briefs shall not be unreasonably denied the advocates.

vi. __Parameters on Remand__

While the APRC is free to offer recommendation on improved process it shall not direct a schedule of compliance nor impose substantive or procedural regulation of the outcome or the process, beyond that available as

codified policy relative to reappointment, promotion and tenure. If on remand, a prior academic judgment is overturned and tenure and/or promotion and/or reappointment is awarded, a grievant shall be made whole by ensuring no contractually guaranteed salary at the rate paid for the new position (i.e., tenure and/or promotion and/or reappointment) at the time of the academic decision overturned is lost to the grievant. This is the only, exclusive restitution available to a grievant under this provision of the Agreement.

vii. APRC Deadlock

Should the APRC fail, following a total of one hundred and twenty (120) days for investigation and deliberation of the submitted grievance, to determine, through majority decision, the limited issue(s) before it, then and in that event, the parties shall stipulate the record before the APRC and present same to an arbitrator/mediator, selected by the parties or, failing agreement between the parties, by PERC for decision within the guidelines herein established. The arbitrator/mediator shall question the parties for purposes of clarification of the record, however, there will be no other further advocacy allowed. The mediator's/arbitrator's jurisdiction shall be limited to determination as to whether the record before him/her compels remand under the enabling provision; C., Faculty Tenure; Promotion; Non-Reappointment Grievances, 1.a. Grievance Process, supra.

viii. Decision Finality with Prejudice

Remand shall be available only once per academic process determination, based upon the same set of facts. A grievance claiming failed academic process, for the limited enabling reasons set out, supra, shall therefore, be heard but once, through to its conclusion as set out herein, unless the grievance is based upon an entirely different claim from that of original grievance and charges a new set of factual errors, omissions or misconduct not in existence at the time of the original grievance.

D. Notice

1. Grievant
Notice to the grievant shall be deemed to have occurred upon actual receipt by grievant of such notice or five (5) days following posted

mailing to the grievant's last known address, through the U.S. mail, whichever first occurs.

2. **Employer**

Notice to the Employer shall be deemed to have occurred upon actual receipt by the Employer's designated representative of such notice or, if mailed in the continental United States, five (5) days following posted mailing to the Employer's designated representative at the correct university address for such representative, through the U.S. mail, whichever first occurs. If not mailed in the continental United States, notice to the Employer shall only be deemed to have occurred upon actual receipt by the Employer's designated representative.

3. **Association**

Notice to the Association shall be deemed to have occurred upon actual receipt by the Association President or expressly authorized designee, of such notice or five (5) days following posted mailing to the Association President or expressly authorized designee at the last known address, through the U.S. mail, whichever first occurs.

4. **Academic Process Review Committee**

Notice to the APRC shall be deemed to have occurred upon actual receipt by the APRC, c/o Provost's Office, of such notice or if mailed in the Continental United States, five (5) days following posted mailing to the APRC, c/o Provost's Office, at the correct university address, through the U.S. mail, whichever first occurs. If not mailed in the continental United States, notice to the APRC shall only be deemed to have occurred upon actual receipt by the APRC.

5. Days

For purposes of timely filing and advancement of grievances only, unless otherwise expressly referenced herein, days shall refer to calendar days, excluding all university holidays and recesses (including summer recess) and all federal holidays whereby the U.S. Postal Department closes services.

ARTICLE VII

FACULTY RIGHTS AND RESPONSIBILITIES

A.   Departments shall attempt, as a normal practice, to schedule weekly teaching responsibilities within four (4) school days unless exceptional circumstances shall interfere.

B.   Such other responsibilities as have traditionally been assigned to members of the bargaining unit shall continue to be scheduled at the discretion of the Employer.

C. Teaching staff members shall meet individually with their Department Chairperson during the academic year to discuss the planned utilization of the teaching staff member's unassigned day.

D. The utilization of such an unassigned day shall be a consideration in the overall assessment of the teaching staff member's professional performance.

ARTICLE VIII

ACADEMIC FREEDOM AND RESPONSIBILITY

The purpose of this statement is to promote public understanding and support of academic freedom and agreement upon procedures to assure them in New Jersey Institute of Technology. Institutions of higher education are conducted for the common good and not to further the interest of either the individual teacher or the institution as a whole. The common good depends upon the free search for truth and its free exposition.

Institutions of higher education are committed to the solution of problems and controversies by the method of rational discussion. Acts of physical force or disruptive acts which interfere with the university activities, freedom of movement on the campus, or freedom for students to pursue their studies are the antitheses of academic freedom and responsibility as are acts which in effect deny freedom of speech, freedom to be heard, and freedom to pursue research of their own choosing to members of the academic community or to invited visitors to that community.

Academic freedom is the right of scholars in institutions of higher education freely to study, discuss, investigate, teach and publish.

Academic freedom applies to both teaching and research. Freedom in research is fundamental to the advancement of truth. Academic freedom in its teaching aspect is fundamental for the protection of the rights of the teacher in teaching and of the student to freedom in learning. It carries with it duties correlative with rights.

A. **Academic Freedom**

1. The teacher is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of his/her other academic duties; but research for the pecuniary return should be based upon an understanding with the authorities of the Institution.

2. The teacher is entitled to freedom in the classroom in discussing his/her subject, but he/she should be careful to present the various scholarly views related to his/her subject and avoid presenting totally unrelated material. Limitations of academic freedom because of religious or other aims of the

institution should be clearly stated in writing at the time of the appointment.

B. Academic Responsibility

The concept of freedom should be accompanied by an equally demanding concept of responsibility. The college or university teacher is a citizen, a member of a learned profession, and an officer of an educational institution. When he/she speaks or writes as a citizen, he/she should be free from institutional censorship or discipline, but his/her special position in the community imposes special obligations. As a person of learning and an educational officer, he/she should remember that the public may judge his/her profession and his/her institution by his/her utterances and should make every effort to indicate that he/she is not an institutional spokesperson.

ARTICLE IX

PROFESSIONAL STAFF

A. Employment Basis

A Professional Staff member who enters his or her fourth or fifth year of employment on their anniversary date between July 1, 1977 and July 1, 1978, and who thereafter continues working in, or is transferred into a position for which tenure is not available, shall complete a probationary period of five (5) years from date of last hire and thereafter shall not be discharged except for just cause.

All Professional Staff members who are newly hired shall serve a one (1) year probationary period, commencing from the date of hire. The probationary period for those who are reclassified into a bargaining unit position shall be no more than one year, further reduced by that period of time certified as working at the reclassified level of responsibility and accountability. Those formally promoted into a new bargaining unit position from another Association represented position for which the full probationary period has been served, shall enter into non-probationary contractual appointment upon hire. Formal promotion is herein defined by the Department of Human Resources as a position with greater responsibility within the bargaining unit. Those who bump into a new position or who are recalled to a new position after layoff shall serve a six (6) month probationary period commencing from the date of recall or bumping. With the exception of those employees newly hired to the University who have not completed an initial probationary period, employees serving a new or continuing probationary period in a position to which they are anticipated to be permanently appointed shall be entitled to placement upon Range and Step of the appropriate salary matrix and shall be entitled to participate in and be eligible to receive compensation from all applicable programs including but not limited to across-the-board increments and performance pay. Thereafter, they shall, during the term of the one (1) or multi-year, employer determined contractual appointment, be employed on a contractual term basis as follows:

1. Following the end of the probationary period through the next ten (10) consecutive, full, fiscal years of annual or multiyear contractual appointment, Professional Staff shall maintain just cause protection during the Employer determined, renewable, contractual term appointments, but shall maintain no employment rights beyond the expiration of the term(s).

    Professional Staff with at least ten (10), consecutive, full fiscal years of non-probationary, contractual appointment, will be expressly afforded a "Contractual Expectation Interest" in renewal of contractual appointment.

    a. Contractual Expectation Interest shall be defined for purposes of this provision only as the right to reappointment in accordance with this provision, absent an Employer expressed and documented rational basis for non-reappointment, based upon substandard performance or misconduct, noticed in writing to the Professional Staff employee at least ninety (90) days before the expiration of his/her contractual term.

    b. Professional Staff holding a Contractual Expectation Interest who are not re-appointed in accordance with this provision may grieve the non-reappointment on the basis that the Employer did not have or timely provide a performance based rational basis to not reappoint that employee. The burden of proof shall be the Employer's.

    c. The Employer shall provide the Association with written rationale for a reorganization based position deletion for any position holding contractual expectation interest.

3. The Employer shall maintain at least thirty-five percent (35%) of the Professional Staff workforce on multi-year employment contracts, inclusive of all Professional Staff holding just cause protection pursuant to provision A. Employment Basis, above.

4. Layoff due to fiscal based position deletion must be preceded by thirty (30) calendar days notice or equivalent salary compensation paid in lieu of notice to the affected Professional Staff employee. Layoff due to reorganization based position deletion must be preceded by sixty (60) calendar days notice or equivalent salary compensation paid in lieu of notice to the affected Professional Staff employee. Discharge for just cause may occur at any time and the discharged employee shall only be entitled to that notice, if any notice, mandated by law.

B.   Hours of Work

1. The general business hours of university operations are Monday through Friday, from 8:30 a.m. to 4:30 p.m.; if a summer schedule of Monday through Thursday is adopted, bargaining unit members shall be notified no later than April 1 of each calendar year. In that event, general business hours of university operations will be from 8:30 a.m. to 5:00 p.m. for the duration of the period summer hours are observed.

2. For the purpose of University accounting, employees with exempt status under Fair Labor Standards Act are paid based on a 35 hour week.   A full day of leave time used shall be debited as 7 hours and a half day of leave time used shall be debited as 3.5 hours.   If the parties agree to a four day work week, a full day of leave time used shall be debited as 8.75 hours and a half day of leave time used shall be debited as 4.375 hours.   The use of hours for university accounting purposes is not intended by NJIT to affect the exempt status of an employee or position under the Fair Labor Standards Act.

3. Release Time: Professional exempt staff are expected to work the equivalent of the hours of operation set forth in Paragraph 1, and certain positions carry the expectation of some evening or weekend work, in addition to the general hours of operation, as part of the job description. For example, certain periodic university functions occur at night or on weekends. Where work demands require employees to work substantially beyond regular business hours and beyond the defined expectations of the job, such employees may be afforded release time (time off without debit of leave banks) with the approval of both the employee's supervisor, and the appropriate Department or Division head.

4. Individual Flex-time Schedules: Individual flexible time reporting schedules deviating from the standard workday may be adopted, provided that they are consistent with business necessity and do not impair university operations. Such individual flex-time schedules either altering the starting and ending time, or reducing reporting from five days to four days must be agreed to by the employee and his/her supervisor and approved by the Vice President of Human Resources, who shall keep a record of all approved flexible time arrangements for unit members. Such reporting structures must meet the following minimum standards:

   a. The schedule must accommodate NJIT's business interests in providing greater service to its constituencies.

   b. No flex-time schedule will be approved that reduces the minimum number of hours worked in the work week.

c. The work week will consist of at least four (4) days, and will not be subject to further reduction in days during summer months.

d. Where a choice of flexible hours cannot be made available to all employees within the same bargaining unit provisions, the most senior member of the unit will be given the right of first refusal on flexible scheduling, provided that such employee is in good standing.

e. Flexible schedules may be ended, in the discretion of the university, upon two (2) weeks' minimum notice.

f. It is expressly understood that no flex-time arrangement shall in any way alter the expectations outlined in the unit members' position description (except as may be required as a "reasonable accommodation" to a disability defined by State and Federal law). Further, it is understood that the granting of a flex-time arrangement shall not change situations where the employer, in its sole discretion, may extend the work hours of an employee as necessary.

C. Evaluations

1. Annual Evaluations: Each Professional Staff member's supervisor must annually complete a written evaluation on or before May 15th and provide a copy to the employee. Within ten (10) working days after receipt of the written evaluation, each Professional Staff employee shall have an annual, performance based, evaluation conference with his/her supervisor. Both employee and supervisor must sign the evaluation which will then be placed in the employee's personnel file within five (5) working days of the meeting. There will be a standard evaluation format used. The employee may provide a written commentary, including rebuttal, concerning the evaluation and forward it to the Department of Human Resources where it will be placed in the employee's personnel file and become appended to the performance evaluation. Comparatively ranked recommendation for merit award shall be identified as part of the evaluation and forwarded for action in accordance with Article XIII, Conditions of Employment.

D. Vacation Leave

1. Vacation Allotment:

Employees shall be granted an annual paid vacation for use in accordance with this provision on the following basis:

a. Professional Staff shall be entitled to a vacation earned at the rate of one and two thirds (1⅔) days per month of employment, from the date of hire, not to exceed twenty days per fiscal year, which for payroll purposes is accounted as one hundred and forty hours (140) per year on university records. Vacation leave is administered on a fiscal year calendar. The university's fiscal year is July 1st through June 30th of the following year.

2. **Vacation Use:**

a. While use of vacation accrual is based upon mutual agreement of the Employer and the employee, full usage is both expected and encouraged in a properly scheduled manner, giving appropriate consideration, for workload issues. Vacation shall be scheduled and taken at a time and at intervals that are mutually agreeable to the employee and that employee's designated supervisor, except and only where superceding law and policy allow vacation to be unilaterally invoked by the employee (e.g. when taking Family Leave). It is therefore expected that vacation will be requested of that employee's supervisor well in advance of the desired use by an employee, where possible, so that the absence can be planned for and the regular work flow is minimally disrupted.

   i. It is expected that supervisors will maintain a fully updated vacation record, showing unused accrual and usage, and will take a proactive role in scheduling vacation usage in a manner that is mutually beneficial to the university and its employees.

   ii. Vacation may be used in half days, full days, or consecutive days in a manner that permits operations flexibility and no significant disruption in university service.

   iii. Nothing herein relative to hourly accrual of vacation time pursuant to university records shall be construed by NJIT to remove exempt status from those employees deemed exempt under law by virtue the nature of their employment duties.

3. **Vacation Carryover:**

a. Professional Staff shall be entitled to accrue and carry over into the next fiscal year up to a maximum of twenty-five (25) unused vacation days or one hundred seventy-five (175) hours remaining

at the end of any fiscal year. Unused, accrued vacation over the maximum shall be forfeited at the beginning of the next fiscal year.

4. **Vacation Payout:** Upon separation from employment, unused vacation accrual computed at the daily rate of the salary of the separating employee at the time of separation will be handled as follows:

   a. July 1, 2003 – June 30 2005: A total of $200,000 of pooled funds will be available, in the fiscal years 2004 and 2005, to pay out up to one year's annual accrual of unused vacation for the Professional Staff member(s) upon voluntary separation from employment, layoff, non-reappointment or death. Upon exhaustion of those funds, no payout of vacation will be available, for any bargaining unit member.

      i. In the event that the separation of multiple employees on the same effective date results in exhaustion of the available funds prior to full payout of vacation to each of the employees terminated as of such date, each of said employees will receive a pro-rata allocation of remaining funds that will correspond to their individual leave balances available for payout.

   b. July 1, 2005 and thereafter: No payout of vacation will be available for any bargaining unit member except that any bargaining unit member who separates from employment as a result to layoff, pursuant to Article IX (J)(2), will receive up to twenty days of pay (or 140 vacation hours) for unused vacation allotment. In the event that a bargaining unit members receives notification of non-reappointment to their contractual position, they may use up to twenty vacation days (or 140 hours) prior to their termination date, which days will be scheduled with the approval of their supervisor. In the event a bargaining unit member has more than twenty accumulated vacation days, he/she may use any additional vacation leave time, with the consent of their supervisor. In the event a bargaining unit member gives written notice of resignation or retirement, not less than two (2) weeks prior to the planned date of separation, he/she shall be permitted to use up to ten (10) days (or 70 hours), of accumulated but unused vacation time at anytime prior to the date of separation. .

E. Holidays

1. The Employer shall provide the following paid holidays to full-time Professional Staff members of the bargaining unit:

a. New Year's Day
b. Martin Luther King Jr. Day
c. Good Friday
d. Memorial Day
e. Independence Day
f. Labor Day
g. Thanksgiving Day
h. Friday after Thanksgiving Day
i. Christmas Day

2. In the event any one (1) or more of the regular paid holidays above listed, falls on a Sunday, the holiday shall be observed on the following Monday. In the event any one (1) or more of the regular holidays above listed, falls on a Saturday, the holiday shall be observed on the immediately preceding Friday.

3. The four (4) regular week days falling between the Christmas and New Year's holidays shall be paid university holidays provided to all full-time Professional Staff members of the bargaining unit whose service and attendance is not deemed essential to university operations during this period.

    a. Those bargaining unit members whose attendance is required during all or part of said period shall be provided one floating holiday for each day of service to the university, up to the maximum four (4) days provided by this provision. Rules for use of floating holidays shall be governed by those applicable to Administrative Leave, as provided under provision E., Administrative Leave, infra, of this Agreement.

    b. Prerequisite to required attendance during this period shall be the provision of written notice to all affected bargaining unit members on or before December 1st of each year.

4. The nine (9) named holidays provided under provision D. 1., herein, and the other four (4) holidays provided under provision D., 3., herein, constitute the entire paid holiday schedule provided by the Employer.

5. It is expressly intended and understood that there are no additional paid days available to Professional Staff members of the bargaining unit, except as expressly provided by other provisions of this Agreement.

6. Professional Staff members of the bargaining unit on less than twelve (12) month annual contracts shall not be entitled to payment for holidays falling during a contractual break in employment.

7.   The holiday benefits, provided herein, are not available, shall not accrue, nor shall there be any banking or payment in lieu of the provided holiday scheduled, while any Professional Staff member is in unpaid employment status with the university. Further, in order to receive each or any of the holiday benefits, herein provided, the administrator must be in paid employment status at least one (1) day prior to and one (1) day after the holiday benefit sought.

F.   **Administrative Leave**

1.   A newly hired Professional Staff member of the bargaining unit shall be entitled to one-half (½) day or three and ½ hours of administrative leave after each full calendar month of employment, to a maximum of three (3) full days or twenty-one (21) hours during his/her first fiscal year of full-time Professional Staff employment.

2.   The Employer shall annually provide three (3) administrative leave days to all Professional Staff members of the bargaining unit on twelve (12) month contracts, upon entering their second or subsequent fiscal year of full-time Professional Staff employment.

3.   Professional Staff members of the bargaining unit employed on less than a twelve (12) month contract basis shall be entitled to a prorated benefit in accordance with the length or nature of his/her contract.

4.   Administrative leave days cannot accrue beyond three (3) at any time and cannot be carried over beyond the fiscal year in which they are provided, pursuant to this provision.

5.   Administrative leave days are not available, cannot accrue, nor shall there be any payment in lieu thereof, while any Professional Staff member is in unpaid employment status with the university. Further, in order to use a banked administrative day, the Professional Staff member must be in paid employment status at least one (1) day prior to and one (1) day after the administrative leave benefit sought.

6.   Requests for administrative leave must be requested and approved in advance, except in the case of emergencies, and will not be arbitrarily denied. Such leave may be used for religious observance or days of celebration, personal affairs, or emergencies. Priority in granting such requests shall be 1) emergencies; 2) religious observance or days of celebration; and 3) personal affairs.

G. **Sick Leave**

1. **Accrual**

New employees shall earn one (1) working day or seven (7) hours per calendar month to the end of the fiscal year and 1-1/4 working days or 8.75 hours or which is equivalent to fifteen (15) working days (105 hours) per full fiscal year thereafter. Full-time Professional Staff employees on contracts of less than twelve (12) months shall earn and be entitled to prorated, sick leave annual benefits.

2. **Use of Sick Leave**

a. Sick leave may be used by employees when they are unable to perform their work by reason of personal illness, injury or exposure to contagious disease or for the emergency attendance of the employee upon a member of the immediate family (father, mother, spouse, child, foster child, sister, brother, grandmother, grandfather, or relative residing in the same household) who is seriously ill, or whose spouse is hospitalized due to pregnancy. Sick leave may also be used for dental, optical or medical examination or treatment.

    i. Use of sick leave for spousal care shall include those persons residing in the same household as the eligible employee and continuously living in a proven, singular spousal relationship with the eligible employee. The Employer is entitled to reasonable proof of such relationship prior to sick leave entitlement.

    ii. Unless otherwise authorized under the provisions of the university's Family and Medical Leave Policy, emergency attendance on a member of the immediate family shall be limited to a maximum of fifteen (15) days per enabling occurrence. Exceptions to this limitation may be authorized only by the Vice President of Human Resources or his/her designee.

b. Accumulated sick leave may be used to grieve the death and/or attend the funeral of the employee's immediate family; father, mother, spouse, child, foster child, sister or brother of employee and relatives of employees residing in the same household as employee. Leave used for bereavement shall be limited to three (3) days per occurrence unless exception for extraordinary reason

is made by and at the discretion of the Vice President of Human resources or his/her designee.

c.   All unused sick leave may be accrued with no maximum limit.

d.   Medical validation of the need for sick leave will be required when there is specific evidence of abuse of the leave and/or when the leave exceeds five (5) consecutive days or a total of ten (10) days within the fiscal year, as more fully detailed below.

e.   Sick leave benefits are not available, shall not accrue, nor shall there be any payment in lieu thereof, while any Professional Staff member is in unpaid employment status with the university. Further, in order to use a banked sick leave day, the Professional Staff member must be in paid employment status at least one day prior to the sick leave benefit sought.

3.   **Authorization**

   a.   **Anticipated Leave**

   Any proper usage of sick leave anticipated in advance must be requested as far in advance as practicable and approved by the employee's immediate supervisor prior to usage. Approval will not be unreasonably denied. Examples of anticipated leave, by way of illustration but not limitation, include physician appointments, dentist appointments, scheduled surgery and short-term care for an ill member of the immediate family. Within a reasonable period of time following use of sick leave for this purpose the employee upon request by the Employer must validate the reason for scheduled leave by means of written proof that the scheduled purpose for the sick leave did occur.

   b.   **Unanticipated Leave**

   Use of sick leave that cannot be anticipated in advance, such as sudden illness, must be validated by contacting, as soon as possible and, to the extent possible, within one-half (1/2) hour after the beginning of the employee's scheduled workday, the employee's supervisor or by following such procedure specifically directed by the employee's supervisor to notify the Employer of unanticipated sick leave.

4. Validation

a. In accordance with State and Federal regulations, the Employer may preliminarily designate an employee who has been absent for three (3) or more consecutive days or who has exhausted his/her earned sick leave banks on Family Leave, pending medical certification. Family Leave may at the option of the Employer run concurrently with sick leave usage.

b. Long term absences for sick leave that exceed the 60 days of Family Leave may be taken thereafter utilizing accumulated sick leave balances, upon submission of medical certification updates to be provided in intervals of not less than every 30 days.

c. If absent for five (5) or more consecutive working days, the employee must present a physician's statement specifically validating the duration and nature of illness or injury enabling sick leave usage. An employee absent for unanticipated sick leave for any and all periods totaling more than ten (10) days in one (1) fiscal year may be required to submit a physician's statement validating the duration and nature of illness enabling sick leave usage.

d. The employer may investigate cases where there is reasonable suspicion of abuse or patterned absenteeism. If justified, and regardless of the threshold absences set forth in (c) above, the Employer may, upon advance notice to the employee, require medical certification for any future use of sick leave for a period not to exceed one year.

e. Sick leave taken for purposes of Bereavement, pursuant to provision G.2.b. above, shall not be counted for purposes of either the five (5) or ten (10) day validation requirement. The Employer may request that Bereavement leave be validated through independent written documentation.

f. Upon receipt of a specific diagnostic statement from a physician describing a chronic, debilitating illness of an employee, the five (5) and ten (10) day validation requirement shall be waived as a matter of regular course, however, upon reasonable suspicion of abuse following fifteen (15) days usage of sick leave during fiscal year the Employer, the Union and Employee shall meet for the purpose of either investigating potential abuse and/or to discuss the absenteeism in attempt to avoid disciplinary action. In any event, an employee suffering from a certified chronic illness must at least

once every six (6) months provide the Employer with medical recertification and following fifteen (15) days usage in a fiscal year on account of sail illness, provide additional recertification of the chronic illness.

5. **Confidentiality of Records**

All medical reports and diagnosis provided pursuant to this Article shall remain confidential with the Department of Human Resources and the Office of General Counsel only.

6. **Unused Sick Leave - Retirement**

Subject to the provision of N.J.S.A. 11A:6-17 and rules and regulations promulgated thereunder, a full time qualifying employee who enters retirement, pursuant to the provisions of a State administered or approved retirement system, and has to his/her credit any earned and unused accumulated sick leave accrued during service in an administrative capacity shall be entitled to receive supplemental compensation for such earned and unused accumulated sick leave only to the extent such is funded by the State.

The supplemental compensation to be paid shall be computed at the rate of one-half (1/2) of the eligible employee's daily rate of pay for each day of earned and unused accumulated sick leave based upon the average annual compensation received during the last year of his employment prior to the effective date of his/her retirement, provided, however, that no such supplemental compensation payment shall exceed the statutory limit. This supplemental compensation shall be paid in a lump sum after the effective date of retirement. It may be deferred by the employee for payment within one (1) year of the effective date of retirement.

H. **Family Leave**

The Family Leave Policy adopted by the Board of Trustees on January 19, 1995, as revised on March 7, 1995, shall apply to all employees covered by this Agreement. As the policy reflects current State and Federal law with respect to the rights of employees and obligations of employees, the policy may be amended from time to time to reflect mandatory changes in the law. In the event that the university intends to amend the policy with regard to negotiable terms and conditions, it shall provide the PSA notification of the proposed changes. In the event that the PSA demands negotiations concerning proposed changes, it shall do so in writing within sixty (60) days, to the Vice President of Human Resources, with a copy to the General Counsel, in which case the parties will proceed with good faith negotiations concerning the proposed changes, consistent with their rights and obligations under law. If the university receives no written demand by

the PSA for negotiations within such time, the University may proceed to implement such changes.

For informational purposes only, the University may preliminarily designate an employee's absence as Family Leave when:

1. An employee (or a spokesperson on behalf of an employee) notifies the Department of Human Resources or the immediate supervisor of a personal serious health condition or the serious health condition of an eligible family member.

2. Upon the employee or the supervisor's notification to the Department of Human Resources after three (3) consecutive days of paid or unpaid absence.

    Family Leave runs concurrently with accumulated sick leave. Accumulated sick leave balances that exceed the 60 days of Family Leave may continue to be used thereafter upon submission of medical certification updates to be provided in intervals of not less than every 30 days.

I.   Leaves of Absence

    1.   Eligibility

        a.   Any employee who is not entitled to or has exhausted other leave benefits may apply for an unpaid leave of absence.

        b.   No employee who is entitled to leave under the New Jersey Family Leave Act or the Federal Family Leave Act shall be denied the right to use any period of leave required under these laws using the procedures set forth in the laws and applicable regulations.

    2.   Procedure

        a.   All applications for an unpaid leave of absence shall be made in writing. The application shall include a specific statement of the reasons for the leave request, the date on which the leave is requested to begin and the date the leave is requested to end.

        b.   All requests for unpaid leave of absence shall be made as far in advance as possible.

        c.   Application for leave must be submitted to the employee's immediate supervisor. In the event that the reason for the leave requires confidentiality, the employee may submit the application

to the Department of Human Resources instead of the immediate supervisor. In that case, the employee shall inform the supervisor in writing that an application has been submitted to Human Resources and shall specify the beginning and ending dates for the leave as requested on the application.

d.   Except where an emergency requires a quicker response, the Employer shall act on the application for an unpaid leave within two (2) weeks from the date of the application and shall provide the employee with its decision in writing. If the request is denied in whole or in part, the reasons for the denial shall be set forth as part of the written decision.

e.   Denial of a request under this Article is grievable only on the limited basis that the Employer had no rational basis for its action.

f.   Any problems arising from the administration of this Article may be referred to the Labor/Management forum for discussion and resolution, if possible.

3.   Reinstatement

a.   An employee who is ready and able to return after completion of a short-term leave of a total duration of ninety (90) consecutive calendar days or less shall be returned to his/her former position or an equivalent position with equivalent pay and fringe benefits including retirement system benefits.

b.   The Employer will make every reasonable effort to reinstate an employee who is ready and able to return to work after completion of a long-term leave of a total duration of ninety-one (91) consecutive calendar days or more to his/her former position or a comparable position. Except where otherwise required by law, there is no entitlement to a position with the Employer following a long-term leave of absence.

c.   If at the employee's scheduled return to work, the Employer reasonably determines that reinstatement will jeopardize the health and safety of the employee, other employees or the students, and provides the employee with a statement of the basis for its determination, the Employer may require that the employee submit a certification from a licensed professional (doctor, psychologist or other appropriate specialty) attesting to the employee's fitness prior to permitting the employee to resume work. The Employer may also require examination and certification of the employee for

return to work by a physician of its choosing and its own expense prior to reinstatement.

d.　The reinstatement provisions set forth herein shall not be unreasonably applied by the Employer nor abused by the employee.

e.　There shall be no benefits bank accrual during any period of unpaid leave under this Article. There shall be no monetary contribution by the Employer on behalf of the employee during any period of unpaid leave, except as may be mandated by law or otherwise expressly provided for by this agreement. Accumulated seniority to the extent accrued under this Agreement shall be maintained and reinstated upon reinstatement from the leave.

f.　Accepting employment with another employer while on a leave of absence will result in the forfeiture of the leave and all associated benefits and will result in the immediate termination of university employment, unless such other employment was expressly understood as part of the reason for the leave and approved in advance by the Employer.

J.　Professional Staff Sabbatical Leave

1.　Professional Staff members of the bargaining unit shall continue to be eligible for sabbatical leaves. The individual shall submit requests for such leave accompanied by a detailed proposal of sabbatical activity to his/her supervisor for recommendation and comment. The appropriate area Vice President shall either approve or disapprove all requests on the basis of the relevance of the proposal to the university and the ability to release the individual for the period of time requested. A rejection of a sabbatical application shall be in writing with the rationale for the rejection cited.

2.　Decisions of the university relative to this provision shall not be grievable.

K.　Seniority

1.　Recognition

New Professional Staff bargaining unit members shall be entitled to seniority after completion of their Association based probationary period. Subject to the provisions of controlling Collective Bargaining Agreement, all Professional Staff starting from their second (2nd) consecutive annual employment contract in the same job classification, shall be entitled to seniority service credit, retroactive to the initial date of hire into said

specific job classification. Service credit shall be computed and earned at the rate of one (1) day of service credit for each day in active employment status. Any period of authorized leave with pay afforded pursuant to Collective Bargaining Agreement, shall not cause a break in seniority credit computation. Professional Staff employees on less than full twelve (12) month contracts shall receive seniority service credit on a pro rata basis specific to their contract.

Except as expressly noted herein, seniority service credit in a new classification commences on the effective date of transfer. Seniority service credit in the former classification shall also continue to accrue after the transfer for a period of five (5) years. In the event of a transfer back to the former classification within the five (5) year period, the employee shall be credited with all accrued seniority in that position. In the event of a transfer back to the former classification after the five (5) year period, the employee will not be entitled to accrued seniority service credit in the former position. Seniority service credit shall not be broken by reclassification of a position held by an incumbent. Seniority service credit shall be deleted upon loss of employment for any other reason whatsoever.

Seniority recognition and its effect, in no way alters the contractual basis of employment for Professional Staff. Neither does it alter the probationary status of employees in their first year of employment in a bargaining unit position except as specifically set out under provision 2. Layoff, and provision 3. Recall, infra.

2.   Layoff

If and when a reduction or reorganization in the workforce is necessary, following at least thirty (30) calendar days notice, for fiscal necessity based layoffs inclusive of opportunity for the Group Review Committee to respond and sixty (60) calendar days notice for reorganization based layoffs, layoff shall occur through deletion of Professional Staff position(s) as determined by the Employer.

Within seven (7) calendar days of the receipt of official written notice of layoff due to a reduction or reorganization in the workforce, a university funded employee shall be specifically permitted to submit, in writing, application for and then receive good faith review of up to five (5) continuing positions whose incumbents are university funded and hold the least seniority in the same generic position classification from which the laid off employee holds greater seniority. Employees who have completed three full years of service in (a) the same grant-funded position; or (b) different associated-represented positions under the same grant funding source, are eligible to participate in the bumping process outlined herein.

Employees who have not completed three full years of service as outlined above do not have bumping rights, regardless of the length of other university funded employment.

The Employer shall consider all requests to bump in order of seniority service of the applicant. The Employer shall determine whether the applicant is qualified to bump the least senior employee in the positions applied for. If the Employer determines that the applicant is not qualified to bump in that position, the Employer shall determine whether the applicant is qualified to bump the next least senior employee in the positions applied for. This process shall continue until the applicant is deemed qualified for a bump or all five (5) positions have been considered.

If the displaced employee is determined to hold the qualifications for the position reviewed, the employee shall be permitted to exercise his/her seniority rights to displace an employee with less seniority in the generic job classification for which the employee currently holds seniority or for which the employee holds seniority service credit accumulation, in the job classification from which a position was held immediately prior to the current job classification from which the employee is being laid off. Displacement is potentially available only for and within the following two (2) groupings:

     a.   Assistant Director, Administrative Assistant I,
               Assistant to Dean, Assistant to Director,
               Assistant to Chair, Assistant to Sponsored Chair,
               Program or Function Coordinator or Manager.

     b.   Professional Service Librarian (excluding Head Librarian)
               professional specialists within the specific specialty area.

The Employer retains its right to determine whether an employee possesses the qualifications to fill the position into which he/she seeks to bump. Qualification determination shall be based upon the qualifications set out by the position description, as may be amended from time to time, as matched with the bumping applicant's qualifications and performance record. Consideration of performance as negatively effecting qualifications herein, shall be restricted to a formal performance record that is officially, and in writing, less than satisfactory overall or a performance record evidencing active disciplinary status. Within seven (7) calendar days of receipt of notification that a bumping applicant is not qualified for a position sought, the Association may submit a written request for review to the Position Review Committee. The Position Review Committee shall issue its recommendation to the Vice President of Human Resources or his/her designee, not later than seven (7) calendar

days after submission by the Association. The Vice President of Human Resources or his/her designee, shall, in good faith consider recommendation(s) made pursuant hereto, prior to final determination. The determination by the Vice President of Human Resources or his/her designee is final and binding on the issue of the right to bump the position in issue.

The Position Review Committee of three (3) serve one (1) year terms to end on June 30th of each year and shall review all bumping applicants submitted by the Association to it. It shall be selected as follows:

      a.   Two (2) members are to be selected by the Association.
      b.   One (1) member to be selected by the Employer.
      c.   Members may be from among the university's entire employment pool.

An applicant who is successful at bumping into a new position shall be required to complete a new six (6) month probationary period. The probationary period attendant to a successful bumping applicant or to an employee recalled to a position other than the same position from which laid off (See "Recall", infra) shall be limited to performance concerns. In any event, except as expressed and limited by this provision only, infra, dismissal during a probationary period is not grievable. A successful bumping shall mandate that the probationary employee be given the first ninety (90) days of probationary appointment to assimilate departmentally specific knowledge while performing in the new job and therefore a successful bumping applicant shall not be dismissed from employment during the first ninety (90) days of his/her probationary contract of employment, unless there is, at least, an expressed rational basis related to poor performance, in which case the Association may grieve only the existence of a rational basis for dismissal during this period.

A successful bumping shall result in a probationary contract of employment to expire at the end of the fiscal year in which the bumping occurs. A successor contract of employment prior to the end of a probationary period in no way modifies that probationary period.

Any bumping which results in displacement of an employee in a higher salary classification shall result in the successful bumping applicant receiving the step on the new range closest to his/her salary step on the previous range.

3.   **Recall**

In the event that the Employer revives the same position which was deleted within eighteen (18) calendar months from the date of the layoff,

the employee on layoff from that position shall be entitled to recall. No new probationary period shall be required. An employee recalled under this provision shall be entitled to an employment contract to expire at the end of the fiscal year in which recalled.

In the event that any positions become available within a period of eighteen (18) calendar months from the effective date of layoff, employees shall be entitled to recall to a job opening from the generic job classification from which laid off, if it is determined, in the same manner as applies to successful bumping, that the employee holds the requisite qualifications for the position. An employee recalled to such position classification other than to his/her former position shall serve a six (6) month probationary period as outlined under provision 2. "Layoff", supra, except that there shall be no grievable issue under any circumstances whatsoever during said probationary period. An employee recalled under this provision shall be entitled to a probationary contract of employment to expire at the end of the fiscal year in which recalled. A successor contract of employment prior to the end of a probationary period in no way modifies that probationary period.

Once contacted for recall, an employee must accept the proffered position within one (1) week of offer or apply for recall review within one (1) week of contact by the Employer, as the recall situation may be, or said employee shall be removed from the recall roster and all rights secured pursuant hereto shall be immediately extinguished.

A recalled employee must fully return to a recalled position within one (1) month from date of offered recall or said employee shall be removed from the recall roster and all rights secured pursuant hereto shall be immediately extinguished.

Notice activating the recall response and/or return timeliness shall be considered the earlier of actual verified receipt of notice via telephone or in person or, alternatively, five (5) days following certified and regular posted mailing to the employee's last known address.

Employees on recall roster who are otherwise employed at NJIT or who refuse the proffered recall shall be removed from the recall roster and all rights to recall under this Agreement shall be immediately extinguished.

Employees who are on layoff are not entitled to have or and do not accrue any rights or benefits at NJIT, except the right to recall provided herein and any rights mandated by law.

L.   Acting Capacity

When an employee is temporarily, formally assigned to work in a higher job classification specifically encompassing all responsibilities and accountability inherent therein, for a period of more than ten (10) successive work days, due to the absence of the incumbent in such classification, the employee so working shall receive compensation at the rate of the higher job, retroactive to formal appointment, unless the job description of the formally assigned subject employee's job specifically includes, in its description of responsibilities the duty to act in behalf of or in the stead of the absent incumbent in which case the waiting period shall be thirty (30) successive work days and payment shall be prospective only.

M.   Meal Reimbursement

When a Professional Staff member of the bargaining unit is unexpectedly required or previously scheduled to remain a minimum of two and one-half (2 ½) hours beyond a regular Professional Staff business day unique to the Professional Staff position in issue, upon providing a receipt for purchase of food stuffs, other than alcoholic beverages, for the day in issue, NJIT shall reimburse the Professional Staff member the cost, up to a maximum of Seven dollars and fifty cents ($7.50) per eligible day, for the meal. The receipt must be verified by the supervisor of the requesting Professional Staff member as to the directed additional time.

N.   Anniversary Date

Professional Staff members' anniversary date, for purposes of annually tied compensation adjustments, shall correspond with the university's fiscal year (July 1st). Professional Staff members in their first year of Association represented employment commencing on or after July 1st and on or before December 31st shall receive anniversary based compensation adjustments beginning the following July 1st. Professional Staff members commencing Association represented employment on or after January 1st and on or before June 30th shall receive anniversary based compensation adjustments beginning with the start of the fiscal year immediately succeeding the following July 1st.

O.   Resident Life Staff Parking

Professional Staff members who are employed full-time, on either ten (10) or twelve (12) month residential life employment contracts that include necessary residence on university premises, will be provided with parking privileges at no cost. This privilege is not transferable.

ARTICLE X

TIME STANDARDS FOR NON-REAPPOINTMENT

A. Tenure-Track Faculty

The following time standards shall be applied by the Employer for written notification of non-reappointment to non-tenured members of the tenure-track faculty:

1. Not later than March 1st during the first year of service shall a tenure-track faculty member be notified of non-reappointment at the completion of that first academic year.

2. Not later than January 15th during the second year of service shall a tenure-track faculty member be notified of non-reappointment at the completion of that academic year.

3. Not later than June 30th during the third, fourth or, fifth year of service shall a tenure-track faculty member be notified of non-reappointment in which event he/she shall receive a terminal contract ending the subsequent academic year.

B. Professional Staff

The following time standards shall be applied, by the Employer, for notification of non-reappointment of Professional Staff members of the bargaining unit at the end of their contractual term:

1. A Professional Staff member shall be entitled to at least thirty (30) calendar days notice of non-reappointment through the first four (4) years of non-probationary, consecutive annual contractual appointment afforded by the Employer. Commencing with Professional Staff member's fifth (5th) year of non-probationary, consecutive annual contractual appointment, he/she shall be entitled to at least sixty (60) calendar days notice of non-reappointment. Commencing with a Professional Staff member's eleventh (11th) year of non-probationary, consecutive annual contractual appointment, he/she shall be entitled to at least ninety (90) calendar days notice of non-reappointment, along with written rationale for the decision.

2. In lieu of, either the thirty (30) or sixty (60) or ninety (90) calendar days notice requirement, as outlined, supra, the Employer may, in its discretion, provide equivalent salary compensation to the employee, waive the notice requirement and release the employee from all employment responsibilities.

C.   **Non-Tenure Track Academic Personnel:**

        The following time standards shall be applied by the Employer for written notification of non-reappointment of non-tenure track academic personnel:

        1.   Not later than April 1st of the last year of the first and second contractual appointment shall non-tenure track academic personnel be notified of non-reappointment following completion of their contractual term.

        2.   No later than January 31st of the last year of the third or later contractual appointment, shall non-tenure track academic personnel be notified of non-reappointment following completion of their contractual term.

        3.   Non-tenure track academic personnel will be defined as personnel whose regular, continuing position responsibilities include teaching at least six (6) contact hours per semester.

        D.   Nothing herein shall be construed to alter the nature and parameters on the various position structures authorized by the Employer.

ARTICLE XI

NON-DISCRIMINATION

        A.   There shall be no discrimination by the Employer, employees, or the Association against any teaching staff member or administrator based upon membership or non-membership in or participation in legitimate activity on behalf of the Association.

        B.   The willingness of the parties to continue the non-discrimination clause in the Agreement is predicated on the mutual understanding of the intent to comply with the Supreme Court decision in Teaneck Board of Education v. Teaneck Teachers Association, that discrimination claims relating to inherent managerial prerogatives cannot be subject to binding arbitration and with the limitations on arbitrability set forth in the Agreement.

        C.   All references to employees in this Agreement designate both sexes and wherever the male gender is used it shall be construed to include male and female employees.

ARTICLE XII

GROUP REVIEW COMMITTEE

A committee shall be established to review all group terminations of members of the negotiating unit when such terminations are for any reason other than individual performance and shall function as follows:

A.   The Committee to be comprised of six (6) persons from the negotiating unit, with three (3) selected by the President of the Association;

B.   The Committee shall meet at least once annually at an appropriate time with the appropriate Academic Officer to review the situation;

C.   The Committee may make written recommendations to the appropriate Academic Officer;

D.   The Employer will consider recommendations of the Committee prior to making its final determination;

E.   The appropriate Academic Officer shall notify the Committee of the final determination prior to its general release.

ARTICLE XIII

CONDITIONS OF EMPLOYMENT

A.   Appropriation of Funds

All commitments which so require are subject to the appropriation of funds and any necessary legislative action.

B.   Appendices

Reference to 1977 - 1979 Agreement, Appendix A
Administrative Deletion, Appendix B
Salary Guide - Step Progression Table, Appendix C
NJIT/PSA Salary Matrices, Appendix D
Letter of Understanding - Off Campus/Irregular Hours, Appendix E

C. **Compensation Plan**

1. **Twelve Month Faculty Appointments**

   a. Salaries for Twelve-month faculty appointments shall be arrived at by adjusting the academic year salaries by fifteen Percent (15%) for the duration of a Twelve-month appointment.

2. **Across-the Board Salary Guide Adjustments**

   a. From the first full payroll in Fiscal Year 2004 through the last full payroll in Fiscal Year 2004, the operative salary guide for bargaining unit members shall not be adjusted by an across-the-board increase.

   b. There shall be a two and nine-tenths percent (2.9%) across-the-board increase to each step of the salary matrix, as of June 30, 2004, of all eligible bargaining unit members effected in the first full pay period of Fiscal Year 2005 for employees paid on a twelve month basis and the first pay period of academic year 2004/2005 for employees paid on a ten month basis respectively.

   c. There shall be a two percent (2%) across-the-board increase to each step of the salary matrix, as of June 30, 2005, of all eligible bargaining unit employees effected in the first full pay period of Fiscal Year 2006 for employees paid on a twelve month basis and the first pay period of academic year 2005/2006 for employees paid on a ten month basis respectively. There will be an additional two percent (2%) increase to each step of the salary matrix as of June 30, 2005, of all eligible bargaining unit employees effective the first full pay period after January 1, 2006 for employees paid on a twelve month basis and in the first full pay period after February 1, 2006 for employees paid on a ten month basis.

   d. There shall be a two and twenty-five hundredths percent (2.25%) across-the-board increase to each step of the matrix salary, as of June 30, 2006, of all eligible bargaining unit employees, effected in the first full pay period of Fiscal Year 2007 for employees paid on a twelve month basis and the first pay period of academic year 2006/2007 for employees paid on a ten month basis respectively. There will be an additional two and thirty-five hundredths percent (2.35%) increase to each step of the salary matrix, as of June 30, 2006, of all eligible bargaining unit employees, effective the first pay period after January 1, 2007 for employees paid on a twelve

month basis and in the first full pay period after February 1, 2007 for employees paid on a ten month basis.

e. The salary guide shall be adjusted as set forth in Appendix C, NJIT/PSA Salary Matrices, to incorporate salary guide increases set forth above, for each step of each salary range on the guide. Each bargaining unit member on salary range and step shall receive the stated increases by remaining at the step in the range occupied prior to the adjustments.

f. Employees in their first year of employment are not eligible for those increases set out in "a." through "e." above, effected during their first year of employment. First year of employment for purposes of this provision shall be defined as the period of time from date of hire in an Association represented position to the ensuing July 1st but no less than six (6) full months and no greater than eighteen (18) months. Additionally, those employees who separated from university employment prior to ratification of this Agreement are not eligible to receive retroactive application of those increases outlined in "a." through "e." above.

g. Bargaining unit members whose base salaries are not set on nor accountable to salary guide shall receive the across-the-board increases as set out in C., Compensation Plan, 2. a. through (e.), Across-the-Board Salary Guide Adjustments, above, through incorporation to individually set annual salary, except that employees fully funded through grants shall be compensated according to and consistent with the terms of the grant, with salaried increases not to exceed that set out by grant parameters, and newly hired bargaining unit members shall receive that salary fixed upon hire for the initial, annual contract period.

h. Subject to provision h. above and j. below, employees in fixed term, non-tenure track academic contracts shall receive a minimum of the across-the-board increases set in Article XIII, Conditions of Employment, C., Compensation Plan. Employees whose multi-year contracts already provide for at least the minimum increase shall not receive the increases set forth in Article XIII, Conditions of Employment, C., Compensation Plan, unless specified in their individual contracts.

i. Research Professors and Visiting Professors, including but not limited to Assistant Research Professors, Associate Research Professors, Distinguished Research Professors, and Research Professor - Executive Director, recognized under Article II,

Recognition, supra, shall be exempted from the dictates of this provision.

3.   **Salary Step Progression**

a.   See Appendix C, Salary Guide-Step Progression Table, for quick reference.

b.   Step Progression Cap

i.   Professional Staff: Beginning in the fourth year of the contract, commencing with the first full pay period after July 1, 2006, the step progression cap shall be extended for all Professional Staff members on range and step. The new step progression cap effective July 1, 2006 shall be 46 steps, with a twenty-four (24) month delay in step progression by merit for all members at Step 43. Any Professional Staff member who has been at Step 43 for at least twenty-four (24) months as of July 1, 2006 shall be eligible for step progression beyond Step 43.

ii.   Faculty: Beginning in the fourth year of the contract, commencing with the first full pay period after July 1, 2006, for all faculty members on range and step, the step progression cap shall become Step 100. Effective July 1, 2004, the progression from Step 95 to Step 100 shall be limited to one merit step per year to that faculty member's base salary indicated on the salary matrix, with the remaining award paid as cash merit, not applied to base salary, subject to further limitations set forth herein. There shall be a twenty-four (24) month delay at Step 91 prior to progressing to the next highest step by merit. Any faculty member who has been at Step 91 for at least twenty-four (24) months as of July 1, 2006, shall be eligible for step progression beyond Step 91.

4.   **Faculty Promotion Policy**

The promotion of a member of the faculty shall be governed by the following:

The salary step on the controlling salary progression matrix that is closest to, but not less than, a seven and one half (7.5%) adjustment to the base salary of a promoted faculty member shall be made upon the effective date of the promotion. Promotional adjustment shall be applied prior to merit award adjustment to base salary, effective at the same time.

5. Special Salary Actions

Special salary actions, in addition to extended range placement set out above, shall be made at the sole discretion of the university in response to bona fide outside employment offers, to respond to market conditions in critical academic areas, to recognize extraordinary achievement, and to implement salary equity adjustments. The maximum number of faculty subject to special salary actions shall not exceed ten percent (10%) of the faculty. These salary actions shall not be drawn from any negotiated salary program or pool of money. The PSA will receive notification of any such actions.

6. Merit Program (Policy & Procedure)

There shall be a merit compensation program, applicable to those bargaining unit members whose salary is on or expressly attributable to a salary range and step, for each of the four (4) years of this Agreement.

Except as otherwise noted herein, all merit compensation shall be in step awards to base salary. Eligibility for merit compensation shall be based upon at least one (1) year of Association represented employment in the position otherwise eligible for merit and formally classified salary range and step status. One year of Association represented employment shall be defined as the period of time from the first day of Association represented employment to the ensuing July 1st but no less than six (6) full months and no greater than eighteen (18) months.

a. **Faculty Merit**

    i. **Salary Matrix** – The salary ranges will each consist of one hundred (100) equal steps. Advancement on the matrix will occur only through merit award.

    ii. **Merit Award Limits:**

        (1) **Base Salary** – Up to six (6) steps may be awarded to the base salary of an eligible faculty member, at all ranks, each year of the program.

        (2) **Cash Step Equivalents** – Up to a four (4) step equivalent cash award may be provided to all eligible faculty who have either been delayed at Step 91 in his/her salary range, or are limited to receipt of one step or no steps to base, in each year of the program.

(3) **Combination –** A maximum of eight (8) steps, or step equivalents in total, may be awarded in each year of the program to an eligible faculty member at any rank.

Example:

Associate Professor X is at Step 87 in 2004/2005. In 2004/2005, Associate Professor X may receive up to four (4) steps to base salary and an additional four (4) steps in non-base cash award.

iii. **Merit Pool:**

(July 2003 – June 2005)

Specifically excluding Academic Administrators' faculty salaries, the merit pool for faculty will be set at 1.75% of the eligible faculty salary base as of July 1st of the year of awarding. However, in no event shall the calculation of the pool be less than $350,000 or greater than $400,000. Eligibility toward base calculation shall be defined as all tenure-track or tenured faculty holding a salary range and step, with at least one (1) year of service (as defined above) as of July 1st of the year of awarding (July 1, 2003 and July 1, 2004).

(July 2005 – June 2007)

Specifically excluding Academic Administrators' faculty salaries, the merit pool for faculty will be set at 1.75% of the eligible faculty salary base as of the last full pay of the academic year preceding awarding. For pooling purposes, faculty salary base shall include all tenure-track or tenure faculty hired prior to January 1st of the pooling year but exclude: (a) those with employment agreements which precludes their eligibility to be placed on range and step by July 1st of the calendar year of award; and (b) those who are no longer employed as tenure or tenure track faculty as of the second full pay in September. The Association shall be provided a draft spreadsheet of the Faculty salary base no later than June 15th. No later than October 1st, Academic Departments and the Association shall each be provided with a final list in order to rank performance as set forth herein. Payment of awards will be made on or before the first full pay of December of the year of the award. A

faculty member is not eligible for merit consideration unless he/she contributed to the merit pool.

iv. <u>Merit Allocation</u>

The merit pool for faculty shall be initially allocated to the university departments on a straight pro rata basis, with the allocation equivalent to that percentage of the merit pool as determined by the size of the department to the entire eligible faculty unit. For example, if the merit pool is $100,000, department X, consisting of 25 of the university's eligible 250 faculty, shall receive an initial allocation of $10,000. The department's initial allocation may be adjusted by the Employer. The Employer may reallocate, to other eligible faculty constituted departments, up to forty percent (40%) of each department's initial allocation. A department may not receive more than one hundred and fifty percent (150%) of its initial allocation. This adjusted allocation shall, thereafter, be awarded as follows:

(1) The merit process shall originate with the faculty Promotion and Tenure Committee ("P&T") who shall meet, and rank order all eligible faculty for the purpose of receiving merit awards. The rank ordering shall be accompanied by written rationale for the recommendations, with a description of the emphasis accorded to the areas of teaching, research and scholarship, and service to the department, the university, the community and the profession. The Department Chairperson shall not vote upon the rank ordering of the members of the Department or School, but may provide a separate ranked list from that of the P&T Committee, together with written rationale for any recommended deviation from the P&T Committee. A minimum of eighty percent (80%) of said final allocation shall be distributed to the nominated faculty as rank ordered by the P&T Committee. Eligible Chairs (those not otherwise eligible to participate in the Academic Administrators merit program) shall be added at the discretion of the Dean without altering the numerical ordering of the P&T Committee. Merit determinations shall be based upon the university's established performance categories of teaching, scholarship and service to the department,

university, community and profession, and merit awarding determinations shall accordingly be based upon and accompanied by written rationale tied to the university's long established performance criteria.

Merit awarding which results in maximum step advancement shall be reserved for those exceptional faculty whose contributions to the university and/or their respective professional and academic disciplines is of a character and quality that is consistent with the university's vision and mission as demonstrated by the merit determinations necessary to receive extended step placement.

Unless and until eighty (80%) of the final allocation is awarded, the rank ordered list must be of the P&T Committee must be utilized, without alteration, to distribute the awards. The Dean, in consultation with the Chair and Provost shall set the amount of award for each ranked faculty member until a minimum of the first eighty percent (80%) of final allocation is distributed without alteration of the rank ordering and considering the expressed rationale behind the P&T Committee rankings. Except as specifically and identifiably based upon reasonable cause for significant departure in award amount from ranking, it is expected that awarding of the first eighty percent (80%) of allocation will be reasonably consistent with ranking.

(2)   Twenty percent (20%) of said final allocation shall be distributed to those eligible faculty members selected by the Employer. Recipients may, but need not, be within the department from which twenty percent (20%) of adjusted allocation is utilized for award, pursuant hereto. The Employer may utilize this allocation to supplement awarding among the ranked faculty receiving the initial eighty percent (80%) awarding without regard for relative ranking.

(3)   In any event, a minimum expenditure of forty-eight percent (48%) of each department's initial allocation of pooled merit monies shall be distributed to each department's eligible faculty, and one hundred percent (100%) of the merit pool

shall be distributed to the university's eligible faculty.

Example:

(a) Merit Pool = $100,000; Eligible Faculty = 250. Department A's Eligible Faculty = 25.

(b) Initial Allocation to Dept. = $10,000.

(c) University Discretionary Reallocation = less $4,000.

(d) Department A's Adjusted Final Merit Pool Allocation = $6,000.

(e) 80% or $4,800 in Awards shall be distributed to highest ranked and eligible faculty members).

(f) 20% or $1,200 in Awards shall be distributed to any eligible faculty member in any department in the university.

v. **Appeal Process**

(1) The merit ranking, evaluative selection and awarding process is not grievable pursuant to Article VI, Grievance Procedure, supra. However, the following is appealable to the University Academic Process Review Committee (APRC or "2+2") whose charge, scope of review and authority is as set out below:

(a) Denial of Merit Award for three (3) successive years – and/or

(b) Awarding appellant less than the department's median award for three (3) successive years if appellant is ranked in the top 20th percentile of the Department, and/or

(c) Irrational or capricious determination as to merit recipient selection and/or amount of award - and/or

(d) Violation of the Program Procedure with substantial prejudice to the appellant established by a preponderance of the evidence.

(2) The (APRC) charge shall be to determine whether or not there was, as evidenced by a departmentally comparative evaluation of the faculty member's teaching, scholarship and service, a university established rational basis for the action appealed under (a), (b) and (c) above and/or whether, by a preponderance of the evidence, it is established by the appellant that there has been a violation of the program procedure, resulting in substantial prejudice to the appellant under (d) above. It is the appellant's burden of proof to establish the merit of his/her appeal.

(3) The finding of a meritorious appeal by the (APRC) shall result in such redistribution, if any, of the merit step awards, within program limits, that is necessitated by the elimination of the cause giving founded validity to the appeal. The cost of any such redistribution and/or supplemental award shall be charged to the merit pool in effect in the year of finding.

(4) This appeal process shall be the exclusive process available for challenging merit awarding under the terms of this collective agreement. Any appeals must be filed no later than sixty (60) calendar days following individual notification to the affected members that merit awards have been made.

vi. **Additional Considerations – Merit Program**

(1) The recommendations, judgments and determinations of those authorized to make same, concerning merit compensation, are not grievable except as set out for faculty under provision C.4.a.v., Appeal Process, immediately above.

(2) The Employer covenants to administer the merit program in good faith and with the expediency practicable. The Association covenants to cooperate fully in fostering efficient, effective

administration. As departmental pool allocation will likely not match any step award combination exactly, the final funding will be rounded up if there is one half (½) step (at the average value of a step in the department) or more remaining after formula funding and rounded down if there is less than one half (½) step remaining after formula funding. Nothing herein requires the university to select a merit recipient based upon a step value that would more closely match allocation to formula awarding, if paid. Finally, it is fully expected that both faculty ranking and Employer award determination will be based upon reasonable judgments that are backed by written rationale for both ranking and awarding.

(a) **Professional Staff Merit:**

    (i) **Salary Matrix** Commencing the first full payroll of July 2006, the forty-three (43) Step matrix shall be expanded to forty-six (46) steps, with a twenty-four month delay at Step 43. Advancement on the matrix will occur only through merit award.

(b) **Merit Award Limits:**

    (i) **Base Salary** – Up to six (6) steps may be awarded to the base salary of an eligible Professional Staff member, each year of the program.

    (ii) **Cash Step Equivalents** – Up to a four (4) step equivalent cash award may be provided to all eligible Professional Staff who have reached the highest Step available in the range for the year of the program in which merit is awarded.

    (iii) **Combination** – A maximum of eight (8) steps, or step equivalents in total, may be awarded in each year of the program to an eligible Professional Staff member at any rank.

Example:
Professional Staff member X is at Step 40 in 2003-2004. In 2004/2005, Professional Staff X may receive up to three (3) steps to base salary and an additional four (4) steps in non-base cash award.

vii. Merit Pool:

(July 2003 – June 2004)

The merit pool for Professional Staff shall be set at 1.75% of the eligible Professional Staff as of July 1st of the year of awarding. However, in no event shall the calculation of the pool be less than $225,000 or greater that $255,000. Eligibility toward base calculation shall be defined as all Professional Staff holding a salary range and step, with at least one year of service (as defined above) as of July 1st , of the year of awarding (July 1, 2003).

(July 2004 - June 2007)

The merit pool for Professional Staff shall be set at 1.75% of the eligible Professional Staff salary base as of July 1st, prior to application of the across-the-board increases, for that fiscal year and excluding the base salary of any employee who leaves employment on or before June 30th of the calendar year of the award. This base shall include the salaries of continuing ten-month Professional Staff employees who are otherwise eligible to pool. Eligibility toward final base calculation shall be defined as all Professional Staff holding a salary range and step, with at least one year of service (as defined above) as of July 1st of the year preceding awarding. A Professional Staff member is not eligible for merit consideration unless he/she contributed to the merit pool. The Association shall be provided a draft spreadsheet of the Professional Staff salary base no later than July 15th to review and comment. Thereafter and no later than August 1st, Senior Administration and the Association shall each be provided with a final list.

(viii) Merit Awarding Policy and Procedure – The merit awarding to Professional Staff shall be based upon performance, charted through performance evaluation as

set out in Article IX, <u>Professional Staff</u>, B. <u>Evaluations</u>, above.

The procedure is as follows:

(1) **Allocation Process:** The original distribution of merit pool funds shall be based upon the same percentage of pool funds as the composite base salary of the Senior Administration areas pooled for purposes of Professional Staff merit is to the entire base salary:

Up to twenty-five percent (25%) of the original allocation of funds may at the discretion of the Employer, be moved from one executive level grouping and distributed to one (1) or more other groupings in final awarding should that result provide a greater correlation between certified performance evaluation and merit award distribution.

(2) **Awarding Process:** Each evaluating supervisor of a Professional Staff member must identify, on the certified, written evaluation, the performance level of the staff member under their supervision. The completed evaluation will then be forwarded to the Department of Human Resources for review, compilation of performance level rankings and distribution of the composite performance level certifications to the Senior Administration for funding determination in accordance with the following parameters:

(a) A minimum of eighty percent (80%) of the merit pool will be distributed in Step or Step equivalent cash awards as set out above and according to the final certified performance levels as follows:

(i) All those identified in Performance Level-1.0-1.99:"Outstanding Performance Mastery of Discipline(s)" will be the first recipients awarded merit from the pool funds. These individuals will not receive lesser awards than those certified at lower performance levels.

(ii)   All those identified in Performance Level-2.0-2.99: "Strong Performance Demonstrated Learning toward Mastery of Discipline(s)" will receive a secondary distribution of merit awards from any remaining pool funds. These individuals will not receive lesser awards than those certified at lower performance levels.

(iii)   Those identified in Performance Level-3.0–3.99: "Solid Performance" will receive a distribution of merit awards from any remaining pool funds. These individuals will not receive a lesser award than those certified at lower performance levels.

(iv)   Those identified in Performance Level-4.0–4.99: "Marginally Acceptable Performance" will receive a distribution of merit awards from any remaining pool funds.

(v)   All those identified in Performance-Level-5: "Inadequate-Performance Demonstrable Deficiencies" are ineligible for merit award.

(b)   **Evaluation Certification:** The Evaluator's supervisor must review and concur with the Evaluator's performance evaluation rating prior to assignment of a performance level and notice to the Professional Staff Member, on or before May 15th.

(c)   A maximum of twenty percent (20%) of the merit pool may be distributed, at the discretion of the Employer, by the President of the University, accompanied by a written rationale for the award to be provided to the Association upon request.

(d) Payments under this program, following notification to the Association and an award letter corresponding to the recipient, will be made on or before the second full pay period of September following the evaluation of the immediately preceding full fiscal year's service by the merit recipient.

(e) Final, prepared award roster and accompanying award amounts, broken down by the executive level unit set out above, will be provided to the Association at least one (1) week prior to distribution of the awards.

(3) **Appeals:** There are three (3) appeal avenues available to the Association, either of its own volition or on behalf of a Professional Staff employee. This is the exclusive avenue for challenging the award process pursuant to this Agreement. All appeals must be in writing, identifying both all relevant facts relied on in bringing the appeal and the basis for a finding, credibly meeting the appellant's burden. Any appeal must be filed no later than sixty (60) days following receipt of individual notification to the individual employee, in his/her annual letter, that merit awards have been made.

(a) **Appeal of President's Award**

This appeal may be based only upon an award that holds no rational basis. The burden of moving forward shall be the Appellant's. The burden of providing a rational basis shall be the Employer's.

(b) Appeal of performance certification at least one (1) full level from the level asserted by Appellant as appropriate. This appeal is available to an individual who contends a proper performance certification would result in a distribution necessarily favorable to him/her at one (1) or more full performance levels higher. The burden of proof shall be the Appellant's,

demonstrating that the certified rating holds no rational basis, given the credible evidence of performance. The Appellant must also demonstrate that a corrected performance rating would inure to his/her benefit. Each performance level consists of the entire intermediate gradation between each whole number. For example, an appeal of an evaluation at 4.3 can only be brought where the Appellant contends that the evaluation should have been certified at 3.3 or higher.

(c)   Appeal by the Association, of a prejudicial procedural violation. The burden of proof shall be the Association's concerning both the violation and the prejudicial affect upon one (1) or more employees.

An Appeals Committee, comprised of two (2) members of the non-aligned administrative staff to be selected by the Employer, and two (2) members of the Association represented Professional Staff to be selected by the Association, shall serve two (2) year terms for the purpose of hearing appeals hereunder. The decision of the Committee must be by majority of the Committee and must be in writing, providing explicit rationale for the decision. Failing a majority, the Chair of the Committee shall break the deadlock and create a majority. The Chair of the Appeals Committee shall be selected by the Committee for one (1) year terms to coincide with the performance award process. Absent unanimous selection for Chair from the Committee, the Chair shall be selected for one (1) year terms, starting with an Association selected Committee member succeeded by an Employer selected Committee member and alternating annually thereafter.

The Appeals Committee shall be limited in award authorization or repeal to a maximum of two (2) steps for each individual

Appellant. The awarding of additional steps to an Appellant, not offset by repealed steps, will result in a dollar for dollar decrement in the succeeding merit pool, further indexed by any across-the-board adjustment to the awarded step value in the succeeding year.

The maximum number of appeals that may be filed in one performance period is twenty-five (25).

(4) **Academic Administrator's Merit.** The Academic Administrator Merit Program (Program) governed by this Agreement shall consist of a step award program to base faculty salary, utilizing the salary step matrix appropriate to the professional rank of the Academic Administrator. This Program shall consist of the following parameters:

(a) **Annual Award:** Each year that a faculty member holds an Academic Administrator position, recognized as such by the Employer pursuant to this Agreement, and has at least one (1) full year in the position, the range and step status of the Academic Administrator shall subject to salary ceilings set forth herein be adjusted by two (2) steps on the faculty salary matrix. This salary matrix adjustment shall be imputed to the faculty salary such that there is no adjustment in total salary received.

(b) **Discretionary Award:** Each year that a faculty member holds an Academic Administrator position recognized as such by the Employer, pursuant to this Agreement, and has at least one (1) full year in the position, the Academic Administrator's faculty salary may be adjusted by as much as four (4) additional steps to base pay on the faculty salary matrix. This award will be recognized in a dollar for dollar adjustment to the overall salary of the Academic Administrator for the year of award.

(c) **Eligibility (One Full Year) Defined**: At least one (1) academic year of faculty service and one-half (1/2) fiscal year of supervisory/administrative service, immediately preceding the year of award, are prerequisite to participation in the Program. Faculty with one (1) or more years of faculty service and less than one-half (1/2) of one (1) year of service as an Academic Administrator will be eligible for and participate in the Faculty Merit Program in accordance with parameters set out in C., Compensation Plan, 4., Merit Program (Policy and Procedure), a., Faculty Merit above.

(d) **Ranking and Awarding Process:**

(July 2003 – June 2005)

Each year, on or before September 1st of the year of award, the university Deans shall rank order performance (highest performance is #1) with written rationale attached, for all Academic Administrators entrusted to their supervisory stewardship and forward the rank ordered roster and accompanying rationale to the Provost. The Provost shall review the rankings and accompanying rationale, consolidate the ranked rosters and slot all Academic Administrators reporting directly to him/her in determined order of relative performance without altering that rank ordering among those ranked by the Deans. The Provost will then, in consultation with the Deans, determine the amount to be awarded to each participant and direct payment accordingly on or before October 1 of the year of the award.

(July 2005 – June 2007)

Each year the merit pool for Academic Administrators' faculty salaries will be set from year-to-year but not less than 1.75% of the eligible Academic Administrators'

faculty salary base as of the last full pay of the academic year preceding awarding. For pooling purposes, Academic Administrators' faculty salary base shall include all Academic Administrators appointed prior to January 1st of the pooling year but exclude: (a) those with employment agreements which precludes their eligibility to be placed on range and step by July 1st of the calendar year of award; and (b) those who are no longer holding Academic Administrator status as of the second full pay in September. An Academic Administrator is not eligible for merit consideration unless he/she contributed to the merit pool. The Association shall be provided a draft spreadsheet of the Faculty salary base no later than June 15th. No later than October 1st, Deans and the Association shall each be provided with a final list in order to rank performance as set forth herein. (Highest performance is #1) with written rationale attached, for all Academic Administrators entrusted to their supervisory stewardship and forward the rank ordered roster and accompanying rationale to the Provost. The Provost shall review the rankings and accompanying rationale, consolidate the ranked rosters and slot all Academic Administrators reporting directly to him/her in determined order of relative performance without altering that rank ordering among those ranked by the Deans. The Provost will then, in consultation with the Deans, determine the amount to be awarded to each participant and direct payment accordingly on or before the first full pay of December of the year of the award.

(e) **Appeal Procedure:** An Academic Administrator denied merit award may, as an exclusive avenue for redress under this Collective Bargaining Agreement, file an appeal with the President of the University. Any appeal must be filed no later than sixty (60) days following receipt of individual

notification to the affected members that merit awards have been made.

The sole basis for appeal shall be that the denial of merit award was without a rational basis, given the demonstrated record of performance. The President will consider the appeal and make a determination within thirty (30) days of receipt of the appeal. The Appellant carries the burden of demonstrating that the denial of merit held no rational basis and is responsible for providing (or identifying where unavailable to him/her) all evidence in support of this contention.

If the President determines to hold a meeting to discuss the appeal, within the initial thirty (30) day period, the time limits in which to respond will be extended for an additional thirty (30) days following the meeting.

The decision of the President will be final and binding.

D.   Fringe Benefits

1. The Employer shall provide travel support for travel to meetings of scholarly and professional organizations or such other travel as is necessary in support of scholarly or professional activities.

2.   Health Benefits Program

The State Health Benefits Program, health and medical, prescription, and dental, is applicable to employees by this Agreement and the University agrees to continue to participate in the State Health Benefits Program unless or until it is modified in a successor agreement. Changes in benefits or open enrollment periods adopted by the State Health Benefits Commission are a requirement for continued participation in the State Health Benefits Program and the parties recognize that changes shall apply to employees represented by the union. A summary of changes are available from the Department of Human Resources or on the State Health Benefits web site; www.state.nj.us/treasury/pensions/shbp.htm

3.   Eye Care Program

It is agreed that NJIT shall continue the Eye Care Program during the period of this Agreement unless or until it is modified in a successor

Agreement. Changes in benefits adopted by the Board of Trustees of NJIT shall apply to employees represented by the union. A summary of changes are available from the Department of Human Resources.

4.   Deferred Compensation

It is understood that the State shall be solely responsible for the administration of the Deferred Compensation Plan and the determination of policies, conditions and regulations governing its implementation and use.

E.   Professional Conditions

1.   A member of the negotiating unit may pursue outside activities in accordance with the guidelines expressed in the New Jersey Institute of Technology Faculty Handbook and appropriate State and Federal regulations and official conflict of interest policy.

2.   Members of the negotiating unit are permitted to review their University file upon request of written application to the Department of Human Resources. They may forward material for inclusion in their university file; however, only material reasonably expected to contribute to the administration of the university will be included.

    a.   Material which is derogatory will not be placed in the university personnel file unless the employee has been afforded an opportunity to review it and attach any comment he/she may desire. If the employee does not attach such comment to the document after having been given the opportunity to do so, a statement to that effect shall be affixed to the document.

3.   Notice will be given internally, by the Employer, of any vacancy prior to any general advertisement of the vacancy.

F.   Parking

1.   Fees (Regular Privileges)

    a.   July 1, 2003 to December 31, 2004
    All parking (except grandpersoned spaces) at all available locations, including NJIT's parking deck, shall be on a first come, first served basis following registration of a bargaining unit member's motor vehicle, entitling him/her to parking privileges. The fee shall be One Hundred and Seventy-Five Dollars ($175.00) per semester for all faculty requiring regular parking privileges.

All parking fees for non-faculty members of the bargaining unit are according to the following scale:

Base Salary of $0 - $26,500 pays $50 per semester.
Base Salary of $26,500.01 - $31,800 pays $75 per semester.
Base Salary of $31.800.01 - $42,400 pays $100 per semester.
Base Salary of $42,400.01 - $53,000 pays $125 per semester.
Base Salary of $53,000.01 - $63,600 pays $150 per semester.
Base Salary of at least $63,600.01 pays $175 per semester.

b.   January 1, 2005 to June 30, 2005
All parking fees for all bargaining unit members are according to the following scale:

Base Salary of $0 - $26,500 pays $50 per semester.
Base Salary of $26,500.01 - $31,800 pays $75 per semester.
Base Salary of $31,800.01 - $42,400 pays $100 per semester.
Base Salary of $42,400.01- $53,000 pays $125 per semester.
Base Salary of $53,000.01 - $63,600 pays $150 per semester.
Base Salary of $63,600.01 - $74,200 pays $175 per semester.
Base Salary of at least $74,200.01 pays $185 per semester.

c .   July 1, 2005 to June 30, 2006
All parking fees for all bargaining unit members are according to the following scale:

Base Salary of $0 - $26,500 pays $50 per semester.
Base Salary of $26,500.01 - $31,800 pays $75 per semester.
Base Salary of $31,800.01 - $42,400 pays $100 per semester.
Base Salary of $42,400.01 - $53,000 pays $125 per semester.
Base Salary of $53,000.01 - $63,600 pays $150 per semester.
Base Salary of $63,600.01 - $74,200 pays $175 per semester.
Base Salary of at least $74,200.01 pays $195 per semester.

d .   July 1, 2006 to June 30, 2007
All parking fees for all bargaining unit members are according to the following scale:

Base Salary of $0 - $26,500 pays $50 per semester.
Base Salary of $26,500.01 - $31,800 pays $75 per semester.
Base Salary of $31,800.01 - $42,400 pays $100 per semester.
Base Salary of $42,400.01 - $53,000 pays $125 per semester.
Base Salary of $53,000.01 - $63,600 pays $150 per semester.
Base Salary of $63,600.01 - $74,200 pays $175 per semester.
Base Salary of at least $74,200.01 pays $205 per semester.

e.	Salaries are calculated as of June 30th of each year of the ensuing Fall Semester and December 31st of each year for the ensuing Spring Semester.

f.	There shall be no increase in parking fees during a semester. Promotions, reclassifications or other salary modifications during a semester shall not affect the fee attributable to an income category once the semester commences.

2.	**Fees (Daily Pay Privileges)**

The University provides a pay as you park lot and/or system that is intended for and will accommodate the occasional user of parking privileges at the university in accordance with a fee schedule that is mutually agreeable to the Association and the university and at a rate no less than Four ($4.00) Dollars per day and no greater than Six ($6.00) Dollars per day, and utilization parameters that are economically viable and not undermining of the regular parking program.

Grandperson Space

a.	A listing of formerly identified reserve space parking permit holders shall be retained in duplicate by NJIT and the PSA for entitlement to priority parking lot designation should parking congestion increase dramatically in the future. Faculty and Staff Lots shall be identified.

b.	For all bargaining unit members who share a grandpersoned space, there shall be only one parking fee paid for the space, provided that only one member uses university parking facilities on a given day.

ARTICLE XIV

TRAVEL REIMBURSEMENT FOR OFF-CAMPUS TEACHING

For the term of this Agreement the following travel allowance shall be paid to those bargaining unit faculty participating in off-campus teaching on behalf of NJIT:

A.	Five Hundred and fifty dollars ($550) per semester for each course assignment greater than fifteen (15) miles one way, from NJIT but less than thirty (30) miles, one way, from NJIT.

B.	One Thousand, seventy-five dollars ($1,075) per semester for each course assignment at least thirty (30) miles, one way, from NJIT but less than sixty (60) miles, one way, from NJIT.

C.   One Thousand, Six Hundred dollars ($1,600) per semester for each course assignment at least sixty (60) miles, one way, from NJIT.

D.   Additionally, unusual, out-of-pocket, necessary expenses, such as cost of overnight accommodations where inclement weather precludes travel, will, upon providing receipt(s) therefore, and up to Two Hundred and fifty dollars ($250) per semester, be reimbursed by NJIT.

E.   To the extent practicable, a faculty member teaching at an off-campus site will not be assigned on campus teaching duties the same day, unless mutually agreeable to the faculty member.

F.   The remuneration provided for under this Article is intended to accommodate both additional costs and inconvenience reasonably associated with directed travel that is further from the faculty member's personal residence than NJIT. Where the faculty member's personal residence is closer to the off campus teaching site than to NJIT, and where the faculty member teaching off campus is not also scheduled to teach at NJIT on the same day, this provision is not applicable. Where significant professional inconvenience can be demonstrated by an unusual set of circumstances where this article's travel stipend does not apply, yet an economic injustice to a faculty member is caused by the administration of this policy, the matter may be referred to the Joint Advisory Committee for review as to whether a special accommodation should be afforded. Accommodations will only be afforded where the spirit of the article would be more accurately served thereby.

ARTICLE XV

JOB ACTION

The Association agrees that it will refrain from any unlawful act such as strike, work stoppage, slow down, or other job action during the life of this contract and will eschew any threat, encouragement, support, or condoning of any such job action.

ARTICLE XVI

JOINT PSA/AAUP AND NJIT ADVISORY COMMITTEE

A Joint Advisory Committee, consisting of representatives of the Employer and Association shall be formed and maintained for the purpose of conferring over joint interests and concerns other than grievances. Either party may request a meeting and shall submit a written agenda of topics to be discussed seven (7) days prior to such meeting. Request by the Association for such a meeting will be made to the Vice President of Human Resources. Employee representatives who attend such meetings during their scheduled work shift shall be granted time off to attend without loss of pay. A maximum of three (3) Professional Staff representatives of the Association may attend such meetings.

Additionally, an ongoing priority agenda for at least quarterly meetings, discussion and review shall consist of the following issues:

A. Faculty Load assignment, progress toward and maintenance of the nominal load and its complement of scholarship and service.
B. Conflicts of Interest Procedures.
C. Distance Learning Policy & Procedure.
D. Retirement contributions from authorized grants in accordance with grant parameters, TIAA-CREF parameters and State regulation.

Provisions B., C. and D. are submitted to standing committees which are charged by the Employer and the Association with submitting formal recommendation for adoption within one (1) year of ratification of this Agreement.

ARTICLE XVII

GENERAL

A. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but, all other provisions or applications shall continue in full force and effect.

B. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter except that proposed new rules or modification of existing rules governing working conditions shall be presented to the Association and negotiated upon the request of the Association as may be required pursuant to the New Jersey Public Employer-Employee Relations Act, as amended.

C. Within thirty (30) days or as soon thereafter as possible after the ratification and signing of this Agreement by both parties, copies of this Agreement shall be printed by the Employer, who will deliver one hundred (100) to the Association for their office use and will arrange distribution of one copy per Association member, to all members of the bargaining unit now employed at the university who request same from the Department of Human Resources. Additionally, the Agreement shall be made available upon the Department of Human Resources website: http://www.njit.edu/human resources/divisions/labor/contracts.php. Distribution to new members of the negotiating unit shall be effected by the Employer at the time of personnel processing.

D. **Release Time - Association Business**

1. The Association President shall be entitled to three (3) credit hours of release time per semester for legitimate Association business, each year of this Agreement. The entitlement is available in both fall and spring semesters but is not cumulative year to year.

2.   The Association shall be further entitled, in each year of this Agreement, to an additional six (6) credit hours total (per semester) of release time for allocation to Association designated faculty for purposes of engaging in legitimate Association business. Allocation must be in at least one (1) credit hour increments per semester. The entitlement is available in both fall and spring semesters but is not cumulative beyond the year in which allocation accrual reaches three (3) hours.

3.   The Association shall be entitled to a total of twelve (12) days per year for allocation to Professional Staff members to attend conferences and/or educational seminars. Utilization is subject to prior request of, and approval from, the relevant bargaining unit member's supervisor, and it will not be unreasonably denied. These days are not cumulative year to year.

E.   Office Space

The Association shall be afforded an office space on the main campus of the university.

ARTICLE XVIII

DURATION

This Agreement shall become effective July 1, 2003 and shall terminate as of June 30, 2007.

Signed this ___ day of _____, 2005.

For the Professional Staff Association,   For the Employer:
Inc./AAUP:

_____   _____
Robert Dresnack, Chief Negotiator   Holly C. Stern, Chief Negotiator

_____   _____
Eugene Golub, President PSA   Gail D. Weiner,
                                  Negotiating Team Member

_____   _____
Robert Lynch,   Theodore T. Johnson,
Negotiating Team Member   Negotiating Team Member

_____
Roberta Hartlaub,
Negotiating Team Member

_____
Connie J. Sutton-Falk,
Negotiating Team Member

_____
Kevin McDermott,
Negotiating Team Member

_____
Thomas Blake,
Negotiating Team Member

_____
Scott Kline,
Negotiating Team Member

_____
Fadi Deek,
Negotiating Team Member

_____
Manny Perez,
Negotiating Team Member

_____
Urs Gauchat,
Negotiating Team Member

_____
Michelle Tellefsen,
PSA/AAUP Representative

_____
Stephen Seidman,
Negotiating Team Member

_____
Mark Somers,
Negotiating Team Member

APPENDIX A

REFERENCE TO 1977 – 1979 AGREEMENT

Faculty Rights and Responsibilities as referenced in the 1977-79 Agreement.

A.   The following matters may be grieved up to and including Step 3 but shall not be subject to the arbitration provisions of this Agreement unless and until special legislation is passed providing for such arbitration.

1.   The Employer agrees to involve the faculty, through faculty governance, in the development of proposals for possible restructuring of the University.

2.   The President of the University shall consult with the Faculty Council prior to any planned substantial change in the number of tenured personnel or the percentage of tenured personnel based on the number of full-time teaching lines and shall give serious consideration to any disagreement expressed.

ADMINISTRATIVE DELETION

Any Professional Staff member of the bargaining unit, who had just cause protection pursuant to previous contract between the Professional Staff Association and the University, and who have been deleted from the bargaining unit shall not be terminated without just cause. Where the University terminates such former member of the bargaining unit for just cause, that action can be grieved through a grievance procedure similar to that existing between the Professional Staff Association and the University.

APPENDIX C

SALARY GUIDE - STEP PROGRESSION TABLE

2003/2004 – 2006/2007

Rank	Maximum Merit Steps Base (See Page	Maximum Merit Steps Cash* for Text)	Maximum Combined Award
Professional Staff	6	4	8
Assistant Professor	6	4	8
Associate Professor	6	4	8
Professor	6	4	8
Distinguished Professor	6	4	8

*Cash award(s) are available when an Association member has reached the maximum base limitation for that awarding year.

APPENDIX D

NJIT/PSA SALARY MATRICES

I. **Faculty**
(July 6, 2003 – July 3, 2004)
(July 4, 2004 – July 2, 3005)
(July 3, 2005 – December 31, 2005)
(January 1, 2006 – July 1, 2006)
(July 2, 2006 – December 30, 2006)
(December 31, 2006 – June 30, 2006)

II. **Professional Staff**
(July 6, 2003 – July 3, 2004)
(July 4, 2004 – July 2, 3005)
(July 3, 2005 – December 31, 2005)
(January 1, 2006 – July 1, 2006)
(July 2, 2006 – December 30, 2006)
(December 31, 2006 – June 30, 2006)

Distinguished Professor Matrix

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$70,696	$71,710	$72,724	$73,738	$74,752	$75,766	$76,780	$77,794	$78,808	$79,822	$80,836	$81,850	$82,864	$83,878
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$84,892	$85,906	$86,920	$87,934	$88,948	$89,962	$90,976	$91,990	$93,004	$94,018	$95,032	$96,046	$97,060	$98,074
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$99,088	$100,102	$101,116	$102,130	$103,144	$104,158	$105,172	$106,186	$107,200	$108,214	$109,228	$110,242	$111,256	$112,270
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$113,284	$114,298	$115,312	$116,326	$117,340	$118,354	$119,368	$120,382	$121,396	$122,410	$123,424	$124,438	$125,451	$126,465
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$127,479	$128,493	$129,507	$130,521	$131,535	$132,549	$133,563	$134,577	$135,591	$136,605	$137,619	$138,633	$139,647	$140,661
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$141,675	$142,689	$143,703	$144,717	$145,731	$146,745	$147,759	$148,773	$149,787	$150,801	$151,815	$152,829	$153,843	$154,857
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$155,871	$156,885	$157,899	$158,913	$159,927	$160,941	$161,955	$162,969	$163,983	$164,997	$166,011	$167,025	$168,039	$169,053
Step	99	100												
Salary	$170,067	$171,081												

Distinguished Professor Matrix

1.029

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$72,747	$73,790	$74,833	$75,877	$76,920	$77,963	$79,007	$80,050	$81,094	$82,137	$83,180	$84,224	$85,267	$86,311
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$87,354	$88,397	$89,441	$90,484	$91,528	$92,571	$93,614	$94,658	$95,701	$96,745	$97,788	$98,831	$99,875	$100,918
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$101,961	$103,005	$104,048	$105,092	$106,135	$107,178	$108,222	$109,265	$110,309	$111,352	$112,395	$113,439	$114,482	$115,526
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$116,569	$117,612	$118,656	$119,699	$120,742	$121,786	$122,829	$123,873	$124,916	$125,959	$127,003	$128,046	$129,090	$130,133
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$131,176	$132,220	$133,263	$134,307	$135,350	$136,393	$137,437	$138,480	$139,523	$140,567	$141,610	$142,654	$143,697	$144,740
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$145,784	$146,827	$147,871	$148,914	$149,957	$151,001	$152,044	$153,088	$154,131	$155,174	$156,218	$157,261	$158,305	$159,348
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$160,391	$161,435	$162,478	$163,521	$164,565	$165,608	$166,652	$167,695	$168,738	$169,782	$170,825	$171,869	$172,912	$173,955
Step	99	100												
Salary	$174,999	$176,042												

Distinguished Professor Matrix

1.02

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$74,201	$75,266	$76,330	$77,394	$78,458	$79,523	$80,587	$81,651	$82,716	$83,780	$84,844	$85,908	$86,973	$88,037
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$89,101	$90,165	$91,230	$92,294	$93,358	$94,422	$95,487	$96,551	$97,615	$98,679	$99,744	$100,808	$101,872	$102,936
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$104,001	$105,065	$106,129	$107,193	$108,258	$109,322	$110,386	$111,450	$112,515	$113,579	$114,643	$115,708	$116,772	$117,836
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$118,900	$119,965	$121,029	$122,093	$123,157	$124,222	$125,286	$126,350	$127,414	$128,479	$129,543	$130,607	$131,671	$132,736
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$133,800	$134,864	$135,928	$136,993	$138,057	$139,121	$140,185	$141,250	$142,314	$143,378	$144,442	$145,507	$146,571	$147,635
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$148,700	$149,764	$150,828	$151,892	$152,957	$154,021	$155,085	$156,149	$157,214	$158,278	$159,342	$160,406	$161,471	$162,535
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$163,599	$164,663	$165,728	$166,792	$167,856	$168,920	$169,985	$171,049	$172,113	$173,177	$174,242	$175,306	$176,370	$177,434
Step	99	100												
Salary	$178,499	$179,563												

Distinguished Professor Matrix

1.02   Non-Compounded

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$75,656	$76,742	$77,827	$78,912	$79,997	$81,082	$82,167	$83,252	$84,337	$85,423	$86,508	$87,593	$88,678	$89,763
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$90,848	$91,933	$93,018	$94,104	$95,189	$96,274	$97,359	$98,444	$99,529	$100,614	$101,699	$102,785	$103,870	$104,955
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$106,040	$107,125	$108,210	$109,295	$110,380	$111,466	$112,551	$113,636	$114,721	$115,806	$116,891	$117,976	$119,061	$120,147
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$121,232	$122,317	$123,402	$124,487	$125,572	$126,657	$127,742	$128,828	$129,913	$130,998	$132,083	$133,168	$134,253	$135,338
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$136,423	$137,509	$138,594	$139,679	$140,764	$141,849	$142,934	$144,019	$145,104	$146,190	$147,275	$148,360	$149,445	$150,530
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$151,615	$152,700	$153,785	$154,871	$155,956	$157,041	$158,126	$159,211	$160,296	$161,381	$162,466	$163,552	$164,637	$165,722
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$166,807	$167,892	$168,977	$170,062	$171,147	$172,233	$173,318	$174,403	$175,488	$176,573	$177,658	$178,743	$179,828	$180,914
Step	99	100												
Salary	$181,999	$183,084												

Distinguished Professor Matrix

1.0225

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$77,359	$78,468	$79,578	$80,687	$81,797	$82,906	$84,016	$85,125	$86,235	$87,345	$88,454	$89,564	$90,673	$91,783
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$92,892	$94,002	$95,111	$96,221	$97,330	$98,440	$99,549	$100,659	$101,769	$102,878	$103,988	$105,097	$106,207	$107,316
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$108,426	$109,535	$110,645	$111,754	$112,864	$113,974	$115,083	$116,193	$117,302	$118,412	$119,521	$120,631	$121,740	$122,850
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$123,959	$125,069	$126,178	$127,288	$128,398	$129,507	$130,617	$131,726	$132,836	$133,945	$135,055	$136,164	$137,274	$138,383
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$139,493	$140,602	$141,712	$142,822	$143,931	$145,041	$146,150	$147,260	$148,369	$149,479	$150,588	$151,698	$152,807	$153,917
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$155,027	$156,136	$157,246	$158,355	$159,465	$160,574	$161,684	$162,793	$163,903	$165,012	$166,122	$167,231	$168,341	$169,451
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$170,560	$171,670	$172,779	$173,889	$174,998	$176,108	$177,217	$178,327	$179,436	$180,546	$181,656	$182,765	$183,875	$184,984
Step	99	100												
Salary	$186,094	$187,203												

Distinguished Professor Matrix

1.0235   Non-Compounded

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$79,137	$80,272	$81,407	$82,542	$83,677	$84,812	$85,947	$87,082	$88,217	$89,352	$90,487	$91,622	$92,757	$93,892
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$95,027	$96,162	$97,297	$98,432	$99,567	$100,702	$101,837	$102,972	$104,107	$105,243	$106,378	$107,513	$108,648	$109,783
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$110,918	$112,053	$113,188	$114,323	$115,458	$116,593	$117,728	$118,863	$119,998	$121,133	$122,268	$123,403	$124,538	$125,673
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$126,808	$127,943	$129,078	$130,213	$131,348	$132,484	$133,619	$134,754	$135,889	$137,024	$138,159	$139,294	$140,429	$141,564
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$142,699	$143,834	$144,969	$146,104	$147,239	$148,374	$149,509	$150,644	$151,779	$152,914	$154,049	$155,184	$156,319	$157,454
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$158,589	$159,725	$160,860	$161,995	$163,130	$164,265	$165,400	$166,535	$167,670	$168,805	$169,940	$171,075	$172,210	$173,345
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$174,480	$175,615	$176,750	$177,885	$179,020	$180,155	$181,290	$182,425	$183,560	$184,695	$185,830	$186,966	$188,101	$189,236
Step	99	100												
Salary	$190,371	$191,506												

Professor Matrix

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$61,068	$61,869	$62,670	$63,471	$64,272	$65,073	$65,874	$66,675	$67,476	$68,277	$69,078	$69,879	$70,680	$71,481
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$72,282	$73,083	$73,884	$74,685	$75,486	$76,287	$77,088	$77,889	$78,690	$79,491	$80,292	$81,093	$81,894	$82,695
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$83,496	$84,297	$85,098	$85,898	$86,699	$87,500	$88,301	$89,102	$89,903	$90,704	$91,505	$92,306	$93,107	$93,908
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$94,709	$95,510	$96,311	$97,112	$97,913	$98,714	$99,515	$100,316	$101,117	$101,918	$102,719	$103,520	$104,321	$105,122
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$105,923	$106,724	$107,525	$108,326	$109,127	$109,928	$110,729	$111,530	$112,331	$113,132	$113,933	$114,733	$115,534	$116,335
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$117,136	$117,937	$118,738	$119,539	$120,340	$121,141	$121,942	$122,743	$123,544	$124,345	$125,146	$125,947	$126,748	$127,549
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$128,350	$129,151	$129,952	$130,753	$131,554	$132,355	$133,156	$133,957	$134,758	$135,559	$136,360	$137,161	$137,962	$138,763
Step	99	100												
Salary	$139,564	$140,365												

Professor Matrix

1.029

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$62,839	$63,664	$64,488	$65,312	$66,136	$66,960	$67,785	$68,609	$69,433	$70,257	$71,081	$71,906	$72,730	$73,554
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$74,378	$75,202	$76,027	$76,851	$77,675	$78,499	$79,323	$80,148	$80,972	$81,796	$82,620	$83,444	$84,269	$85,093
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$85,917	$86,741	$87,565	$88,390	$89,214	$90,038	$90,862	$91,686	$92,511	$93,335	$94,159	$94,983	$95,807	$96,632
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$97,456	$98,280	$99,104	$99,928	$100,753	$101,577	$102,401	$103,225	$104,049	$104,874	$105,698	$106,522	$107,346	$108,170
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$108,995	$109,819	$110,643	$111,467	$112,291	$113,116	$113,940	$114,764	$115,588	$116,412	$117,237	$118,061	$118,885	$119,709
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$120,533	$121,358	$122,182	$123,006	$123,830	$124,654	$125,479	$126,303	$127,127	$127,951	$128,775	$129,600	$130,424	$131,248
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$132,072	$132,896	$133,721	$134,545	$135,369	$136,193	$137,017	$137,842	$138,666	$139,490	$140,314	$141,138	$141,963	$142,787
Step	99	100												
Salary	$143,611	$144,435												

Professor Matrix

1.02

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$64,096	$64,937	$65,778	$66,618	$67,459	$68,300	$69,140	$69,981	$70,822	$71,662	$72,503	$73,344	$74,184	$75,025
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$75,866	$76,706	$77,547	$78,388	$79,228	$80,069	$80,910	$81,751	$82,591	$83,432	$84,273	$85,113	$85,954	$86,795
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$87,635	$88,476	$89,317	$90,157	$90,998	$91,839	$92,679	$93,520	$94,361	$95,201	$96,042	$96,883	$97,723	$98,564
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$99,405	$100,246	$101,086	$101,927	$102,768	$103,608	$104,449	$105,290	$106,130	$106,971	$107,812	$108,652	$109,493	$110,334
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$111,174	$112,015	$112,856	$113,696	$114,537	$115,378	$116,219	$117,059	$117,900	$118,741	$119,581	$120,422	$121,263	$122,103
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$122,944	$123,785	$124,625	$125,466	$126,307	$127,147	$127,988	$128,829	$129,669	$130,510	$131,351	$132,192	$133,032	$133,873
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$134,714	$135,554	$136,395	$137,236	$138,076	$138,917	$139,758	$140,598	$141,439	$142,280	$143,120	$143,961	$144,802	$145,642
Step	99	100												
Salary	$146,483	$147,324												

Professor Matrix

1.02   Non-Compounded

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$65,353	$66,210	$67,067	$67,924	$68,782	$69,639	$70,496	$71,353	$72,210	$73,067	$73,925	$74,782	$75,639	$76,496
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$77,353	$78,210	$79,068	$79,925	$80,782	$81,639	$82,496	$83,353	$84,211	$85,068	$85,925	$86,782	$87,639	$88,496
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$89,354	$90,211	$91,068	$91,925	$92,782	$93,639	$94,497	$95,354	$96,211	$97,068	$97,925	$98,782	$99,640	$100,497
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$101,354	$102,211	$103,068	$103,925	$104,783	$105,640	$106,497	$107,354	$108,211	$109,068	$109,926	$110,783	$111,640	$112,497
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$113,354	$114,211	$115,069	$115,926	$116,783	$117,640	$118,497	$119,355	$120,212	$121,069	$121,926	$122,783	$123,640	$124,498
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$125,355	$126,212	$127,069	$127,926	$128,783	$129,641	$130,498	$131,355	$132,212	$133,069	$133,926	$134,784	$135,641	$136,498
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$137,355	$138,212	$139,069	$139,927	$140,784	$141,641	$142,498	$143,355	$144,212	$145,070	$145,927	$146,784	$147,641	$148,498
Step	99	100												
Salary	$149,355	$150,213												

Professor Matrix

1.0225

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$66,823	$67,700	$68,576	$69,453	$70,329	$71,206	$72,082	$72,959	$73,835	$74,711	$75,588	$76,464	$77,341	$78,217
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$79,094	$79,970	$80,847	$81,723	$82,600	$83,476	$84,352	$85,229	$86,105	$86,982	$87,858	$88,735	$89,611	$90,488
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$91,364	$92,241	$93,117	$93,993	$94,870	$95,746	$96,623	$97,499	$98,376	$99,252	$100,129	$101,005	$101,882	$102,758
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$103,634	$104,511	$105,387	$106,264	$107,140	$108,017	$108,893	$109,770	$110,646	$111,523	$112,399	$113,275	$114,152	$115,028
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$115,905	$116,781	$117,658	$118,534	$119,411	$120,287	$121,164	$122,040	$122,916	$123,793	$124,669	$125,546	$126,422	$127,299
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$128,175	$129,052	$129,928	$130,805	$131,681	$132,557	$133,434	$134,310	$135,187	$136,063	$136,940	$137,816	$138,693	$139,569
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$140,446	$141,322	$142,198	$143,075	$143,951	$144,828	$145,704	$146,581	$147,457	$148,334	$149,210	$150,087	$150,963	$151,839
Step	99	100												
Salary	$152,716	$153,592												

Professor Matrix

1.0235   Non-Compounded

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$68,359	$69,256	$70,152	$71,049	$71,946	$72,842	$73,739	$74,635	$75,532	$76,429	$77,325	$78,222	$79,118	$80,015
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$80,912	$81,808	$82,705	$83,601	$84,498	$85,395	$86,291	$87,188	$88,084	$88,981	$89,878	$90,774	$91,671	$92,567
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$93,464	$94,360	$95,257	$96,154	$97,050	$97,947	$98,843	$99,740	$100,637	$101,533	$102,430	$103,326	$104,223	$105,120
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$106,016	$106,913	$107,809	$108,706	$109,603	$110,499	$111,396	$112,292	$113,189	$114,086	$114,982	$115,879	$116,775	$117,672
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$118,569	$119,465	$120,362	$121,258	$122,155	$123,052	$123,948	$124,845	$125,741	$126,638	$127,535	$128,431	$129,328	$130,224
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$131,121	$132,018	$132,914	$133,811	$134,707	$135,604	$136,501	$137,397	$138,294	$139,190	$140,087	$140,984	$141,880	$142,777
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$143,673	$144,570	$145,467	$146,363	$147,260	$148,156	$149,053	$149,950	$150,846	$151,743	$152,639	$153,536	$154,433	$155,329
Step	99	100												
Salary	$156,226	$157,122												

Assistant Professor Matrix | | | | **July 6, 2003 to July 3, 2004**

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$39,361	$39,925	$40,489	$41,053	$41,617	$42,181	$42,745	$43,309	$43,873	$44,437	$45,001	$45,565	$46,129	$46,693
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$47,257	$47,821	$48,385	$48,949	$49,514	$50,078	$50,642	$51,206	$51,770	$52,334	$52,898	$53,462	$54,026	$54,590
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$55,154	$55,718	$56,282	$56,846	$57,410	$57,974	$58,538	$59,102	$59,666	$60,230	$60,795	$61,359	$61,923	$62,487
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$63,051	$63,615	$64,179	$64,743	$65,307	$65,871	$66,435	$66,999	$67,563	$68,127	$68,691	$69,255	$69,819	$70,383
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$70,947	$71,511	$72,075	$72,640	$73,204	$73,768	$74,332	$74,896	$75,460	$76,024	$76,588	$77,152	$77,716	$78,280
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$78,844	$79,408	$79,972	$80,536	$81,100	$81,664	$82,228	$82,792	$83,356	$83,921	$84,485	$85,049	$85,613	$86,177
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$86,741	$87,305	$87,869	$88,433	$88,997	$89,561	$90,125	$90,689	$91,253	$91,817	$92,381	$92,945	$93,509	$94,073
Step	99	100												
Salary	$94,637	$95,202												

Assistant Professor Matrix | | | | **July 4, 2004 to July 2, 2005**

1.029

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$40,502	$41,083	$41,663	$42,243	$42,824	$43,404	$43,985	$44,565	$45,145	$45,726	$46,306	$46,887	$47,467	$48,047
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$48,628	$49,208	$49,789	$50,369	$50,949	$51,530	$52,110	$52,691	$53,271	$53,851	$54,432	$55,012	$55,593	$56,173
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$56,753	$57,334	$57,914	$58,495	$59,075	$59,656	$60,236	$60,816	$61,397	$61,977	$62,558	$63,138	$63,718	$64,299
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$64,879	$65,460	$66,040	$66,620	$67,201	$67,781	$68,362	$68,942	$69,522	$70,103	$70,683	$71,264	$71,844	$72,424
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$73,005	$73,585	$74,166	$74,746	$75,326	$75,907	$76,487	$77,068	$77,648	$78,229	$78,809	$79,389	$79,970	$80,550
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$81,131	$81,711	$82,291	$82,872	$83,452	$84,033	$84,613	$85,193	$85,774	$86,354	$86,935	$87,515	$88,095	$88,676
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$89,256	$89,837	$90,417	$90,997	$91,578	$92,158	$92,739	$93,319	$93,900	$94,480	$95,060	$95,641	$96,221	$96,802
Step	99	100												
Salary	$97,382	$97,962												

Assistant Professor Matrix				July 3, 2005 to December 31, 2005									
1.02													
Step	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**
Salary	$41,312	$41,904	$42,496	$43,088	$43,680	$44,272	$44,864	$45,456	$46,048	$46,640	$47,232	$47,824	$48,416	$49,008
Step	**15**	**16**	**17**	**18**	**19**	**20**	**21**	**22**	**23**	**24**	**25**	**26**	**27**	**28**
Salary	$49,600	$50,192	$50,784	$51,376	$51,968	$52,560	$53,152	$53,744	$54,336	$54,928	$55,520	$56,113	$56,705	$57,297
Step	**29**	**30**	**31**	**32**	**33**	**34**	**35**	**36**	**37**	**38**	**39**	**40**	**41**	**42**
Salary	$57,889	$58,481	$59,073	$59,665	$60,257	$60,849	$61,441	$62,033	$62,625	$63,217	$63,809	$64,401	$64,993	$65,585
Step	**43**	**44**	**45**	**46**	**47**	**48**	**49**	**50**	**51**	**52**	**53**	**54**	**55**	**56**
Salary	$66,177	$66,769	$67,361	$67,953	$68,545	$69,137	$69,729	$70,321	$70,913	$71,505	$72,097	$72,689	$73,281	$73,873
Step	**57**	**58**	**59**	**60**	**61**	**62**	**63**	**64**	**65**	**66**	**67**	**68**	**69**	**70**
Salary	$74,465	$75,057	$75,649	$76,241	$76,833	$77,425	$78,017	$78,609	$79,201	$79,793	$80,385	$80,977	$81,569	$82,161
Step	**71**	**72**	**73**	**74**	**75**	**76**	**77**	**78**	**79**	**80**	**81**	**82**	**83**	**84**
Salary	$82,753	$83,345	$83,937	$84,529	$85,121	$85,713	$86,305	$86,897	$87,489	$88,081	$88,673	$89,265	$89,857	$90,449
Step	**85**	**86**	**87**	**88**	**89**	**90**	**91**	**92**	**93**	**94**	**95**	**96**	**97**	**98**
Salary	$91,041	$91,633	$92,225	$92,817	$93,409	$94,001	$94,593	$95,185	$95,777	$96,370	$96,962	$97,554	$98,146	$98,738
Step	**99**	**100**												
Salary	$99,330	$99,922												

Assistant Professor Matrix				January 1, 2006 to July 1, 2006									
1.02 Non-Compounded													
Step	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**
Salary	$42,122	$42,726	$43,329	$43,933	$44,537	$45,140	$45,744	$46,348	$46,951	$47,555	$48,158	$48,762	$49,366	$49,969
Step	**15**	**16**	**17**	**18**	**19**	**20**	**21**	**22**	**23**	**24**	**25**	**26**	**27**	**28**
Salary	$50,573	$51,177	$51,780	$52,384	$52,987	$53,591	$54,195	$54,798	$55,402	$56,006	$56,609	$57,213	$57,816	$58,420
Step	**29**	**30**	**31**	**32**	**33**	**34**	**35**	**36**	**37**	**38**	**39**	**40**	**41**	**42**
Salary	$59,024	$59,627	$60,231	$60,834	$61,438	$62,042	$62,645	$63,249	$63,853	$64,456	$65,060	$65,663	$66,267	$66,871
Step	**43**	**44**	**45**	**46**	**47**	**48**	**49**	**50**	**51**	**52**	**53**	**54**	**55**	**56**
Salary	$67,474	$68,078	$68,682	$69,285	$69,889	$70,492	$71,096	$71,700	$72,303	$72,907	$73,511	$74,114	$74,718	$75,321
Step	**57**	**58**	**59**	**60**	**61**	**62**	**63**	**64**	**65**	**66**	**67**	**68**	**69**	**70**
Salary	$75,925	$76,529	$77,132	$77,736	$78,340	$78,943	$79,547	$80,150	$80,754	$81,358	$81,961	$82,565	$83,169	$83,772
Step	**71**	**72**	**73**	**74**	**75**	**76**	**77**	**78**	**79**	**80**	**81**	**82**	**83**	**84**
Salary	$84,376	$84,979	$85,583	$86,187	$86,790	$87,394	$87,998	$88,601	$89,205	$89,808	$90,412	$91,016	$91,619	$92,223
Step	**85**	**86**	**87**	**88**	**89**	**90**	**91**	**92**	**93**	**94**	**95**	**96**	**97**	**98**
Salary	$92,827	$93,430	$94,034	$94,637	$95,241	$95,845	$96,448	$97,052	$97,655	$98,259	$98,863	$99,466	$100,070	$100,674
Step	**99**	**100**												
Salary	$101,277	$101,881												

Assistant Professor Matrix			July 2 2006 to December 30, 2006										
1.0225													
Step	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**
Salary	$43,070	$43,687	$44,304	$44,922	$45,539	$46,156	$46,773	$47,390	$48,008	$48,625	$49,242	$49,859	$50,476	$51,094
Step	**15**	**16**	**17**	**18**	**19**	**20**	**21**	**22**	**23**	**24**	**25**	**26**	**27**	**28**
Salary	$51,711	$52,328	$52,945	$53,562	$54,180	$54,797	$55,414	$56,031	$56,648	$57,266	$57,883	$58,500	$59,117	$59,734
Step	**29**	**30**	**31**	**32**	**33**	**34**	**35**	**36**	**37**	**38**	**39**	**40**	**41**	**42**
Salary	$60,352	$60,969	$61,586	$62,203	$62,820	$63,438	$64,055	$64,672	$65,289	$65,906	$66,524	$67,141	$67,758	$68,375
Step	**43**	**44**	**45**	**46**	**47**	**48**	**49**	**50**	**51**	**52**	**53**	**54**	**55**	**56**
Salary	$68,993	$69,610	$70,227	$70,844	$71,461	$72,079	$72,696	$73,313	$73,930	$74,547	$75,165	$75,782	$76,399	$77,016
Step	**57**	**58**	**59**	**60**	**61**	**62**	**63**	**64**	**65**	**66**	**67**	**68**	**69**	**70**
Salary	$77,633	$78,251	$78,868	$79,485	$80,102	$80,719	$81,337	$81,954	$82,571	$83,188	$83,805	$84,423	$85,040	$85,657
Step	**71**	**72**	**73**	**74**	**75**	**76**	**77**	**78**	**79**	**80**	**81**	**82**	**83**	**84**
Salary	$86,274	$86,891	$87,509	$88,126	$88,743	$89,360	$89,977	$90,595	$91,212	$91,829	$92,446	$93,063	$93,681	$94,298
Step	**85**	**86**	**87**	**88**	**89**	**90**	**91**	**92**	**93**	**94**	**95**	**96**	**97**	**98**
Salary	$94,915	$95,532	$96,150	$96,767	$97,384	$98,001	$98,618	$99,236	$99,853	$100,470	$101,087	$101,704	$102,322	$102,939
Step	**99**	**100**												
Salary	$103,556	$104,173												

Assistant Professor Matrix			December 31, 2006 to June 30, 2007										
1.0235	Non-Compounded												
Step	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**
Salary	$44,060	$44,691	$45,323	$45,954	$46,585	$47,217	$47,848	$48,480	$49,111	$49,742	$50,374	$51,005	$51,636	$52,268
Step	**15**	**16**	**17**	**18**	**19**	**20**	**21**	**22**	**23**	**24**	**25**	**26**	**27**	**28**
Salary	$52,899	$53,531	$54,162	$54,793	$55,425	$56,056	$56,688	$57,319	$57,950	$58,582	$59,213	$59,845	$60,476	$61,107
Step	**29**	**30**	**31**	**32**	**33**	**34**	**35**	**36**	**37**	**38**	**39**	**40**	**41**	**42**
Salary	$61,739	$62,370	$63,001	$63,633	$64,264	$64,896	$65,527	$66,158	$66,790	$67,421	$68,053	$68,684	$69,315	$69,947
Step	**43**	**44**	**45**	**46**	**47**	**48**	**49**	**50**	**51**	**52**	**53**	**54**	**55**	**56**
Salary	$70,578	$71,210	$71,841	$72,472	$73,104	$73,735	$74,366	$74,998	$75,629	$76,261	$76,892	$77,523	$78,155	$78,786
Step	**57**	**58**	**59**	**60**	**61**	**62**	**63**	**64**	**65**	**66**	**67**	**68**	**69**	**70**
Salary	$79,418	$80,049	$80,680	$81,312	$81,943	$82,575	$83,206	$83,837	$84,469	$85,100	$85,732	$86,363	$86,994	$87,626
Step	**71**	**72**	**73**	**74**	**75**	**76**	**77**	**78**	**79**	**80**	**81**	**82**	**83**	**84**
Salary	$88,257	$88,888	$89,520	$90,151	$90,783	$91,414	$92,045	$92,677	$93,308	$93,940	$94,571	$95,202	$95,834	$96,465
Step	**85**	**86**	**87**	**88**	**89**	**90**	**91**	**92**	**93**	**94**	**95**	**96**	**97**	**98**
Salary	$97,097	$97,728	$98,359	$98,991	$99,622	$100,253	$100,885	$101,516	$102,148	$102,779	$103,410	$104,042	$104,673	$105,305

Associate Professor Matrix

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$47,844	$48,530	$49,216	$49,902	$50,587	$51,273	$51,959	$52,645	$53,330	$54,016	$54,702	$55,388	$56,073	$56,759
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$57,445	$58,131	$58,817	$59,502	$60,188	$60,874	$61,560	$62,245	$62,931	$63,617	$64,303	$64,988	$65,674	$66,360
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$67,046	$67,732	$68,417	$69,103	$69,789	$70,475	$71,160	$71,846	$72,532	$73,218	$73,903	$74,589	$75,275	$75,961
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$76,647	$77,332	$78,018	$78,704	$79,390	$80,075	$80,761	$81,447	$82,133	$82,819	$83,504	$84,190	$84,876	$85,562
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$86,247	$86,933	$87,619	$88,305	$88,990	$89,676	$90,362	$91,048	$91,734	$92,419	$93,105	$93,791	$94,477	$95,162
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$95,848	$96,534	$97,220	$97,905	$98,591	$99,277	$99,963	$100,649	$101,334	$102,020	$102,706	$103,392	$104,077	$104,763
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$105,449	$106,135	$106,820	$107,506	$108,192	$108,878	$109,564	$110,249	$110,935	$111,621	$112,307	$112,992	$113,678	$114,364
Step	99	100												
Salary	$115,050	$115,736												

Associate Professor Matrix

1.029

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$49,232	$49,937	$50,643	$51,349	$52,054	$52,760	$53,466	$54,171	$54,877	$55,583	$56,288	$56,994	$57,700	$58,405
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$59,111	$59,817	$60,522	$61,228	$61,934	$62,639	$63,345	$64,050	$64,756	$65,462	$66,167	$66,873	$67,579	$68,284
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$68,990	$69,696	$70,401	$71,107	$71,813	$72,518	$73,224	$73,930	$74,635	$75,341	$76,047	$76,752	$77,458	$78,164
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$78,869	$79,575	$80,281	$80,986	$81,692	$82,398	$83,103	$83,809	$84,515	$85,220	$85,926	$86,632	$87,337	$88,043
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$88,749	$89,454	$90,160	$90,866	$91,571	$92,277	$92,982	$93,688	$94,394	$95,099	$95,805	$96,511	$97,216	$97,922
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$98,628	$99,333	$100,039	$100,745	$101,450	$102,156	$102,862	$103,567	$104,273	$104,979	$105,684	$106,390	$107,096	$107,801
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$108,507	$109,213	$109,918	$110,624	$111,330	$112,035	$112,741	$113,447	$114,152	$114,858	$115,564	$116,269	$116,975	$117,681
Step	99	100												
Salary	$118,386	$119,092												

Associate Professor Matrix

1.02

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$50,216	$50,936	$51,656	$52,376	$53,095	$53,815	$54,535	$55,255	$55,974	$56,694	$57,414	$58,134	$58,854	$59,573
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$60,293	$61,013	$61,733	$62,452	$63,172	$63,892	$64,612	$65,332	$66,051	$66,771	$67,491	$68,211	$68,930	$69,650
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$70,370	$71,090	$71,809	$72,529	$73,249	$73,969	$74,689	$75,408	$76,128	$76,848	$77,568	$78,287	$79,007	$79,727
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$80,447	$81,166	$81,886	$82,606	$83,326	$84,046	$84,765	$85,485	$86,205	$86,925	$87,644	$88,364	$89,084	$89,804
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$90,524	$91,243	$91,963	$92,683	$93,403	$94,122	$94,842	$95,562	$96,282	$97,001	$97,721	$98,441	$99,161	$99,881
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$100,600	$101,320	$102,040	$102,760	$103,479	$104,199	$104,919	$105,639	$106,358	$107,078	$107,798	$108,518	$109,238	$109,957
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$110,677	$111,397	$112,117	$112,836	$113,556	$114,276	$114,996	$115,716	$116,435	$117,155	$117,875	$118,595	$119,314	$120,034
Step	99	100												
Salary	$120,754	$121,474												

Associate Professor Matrix

1.02   Non-Compounded

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$51,201	$51,935	$52,669	$53,403	$54,136	$54,870	$55,604	$56,338	$57,072	$57,806	$58,540	$59,274	$60,008	$60,741
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$61,475	$62,209	$62,943	$63,677	$64,411	$65,145	$65,879	$66,613	$67,346	$68,080	$68,814	$69,548	$70,282	$71,016
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$71,750	$72,484	$73,217	$73,951	$74,685	$75,419	$76,153	$76,887	$77,621	$78,355	$79,089	$79,822	$80,556	$81,290
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$82,024	$82,758	$83,492	$84,226	$84,960	$85,694	$86,427	$87,161	$87,895	$88,629	$89,363	$90,097	$90,831	$91,565
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$92,298	$93,032	$93,766	$94,500	$95,234	$95,968	$96,702	$97,436	$98,170	$98,903	$99,637	$100,371	$101,105	$101,839
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$102,573	$103,307	$104,041	$104,775	$105,508	$106,242	$106,976	$107,710	$108,444	$109,178	$109,912	$110,646	$111,379	$112,113
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$112,847	$113,581	$114,315	$115,049	$115,783	$116,517	$117,251	$117,984	$118,718	$119,452	$120,186	$120,920	$121,654	$122,388
Step	99	100												
Salary	$123,122	$123,856												

Associate Professor Matrix

1.0225

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$52,353	$53,103	$53,854	$54,604	$55,355	$56,105	$56,855	$57,606	$58,356	$59,107	$59,857	$60,607	$61,358	$62,108
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$62,859	$63,609	$64,359	$65,110	$65,860	$66,611	$67,361	$68,111	$68,862	$69,612	$70,362	$71,113	$71,863	$72,614
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$73,364	$74,114	$74,865	$75,615	$76,366	$77,116	$77,866	$78,617	$79,367	$80,118	$80,868	$81,618	$82,369	$83,119
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$83,870	$84,620	$85,370	$86,121	$86,871	$87,622	$88,372	$89,122	$89,873	$90,623	$91,374	$92,124	$92,874	$93,625
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$94,375	$95,126	$95,876	$96,626	$97,377	$98,127	$98,878	$99,628	$100,378	$101,129	$101,879	$102,630	$103,380	$104,130
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$104,881	$105,631	$106,382	$107,132	$107,882	$108,633	$109,383	$110,134	$110,884	$111,634	$112,385	$113,135	$113,886	$114,636
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$115,386	$116,137	$116,887	$117,637	$118,388	$119,138	$119,889	$120,639	$121,389	$122,140	$122,890	$123,641	$124,391	$125,141
Step	99	100												
Salary	$125,892	$126,642												

Associate Professor Matrix

1.0235   Non-Compounded

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	$53,556	$54,324	$55,091	$55,859	$56,627	$57,394	$58,162	$58,930	$59,697	$60,465	$61,233	$62,000	$62,768	$63,536
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	$64,303	$65,071	$65,838	$66,606	$67,374	$68,141	$68,909	$69,677	$70,444	$71,212	$71,980	$72,747	$73,515	$74,283
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	$75,050	$75,818	$76,585	$77,353	$78,121	$78,888	$79,656	$80,424	$81,191	$81,959	$82,727	$83,494	$84,262	$85,030
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	$85,797	$86,565	$87,332	$88,100	$88,868	$89,635	$90,403	$91,171	$91,938	$92,706	$93,474	$94,241	$95,009	$95,777
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	$96,544	$97,312	$98,079	$98,847	$99,615	$100,382	$101,150	$101,918	$102,685	$103,453	$104,221	$104,988	$105,756	$106,524
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	$107,291	$108,059	$108,826	$109,594	$110,362	$111,129	$111,897	$112,665	$113,432	$114,200	$114,968	$115,735	$116,503	$117,271
Step	85	86	87	88	89	90	91	92	93	94	95	96	97	98
Salary	$118,038	$118,806	$119,574	$120,341	$121,109	$121,876	$122,644	$123,412	$124,179	$124,947	$125,715	$126,482	$127,250	$128,018
Step	99	100												
Salary	$128,785	$129,553												

Fiscal Year July 6, 2003 to July 3, 2004

Range 15													
1	29,373	2	29,738	3	30,104	4	30,472	5	30,839	6	31,205	7	31,571
8	31,939	9	32,303	10	32,671	11	33,037	12	33,404	13	33,769	14	34,137
15	34,506	16	34,872	17	35,240	18	35,605	19	35,973	20	36,340	21	36,704
22	37,072	23	37,440	24	37,806	25	38,172	26	38,539	27	38,907	28	39,275
29	39,642	30	40,005	31	40,373	32	40,740	33	41,105	34	41,472	35	41,840
36	42,207	37	42,572	38	42,939	39	43,307	40	43,674	41	44,038	42	44,405
43	44,772												

Range 16													
1	30,839	2	31,224	3	31,610	4	31,995	5	32,382	6	32,766	7	33,151
8	33,536	9	33,922	10	34,309	11	34,693	12	35,081	13	35,466	14	35,851
15	36,237	16	36,621	17	37,007	18	37,394	19	37,779	20	38,164	21	38,548
22	38,935	23	39,322	24	39,708	25	40,092	26	40,479	27	40,864	28	41,247
29	41,634	30	42,018	31	42,407	32	42,791	33	43,178	34	43,564	35	43,947
36	44,333	37	44,719	38	45,103	39	45,490	40	45,876	41	46,260	42	46,645
43	47,032												

Range 17													
1	32,382	2	32,784	3	33,191	4	33,595	5	34,001	6	34,407	7	34,812
8	35,218	9	35,622	10	36,028	11	36,432	12	36,838	13	37,243	14	37,649
15	38,052	16	38,460	17	38,864	18	39,272	19	39,673	20	40,081	21	40,486
22	40,892	23	41,295	24	41,699	25	42,106	26	42,511	27	42,917	28	43,320
29	43,727	30	44,133	31	44,538	32	44,942	33	45,348	34	45,754	35	46,157
36	46,564	37	46,967	38	47,374	39	47,778	40	48,186	41	48,589	42	48,995
43	49,399												

Range 18													
1	34,001	2	34,427	3	34,851	4	35,275	5	35,700	6	36,125	7	36,551
8	36,974	9	37,400	10	37,825	11	38,249	12	38,676	13	39,099	14	39,523
15	39,949	16	40,374	17	40,799	18	41,224	19	41,647	20	42,072	21	42,499
22	42,922	23	43,349	24	43,773	25	44,196	26	44,622	27	45,048	28	45,472
29	45,897	30	46,321	31	46,746	32	47,172	33	47,597	34	48,021	35	48,445
36	48,870	37	49,293	38	49,719	39	50,145	40	50,568	41	50,993	42	51,417
43	51,841												

Range 19													
1	35,700	2	36,147	3	36,591	4	37,040	5	37,486	6	37,929	7	38,375
8	38,822	9	39,269	10	39,715	11	40,162	12	40,607	13	41,052	14	41,499
15	41,947	16	42,390	17	42,837	18	43,286	19	43,730	20	44,175	21	44,622
22	45,067	23	45,515	24	45,962	25	46,405	26	46,852	27	47,298	28	47,745
29	48,191	30	48,638	31	49,081	32	49,527	33	49,975	34	50,419	35	50,866
36	51,312	37	51,757	38	52,205	39	52,664	40	53,097	41	53,544	42	53,992

43	54,437														

Fiscal Year July 6, 2003 to July 3, 2004

1	37,486	**2**	37,952	**3**	38,421	**4**	38,892	**5**	39,360	**6**	39,829	**7**	40,299		
8	40,772	**9**	41,236	**10**	41,703	**11**	42,172	**12**	42,642	**13**	43,110	**14**	43,580		
15	44,049	**16**	44,517	**17**	44,985	**18**	45,456	**19**	45,924	**20**	46,394	**21**	46,860		
22	47,330	**23**	47,799	**24**	48,269	**25**	48,738	**26**	49,207	**27**	49,673	**28**	50,145		
29	50,611	**30**	51,081	**31**	51,551	**32**	52,018	**33**	52,488	**34**	52,958	**35**	53,423		
36	53,894	**37**	54,362	**38**	54,831	**39**	55,299	**40**	55,767	**41**	56,236	**42**	56,706		
43	57,173														

Range 20

1	39,360	**2**	39,851	**3**	40,343	**4**	40,838	**5**	41,331	**6**	41,824	**7**	42,314		
8	42,807	**9**	43,299	**10**	43,793	**11**	44,284	**12**	44,776	**13**	45,269	**14**	45,761		
15	46,253	**16**	46,745	**17**	47,237	**18**	47,729	**19**	48,222	**20**	48,716	**21**	49,208		
22	49,701	**23**	50,193	**24**	50,686	**25**	51,177	**26**	51,670	**27**	52,162	**28**	52,655		
29	53,146	**30**	53,639	**31**	54,131	**32**	54,622	**33**	55,116	**34**	55,608	**35**	56,099		
36	56,592	**37**	57,081	**38**	57,570	**39**	58,058	**40**	58,549	**41**	59,036	**42**	59,525		
43	60,014														

Range 21

1	41,331	**2**	41,846	**3**	42,365	**4**	42,880	**5**	43,398	**6**	43,913	**7**	44,429		
8	44,946	**9**	45,464	**10**	45,980	**11**	46,497	**12**	47,014	**13**	47,532	**14**	48,047		
15	48,564	**16**	49,079	**17**	49,597	**18**	50,113	**19**	50,631	**20**	51,147	**21**	51,665		
22	52,180	**23**	52,700	**24**	53,214	**25**	53,730	**26**	54,247	**27**	54,764	**28**	55,281		
29	55,798	**30**	56,314	**31**	56,831	**32**	57,349	**33**	57,865	**34**	58,381	**35**	58,897		
36	59,412	**37**	59,932	**38**	60,447	**39**	60,964	**40**	61,480	**41**	61,997	**42**	62,514		
43	63,031														

Range 22

1	43,398	**2**	43,940	**3**	44,483	**4**	45,025	**5**	45,568	**6**	46,112	**7**	46,654		
8	47,195	**9**	47,739	**10**	48,279	**11**	48,822	**12**	49,364	**13**	49,907	**14**	50,451		
15	50,994	**16**	51,534	**17**	52,078	**18**	52,621	**19**	53,163	**20**	53,707	**21**	54,248		
22	54,792	**23**	55,335	**24**	55,877	**25**	56,419	**26**	56,963	**27**	57,505	**28**	58,048		
29	58,589	**30**	59,133	**31**	59,676	**32**	60,220	**33**	60,761	**34**	61,304	**35**	61,848		
36	62,390	**37**	62,932	**38**	63,475	**39**	64,018	**40**	64,562	**41**	65,105	**42**	65,645		
43	66,191														

Range 23

1	45,568	**2**	46,135	**3**	46,706	**4**	47,275	**5**	47,844	**6**	48,415	**7**	48,981		
8	49,551	**9**	50,120	**10**	50,692	**11**	51,260	**12**	51,831	**13**	52,399	**14**	52,969		
15	53,538	**16**	54,108	**17**	54,676	**18**	55,247	**19**	55,814	**20**	56,387	**21**	56,954		
22	57,523	**23**	58,093	**24**	58,662	**25**	59,231	**26**	59,799	**27**	60,369	**28**	60,938		
29	61,510	**30**	62,077	**31**	62,647	**32**	63,216	**33**	63,787	**34**	64,355	**35**	64,926		
36	65,494	**37**	66,066	**38**	66,634	**39**	67,205	**40**	67,774	**41**	68,344	**42**	68,914		

| | 43 | 69,485 | | | | | | | | | | | | | |

Range 25	1	47,844	2	48,441	3	49,040	4	49,641	5	50,239	6	50,837	7	51,436
	8	52,034	9	52,632	10	53,230	11	53,829	12	54,428	13	55,025	14	55,625
	15	56,223	16	56,820	17	57,420	18	58,018	19	58,616	20	59,215	21	59,813
	22	60,411	23	61,011	24	61,608	25	62,207	26	62,806	27	63,402	28	64,001
	29	64,599	30	65,198	31	65,796	32	66,395	33	66,993	34	67,593	35	68,190
	36	68,789	37	69,387	38	69,985	39	70,585	40	71,182	41	71,781	42	72,380
	43	72,979												

Range 26	1	50,239	2	50,866	3	51,497	4	52,123	5	52,752	6	53,379	7	54,007
	8	54,635	9	55,264	10	55,893	11	56,521	12	57,149	13	57,776	14	58,405
	15	59,033	16	59,663	17	60,291	18	60,918	19	61,547	20	62,173	21	62,803
	22	63,430	23	64,060	24	64,688	25	65,316	26	65,946	27	66,574	28	67,202
	29	67,830	30	68,457	31	69,084	32	69,715	33	70,341	34	70,970	35	71,600
	36	72,226	37	72,856	38	73,483	39	74,112	40	74,740	41	75,368	42	75,998
	43	76,627												

Range 27	1	52,752	2	53,411	3	54,070	4	54,729	5	55,389	6	56,048	7	56,709
	8	57,369	9	58,029	10	58,689	11	59,347	12	60,006	13	60,665	14	61,327
	15	61,987	16	62,646	17	63,307	18	63,964	19	64,624	20	65,284	21	65,945
	22	66,604	23	67,264	24	67,924	25	68,583	26	69,240	27	69,901	28	70,564
	29	71,222	30	71,883	31	72,540	32	73,200	33	73,861	34	74,525	35	75,190
	36	75,859	37	76,523	38	77,196	39	77,856	40	78,522	41	79,187	42	79,853
	43	80,520												

Range 28	1	55,389	2	56,082	3	56,775	4	57,469	5	58,159	6	58,852	7	59,547
	8	60,239	9	60,930	10	61,623	11	62,317	12	63,009	13	63,700	14	64,394
	15	65,087	16	65,780	17	66,470	18	67,164	19	67,858	20	68,551	21	69,240
	22	69,934	23	70,629	24	71,319	25	72,011	26	72,707	27	73,400	28	74,091
	29	74,784	30	75,478	31	76,170	32	76,861	33	77,553	34	78,247	35	78,942
	36	79,632	37	80,324	38	81,018	39	81,711	40	82,400	41	83,093	42	83,786
	43	84,480												

Range 29	1	58,159	2	58,888	3	59,615	4	60,341	5	61,069	6	61,796	7	62,526
	8	63,250	9	63,977	10	64,705	11	65,431	12	66,160	13	66,886	14	67,613
	15	68,341	16	69,068	17	69,794	18	70,522	19	71,250	20	71,978	21	72,703
	22	73,430	23	74,159	24	74,885	25	75,611	26	76,339	27	77,066	28	77,794
	29	78,522	30	79,248	31	79,975	32	80,703	33	81,432	34	82,158	35	82,883
	36	83,611	37	84,339	38	85,065	39	85,792	40	86,520	41	87,248	42	87,976

| | 43 | 88,702 | | | | | | | | | | | | | |

	1	61,069	2	61,832	3	62,596	4	63,360	5	64,121	6	64,885	7	65,647
Range 30	8	66,412	9	67,176	10	67,938	11	68,702	12	69,464	13	70,228	14	70,991
	15	71,757	16	72,519	17	73,283	18	74,046	19	74,810	20	75,573	21	76,335
	22	77,099	23	77,861	24	78,625	25	79,388	26	80,152	27	80,916	28	81,678
	29	82,441	30	83,204	31	83,969	32	84,732	33	85,494	34	86,258	35	87,019
	36	87,784	37	88,548	38	89,312	39	90,074	40	90,837	41	91,598	42	92,363
	43	93,125												

	1	64,121	2	64,925	3	65,726	4	66,527	5	67,330	6	68,131	7	68,933
Range 31	8	69,734	9	70,536	10	71,338	11	72,141	12	72,942	13	73,742	14	74,545
	15	75,349	16	76,147	17	76,951	18	77,752	19	78,555	20	79,355	21	80,158
	22	80,959	23	81,762	24	82,561	25	83,365	26	84,168	27	84,969	28	85,771
	29	86,571	30	87,374	31	88,178	32	88,977	33	89,779	34	90,582	35	91,383
	36	92,182	37	92,986	38	93,789	39	94,590	40	95,390	41	96,193	42	96,994
	43	97,799												

	1	67,330	2	68,172	3	69,012	4	69,856	5	70,696	6	71,539	7	72,380
Range 32	8	73,221	9	74,065	10	74,905	11	75,747	12	76,589	13	77,432	14	78,273
	15	79,115	16	79,956	17	80,799	18	81,641	19	82,484	20	83,324	21	84,167
	22	85,007	23	85,851	24	86,691	25	87,532	26	88,374	27	89,218	28	90,059
	29	90,901	30	91,742	31	92,586	32	93,426	33	94,268	34	95,108	35	95,954
	36	96,795	37	97,637	38	98,477	39	99,320	40	100,161	41	101,003	42	101,843
	43	102,692												

	1	70,696	2	71,580	3	72,464	4	73,348	5	74,231	6	75,115	7	75,998
Range 33	8	76,880	9	77,763	10	78,647	11	79,533	12	80,416	13	81,299	14	82,181
	15	83,066	16	83,948	17	84,831	18	85,715	19	86,600	20	87,483	21	88,365
	22	89,248	23	90,133	24	91,017	25	91,901	26	92,783	27	93,667	28	94,551
	29	95,433	30	96,315	31	97,200	32	98,085	33	98,968	34	99,852	35	100,735
	36	101,618	37	102,502	38	103,386	39	104,268	40	105,152	41	106,034	42	106,919
	43	107,803												

	1	74,231	2	75,157	3	76,087	4	77,014	5	77,943	6	78,870	7	79,800
Range 34	8	80,728	9	81,658	10	82,585	11	83,513	12	84,440	13	85,369	14	86,298
	15	87,225	16	88,153	17	89,082	18	90,009	19	90,940	20	91,867	21	92,795
	22	93,723	23	94,651	24	95,579	25	96,508	26	97,436	27	98,365	28	99,291
	29	100,220	30	101,148	31	102,076	32	103,006	33	103,934	34	104,862	35	105,791
	36	106,719	37	107,647	38	108,573	39	109,502	40	110,433	41	111,358	42	112,286

| | 43 | 113,214 | | | | | | | | | | | | | |

Range 35	1	77,943	2	78,916	3	79,889	4	80,865	5	81,838	6	82,812	7	83,786
	8	84,760	9	85,733	10	86,707	11	87,682	12	88,653	13	89,626	14	90,602
	15	91,576	16	92,550	17	93,523	18	94,497	19	95,471	20	96,445	21	97,418
	22	98,392	23	99,368	24	100,342	25	101,313	26	102,287	27	103,260	28	104,235
	29	105,209	30	106,181	31	107,157	32	108,132	33	109,104	34	110,079	35	111,053
	36	112,027	37	113,001	38	113,972	39	114,947	40	115,922	41	116,895	42	117,871
	43	118,844												

Range 36	1	81,838	2	82,861	3	83,884	4	84,907	5	85,928	6	86,950	7	87,974
	8	88,996	9	90,020	10	91,039	11	92,062	12	93,085	13	94,108	14	95,132
	15	96,152	16	97,176	17	98,196	18	99,220	19	100,244	20	101,267	21	102,287
	22	103,310	23	104,332	24	105,354	25	106,379	26	107,400	27	108,423	28	109,444
	29	110,467	30	111,490	31	112,514	32	113,534	33	114,557	34	115,579	35	116,603
	36	117,626	37	118,647	38	119,670	39	120,691	40	121,715	41	122,737	42	123,762
	43	124,782												

Range 37	1	85,928	2	87,002	3	88,078	4	89,152	5	90,224	6	91,300	7	92,374
	8	93,450	9	94,521	10	95,598	11	96,671	12	97,745	13	98,821	14	99,893
	15	100,966	16	102,043	17	103,118	18	104,191	19	105,266	20	106,340	21	107,415
	22	108,487	23	109,563	24	110,637	25	111,711	26	112,787	27	113,859	28	114,935
	29	116,008	30	117,084	31	118,157	32	119,231	33	120,306	34	121,381	35	122,452
	36	123,527	37	124,603	38	125,677	39	126,751	40	127,824	41	128,899	42	129,973
	43	131,049												

Range 38	1	90,224	2	91,352	3	92,480	4	93,609	5	94,734	6	95,864	7	96,991
	8	98,120	9	99,245	10	100,374	11	101,503	12	102,630	13	103,757	14	104,885
	15	106,014	16	107,142	17	108,268	18	109,396	19	110,524	20	111,652	21	112,777
	22	113,906	23	115,034	24	116,162	25	117,288	26	118,417	27	119,546	28	120,675
	29	121,800	30	122,929	31	124,056	32	125,184	33	126,310	34	127,438	35	128,568
	36	129,695	37	130,825	38	131,973	39	133,103	40	134,242	41	135,377	42	136,514
	43	137,653												

Range 39	1	94,734	2	95,921	3	97,105	4	98,289	5	99,474	6	100,657	7	101,841
	8	103,026	9	104,211	10	105,394	11	106,578	12	107,762	13	108,946	14	110,133
	15	111,313	16	112,497	17	113,684	18	114,868	19	116,052	20	117,236	21	118,420
	22	119,604	23	120,790	24	121,975	25	123,156	26	124,342	27	125,526	28	126,711
	29	127,897	30	129,077	31	130,262	32	131,448	33	132,632	34	133,816	35	134,999
	36	136,183	37	137,367	38	138,552	39	139,736	40	140,918	41	142,103	42	143,287

Fiscal Year July 6, 2003 to July 3, 2004

Range 40	1	99,474	2	100,716	3	101,958	4	103,202	5	104,446	6	105,689	7	106,933
	8	108,176	9	109,420	10	110,661	11	111,904	12	113,148	13	114,390	14	115,633
	15	116,877	16	118,120	17	119,364	18	120,604	19	121,849	20	123,092	21	124,336
	22	125,579	23	126,822	24	128,066	25	129,309	26	130,553	27	131,794	28	133,037
	29	134,281	30	135,525	31	136,769	32	138,011	33	139,253	34	140,497	35	141,739
	36	142,983	37	144,224	38	145,468	39	146,713	40	147,957	41	149,200	42	150,442
	43	151,684												

Range 41	1	104,447	2	105,751	3	107,058	4	108,363	5	109,669	6	110,975	7	112,280
	8	113,587	9	114,893	10	116,199	11	117,504	12	118,810	13	120,120	14	121,424
	15	122,730	16	124,036	17	125,343	18	126,649	19	127,953	20	129,260	21	130,567
	22	131,872	23	133,178	24	134,482	25	135,790	26	137,096	27	138,402	28	139,706
	29	141,013	30	142,319	31	143,625	32	144,931	33	146,236	34	147,543	35	148,850
	36	150,155	37	151,461	38	152,768	39	154,073	40	155,379	41	156,684	42	157,992
	43	159,296												

Range 42	1	109,668	2	111,038	3	112,410	4	113,782	5	115,153	6	116,524	7	117,895
	8	119,267	9	120,639	10	122,009	11	123,381	12	124,753	13	126,124	14	127,494
	15	128,864	16	130,239	17	131,610	18	132,978	19	134,350	20	135,723	21	137,095
	22	138,464	23	139,834	24	141,209	25	142,579	26	143,949	27	145,321	28	146,693
	29	148,064	30	149,435	31	150,808	32	152,176	33	153,549	34	154,921	35	156,291
	36	157,662	37	159,036	38	160,406	39	161,776	40	163,148	41	164,521	42	165,892
	43	167,264												

Range 43	1	115,152	2	116,592	3	118,031	4	119,472	5	120,911	6	122,351	7	123,791
	8	125,232	9	126,669	10	128,111	11	129,549	12	130,991	13	132,430	14	133,870
	15	135,309	16	136,750	17	138,189	18	139,630	19	141,068	20	142,508	21	143,948
	22	145,390	23	146,828	24	148,268	25	149,707	26	151,148	27	152,587	28	154,029
	29	155,465	30	156,905	31	158,346	32	159,788	33	161,227	34	162,665	35	164,106
	36	165,547	37	166,987	38	168,428	39	169,866	40	171,304	41	172,746	42	174,185
	43	175,626												

Range 44	1	120,910	2	122,423	3	123,934	4	125,445	5	126,955	6	128,467	7	129,980
	8	131,492	9	133,006	10	134,515	11	136,027	12	137,537	13	139,050	14	140,563
	15	142,076	16	143,585	17	145,098	18	146,610	19	148,123	20	149,635	21	151,145
	22	152,656	23	154,169	24	155,681	25	157,193	26	158,705	27	160,216	28	161,728
	29	163,239	30	164,751	31	166,264	32	167,776	33	169,286	34	170,801	35	172,312
	36	173,824	37	175,338	38	176,847	39	178,358	40	179,871	41	181,383	42	182,896

	43	184,408												

Fiscal Year July 4, 2004 to July 2, 2005

	1	30,225	2	30,600	3	30,977	4	31,356	5	31,733	6	32,110	7	32,487
Range 15	8	32,865	9	33,240	10	33,618	11	33,995	12	34,373	13	34,748	14	35,127
	15	35,507	16	35,883	17	36,262	18	36,638	19	37,016	20	37,394	21	37,768
	22	38,147	23	38,526	24	38,902	25	39,279	26	39,657	27	40,035	28	40,414
	29	40,792	30	41,165	31	41,544	32	41,921	33	42,297	34	42,675	35	43,053
	36	43,431	37	43,807	38	44,184	39	44,563	40	44,941	41	45,315	42	45,693
	43	46,070												

	1	31,733	2	32,129	3	32,527	4	32,923	5	33,321	6	33,716	7	34,112
Range 16	8	34,509	9	34,906	10	35,304	11	35,699	12	36,098	13	36,495	14	36,891
	15	37,288	16	37,683	17	38,080	18	38,478	19	38,875	20	39,271	21	39,666
	22	40,064	23	40,462	24	40,860	25	41,255	26	41,653	27	42,049	28	42,443
	29	42,841	30	43,237	31	43,637	32	44,032	33	44,430	34	44,827	35	45,221
	36	45,619	37	46,016	38	46,411	39	46,809	40	47,206	41	47,602	42	47,998
	43	48,396												

	1	33,321	2	33,735	3	34,154	4	34,569	5	34,987	6	35,405	7	35,822
Range 17	8	36,239	9	36,655	10	37,073	11	37,489	12	37,906	13	38,323	14	38,741
	15	39,156	16	39,575	17	39,991	18	40,411	19	40,824	20	41,243	21	41,660
	22	42,078	23	42,493	24	42,908	25	43,327	26	43,744	27	44,162	28	44,576
	29	44,995	30	45,413	31	45,830	32	46,245	33	46,663	34	47,081	35	47,496
	36	47,914	37	48,329	38	48,748	39	49,164	40	49,583	41	49,998	42	50,416
	43	50,832												

	1	34,987	2	35,425	3	35,862	4	36,298	5	36,735	6	37,173	7	37,611
Range 18	8	38,046	9	38,485	10	38,922	11	39,358	12	39,798	13	40,233	14	40,669
	15	41,108	16	41,545	17	41,982	18	42,419	19	42,855	20	43,292	21	43,731
	22	44,167	23	44,606	24	45,042	25	45,478	26	45,916	27	46,354	28	46,791
	29	47,228	30	47,664	31	48,102	32	48,540	33	48,977	34	49,414	35	49,850
	36	50,287	37	50,722	38	51,161	39	51,599	40	52,034	41	52,472	42	52,908
	43	53,344												

	1	36,735	2	37,195	3	37,652	4	38,114	5	38,573	6	39,029	7	39,488
Range 19	8	39,948	9	40,408	10	40,867	11	41,327	12	41,785	13	42,243	14	42,702
	15	43,163	16	43,619	17	44,079	18	44,541	19	44,998	20	45,456	21	45,916
	22	46,374	23	46,835	24	47,295	25	47,751	26	48,211	27	48,670	28	49,130
	29	49,589	30	50,049	31	50,504	32	50,963	33	51,424	34	51,881	35	52,341

36	52,800	37	53,258	38	53,719	39	54,191	40	54,637	41	55,097	42	55,558
43	56,016												

Fiscal Year July 4, 2004 to July 2, 2005

Range 20

1	38,573	2	39,053	3	39,535	4	40,020	5	40,501	6	40,984	7	41,468
8	41,954	9	42,432	10	42,912	11	43,395	12	43,879	13	44,360	14	44,844
15	45,326	16	45,808	17	46,290	18	46,774	19	47,256	20	47,739	21	48,219
22	48,703	23	49,185	24	49,669	25	50,151	26	50,634	27	51,114	28	51,599
29	52,079	30	52,562	31	53,046	32	53,527	33	54,010	34	54,494	35	54,972
36	55,457	37	55,938	38	56,421	39	56,903	40	57,384	41	57,867	42	58,350
43	58,831												

Range 21

1	40,501	2	41,007	3	41,513	4	42,022	5	42,530	6	43,037	7	43,541
8	44,048	9	44,555	10	45,063	11	45,568	12	46,075	13	46,582	14	47,088
15	47,594	16	48,101	17	48,607	18	49,113	19	49,620	20	50,129	21	50,635
22	51,142	23	51,649	24	52,156	25	52,661	26	$53,168.00	27	53,675	28	54,182
29	54,687	30	55,195	31	55,701	32	56,206	33	56,714	34	57,221	35	57,726
36	58,233	37	58,736	38	59,240	39	59,742	40	60,247	41	60,748	42	61,251
43	61,754												

Range 22

1	42,530	2	43,060	3	43,594	4	44,124	5	44,657	6	45,186	7	45,717
8	46,249	9	46,782	10	47,313	11	47,845	12	48,377	13	48,910	14	49,440
15	49,972	16	50,502	17	51,035	18	51,566	19	52,099	20	52,630	21	53,163
22	53,693	23	54,228	24	54,757	25	55,288	26	55,820	27	56,352	28	56,884
29	57,416	30	57,947	31	58,479	32	59,012	33	59,543	34	60,074	35	60,605
36	61,135	37	61,670	38	62,200	39	62,732	40	63,263	41	63,795	42	64,327
43	64,859												

Range 23

1	44,657	2	45,214	3	45,773	4	46,331	5	46,889	6	47,449	7	48,007
8	48,564	9	49,123	10	49,679	11	50,238	12	50,796	13	51,354	14	51,914
15	52,473	16	53,028	17	53,588	18	54,147	19	54,705	20	55,265	21	55,821
22	56,381	23	56,940	24	57,497	25	58,055	26	58,615	27	59,173	28	59,731
29	60,288	30	60,848	31	61,407	32	61,966	33	62,523	34	63,082	35	63,642
36	64,199	37	64,757	38	65,316	39	65,875	40	66,434	41	66,993	42	67,549
43	68,111												

Range 24

1	46,889	2	47,473	3	48,060	4	48,646	5	49,231	6	49,819	7	50,401
8	50,988	9	51,573	10	52,162	11	52,747	12	53,334	13	53,919	14	54,505
15	55,091	16	55,677	17	56,262	18	56,849	19	57,433	20	58,022	21	58,606
22	59,191	23	59,778	24	60,363	25	60,949	26	61,533	27	62,120	28	62,705
29	63,294	30	63,877	31	64,464	32	65,049	33	65,637	34	66,221	35	66,809

36	67,393	37	67,982	38	68,566	39	69,154	40	69,739	41	70,326	42	70,913
43	71,500												

Fiscal Year July 4, 2004 to July 2, 2005

Range 25

1	49,231	2	49,846	3	50,462	4	51,081	5	51,696	6	52,311	7	52,928
8	53,543	9	54,158	10	54,774	11	55,390	12	56,006	13	56,621	14	57,238
15	57,853	16	58,468	17	59,085	18	59,701	19	60,316	20	60,932	21	61,548
22	62,163	23	62,780	24	63,395	25	64,011	26	64,627	27	65,241	28	65,857
29	66,472	30	67,089	31	67,704	32	68,320	33	68,936	34	69,553	35	70,168
36	70,784	37	71,399	38	72,015	39	72,632	40	73,246	41	73,863	42	74,479
43	75,095												

Range 26

1	51,696	2	52,341	3	52,990	4	53,635	5	54,282	6	54,927	7	55,573
8	56,219	9	56,867	10	57,514	11	58,160	12	58,806	13	59,452	14	60,099
15	60,745	16	61,393	17	62,039	18	62,685	19	63,332	20	63,976	21	64,624
22	65,269	23	65,918	24	66,564	25	67,210	26	67,858	27	68,505	28	69,151
29	69,797	30	70,442	31	71,087	32	71,737	33	72,381	34	73,028	35	73,676
36	74,321	37	74,969	38	75,614	39	76,261	40	76,907	41	77,554	42	78,202
43	78,849												

Range 27

1	54,282	2	54,960	3	55,638	4	56,316	5	56,995	6	57,673	7	58,354
8	59,033	9	59,712	10	60,391	11	61,068	12	61,746	13	62,424	14	63,105
15	63,785	16	64,463	17	65,143	18	65,819	19	66,498	20	67,177	21	67,857
22	68,536	23	69,215	24	69,894	25	70,572	26	71,248	27	71,928	28	72,610
29	73,287	30	73,968	31	74,644	32	75,323	33	76,003	34	76,686	35	77,371
36	78,059	37	78,742	38	79,435	39	80,114	40	80,799	41	81,483	42	82,169
43	82,855												

Range 28

1	56,995	2	57,708	3	58,421	4	59,136	5	59,846	6	60,559	7	61,274
8	61,986	9	62,697	10	63,410	11	64,124	12	64,836	13	65,547	14	66,261
15	66,975	16	67,688	17	68,398	18	69,112	19	69,826	20	70,539	21	71,248
22	71,962	23	72,677	24	73,387	25	74,099	26	74,816	27	75,529	28	76,240
29	76,953	30	77,667	31	78,379	32	79,090	33	79,802	34	80,516	35	81,231
36	81,941	37	82,653	38	83,368	39	84,081	40	84,790	41	85,503	42	86,216
43	86,930												

Range 29

1	59,846	2	60,596	3	61,344	4	62,091	5	62,840	6	63,588	7	64,339
8	65,084	9	65,832	10	66,581	11	67,328	12	68,079	13	68,826	14	69,574
15	70,323	16	71,071	17	71,818	18	72,567	19	73,316	20	74,065	21	74,811
22	75,559	23	76,310	24	77,057	25	77,804	26	78,553	27	79,301	28	80,050
29	80,799	30	81,546	31	82,294	32	83,043	33	83,794	34	84,541	35	85,287

36	86,036	37	86,785	38	87,532	39	88,280	40	89,029	41	89,778	42	90,527
43	91,274											

Range 30

1	62,840	2	63,625	3	64,411	4	65,197	5	65,981	6	66,767	7	67,551
8	68,338	9	69,124	10	69,908	11	70,694	12	71,478	13	72,265	14	73,050
15	73,838	16	74,622	17	75,408	18	76,193	19	76,979	20	77,765	21	78,549
22	79,335	23	80,119	24	80,905	25	81,690	26	82,476	27	83,263	28	84,047
29	84,832	30	85,617	31	86,404	32	87,189	33	87,973	34	88,759	35	89,543
36	90,330	37	91,116	38	91,902	39	92,686	40	93,471	41	94,254	42	95,042
43	95,826											

Range 31

1	65,981	2	66,808	3	67,632	4	68,456	5	69,283	6	70,107	7	70,932
8	71,756	9	72,582	10	73,407	11	74,233	12	75,057	13	75,881	14	76,707
15	77,534	16	78,355	17	79,183	18	80,007	19	80,833	20	81,656	21	82,483
22	83,307	23	84,133	24	84,955	25	85,783	26	86,609	27	87,433	28	88,258
29	89,082	30	89,908	31	90,735	32	91,557	33	92,383	34	93,209	35	94,033
36	94,855	37	95,683	38	96,509	39	97,333	40	98,156	41	98,983	42	99,807
43	100,635											

Range 32

1	69,283	2	70,149	3	71,013	4	71,882	5	72,746	6	73,614	7	74,479
8	75,344	9	76,213	10	77,077	11	77,944	12	78,810	13	79,678	14	80,543
15	81,409	16	82,275	17	83,142	18	84,009	19	84,876	20	85,740	21	86,608
22	87,472	23	88,341	24	89,205	25	90,070	26	90,937	27	91,805	28	92,671
29	93,537	30	94,403	31	95,271	32	96,135	33	97,002	34	97,866	35	98,737
36	99,602	37	100,468	38	101,333	39	102,200	40	103,066	41	103,932	42	104,796
43	105,670											

Range 33

1	72,746	2	73,656	3	74,565	4	75,475	5	76,384	6	77,293	7	78,202
8	79,110	9	80,018	10	80,928	11	81,839	12	82,748	13	83,657	14	84,564
15	85,475	16	86,382	17	87,291	18	88,201	19	89,111	20	90,020	21	90,928
22	91,836	23	92,747	24	93,656	25	94,566	26	95,474	27	96,383	28	97,293
29	98,201	30	99,108	31	100,019	32	100,929	33	101,838	34	102,748	35	103,656
36	104,565	37	105,475	38	106,384	39	107,292	40	108,201	41	109,109	42	110,020
43	110,929											

Range 34

1	76,384	2	77,337	3	78,294	4	79,247	5	80,203	6	81,157	7	82,114
8	83,069	9	84,026	10	84,980	11	85,935	12	86,889	13	87,845	14	88,801
15	89,755	16	90,709	17	91,665	18	92,619	19	93,577	20	94,531	21	95,486
22	96,441	23	97,396	24	98,351	25	99,307	26	100,262	27	101,218	28	102,170
29	103,126	30	104,081	31	105,036	32	105,993	33	106,948	34	107,903	35	108,859

36	109,814	**37**	110,769	**38**	111,722	**39**	112,678	**40**	113,636	**41**	114,587	**42**	115,542
43	116,497												

Fiscal Year July 4, 2004 to July 2, 2005

Range 35

1	80,203	**2**	81,205	**3**	82,206	**4**	83,210	**5**	84,211	**6**	85,214	**7**	86,216
8	87,218	**9**	88,219	**10**	89,222	**11**	90,225	**12**	91,224	**13**	92,225	**14**	93,229
15	94,232	**16**	95,234	**17**	96,235	**18**	97,237	**19**	98,240	**20**	99,242	**21**	100,243
22	101,245	**23**	102,250	**24**	103,252	**25**	104,251	**26**	105,253	**27**	106,255	**28**	107,258
29	108,260	**30**	109,260	**31**	110,265	**32**	111,268	**33**	112,268	**34**	113,271	**35**	114,274
36	115,276	**37**	116,278	**38**	117,277	**39**	118,280	**40**	119,284	**41**	120,285	**42**	121,289
43	122,290												

Range 36

1	84,211	**2**	85,264	**3**	86,317	**4**	87,369	**5**	88,420	**6**	89,472	**7**	90,525
8	91,577	**9**	92,631	**10**	93,679	**11**	94,732	**12**	95,784	**13**	96,837	**14**	97,891
15	98,940	**16**	99,994	**17**	101,044	**18**	102,097	**19**	103,151	**20**	104,204	**21**	105,253
22	106,306	**23**	107,358	**24**	108,409	**25**	109,464	**26**	110,515	**27**	111,567	**28**	112,618
29	113,671	**30**	114,723	**31**	115,777	**32**	116,826	**33**	117,879	**34**	118,931	**35**	119,984
36	121,037	**37**	122,088	**38**	123,140	**39**	124,191	**40**	125,245	**41**	126,296	**42**	127,351
43	128,401												

1	88,420	**2**	89,525	**3**	90,632	**4**	91,737	**5**	92,840	**6**	93,948	**7**	95,053
8	96,160	**9**	97,262	**10**	98,370	**11**	99,474	**12**	100,580	**13**	101,687	**14**	102,790
15	103,894	**16**	105,002	**17**	106,108	**18**	107,213	**19**	108,319	**20**	109,424	**21**	110,530
22	111,633	**23**	112,740	**24**	113,845	**25**	114,951	**26**	116,058	**27**	117,161	**28**	118,268
29	119,372	**30**	120,479	**31**	121,584	**32**	122,689	**33**	123,795	**34**	124,901	**35**	126,003
36	127,109	**37**	128,216	**38**	129,322	**39**	130,427	**40**	131,531	**41**	132,637	**42**	133,742
43	134,849												

Range 37

1	**92,840**	2	**94,001**	3	**95,162**	4	**96,324**	5	**97,481**	6	**98,644**	7	**99,804**
8	**100,965**	9	**102,123**	10	**103,285**	11	**104,447**	12	**105,606**	13	**106,766**	14	**107,927**
15	**109,088**	16	**110,249**	17	**111,408**	18	**112,568**	19	**113,729**	20	**114,890**	21	**116,048**
22	**117,209**	23	**118,370**	24	**119,531**	25	**120,689**	26	**121,851**	27	**123,013**	28	**124,175**
29	**125,332**	30	**126,494**	31	**127,654**	32	**128,814**	33	**129,973**	34	**131,134**	35	**132,296**
36	**133,456**	37	**134,619**	38	**135,800**	39	**136,963**	40	**138,135**	41	**139,303**	42	**140,473**
43	**141,645**												

1	**97,481**	2	**98,703**	3	**99,921**	4	**101,139**	5	**102,359**	6	**103,576**	7	**104,794**
8	**106,014**	9	**107,233**	10	**108,450**	11	**109,669**	12	**110,887**	13	**112,105**	14	**113,327**
15	**114,541**	16	**115,759**	17	**116,981**	18	**118,199**	19	**119,418**	20	**120,636**	21	**121,854**
22	**123,073**	23	**124,293**	24	**125,512**	25	**126,728**	26	**127,948**	27	**129,166**	28	**130,386**
29	**131,606**	30	**132,820**	31	**134,040**	32	**135,260**	33	**136,478**	34	**137,697**	35	**138,914**

	36	140,132	37	141,351	38	142,570	39	143,788	40	145,005	41	146,224	42	147,442
	43	148,661											

Fiscal Year July 4, 2004 to July 2, 2005

Range 40

1	102,359	2	103,637	3	104,915	4	106,195	5	107,475	6	108,754	7	110,034
8	111,313	9	112,593	10	113,870	11	115,149	12	116,429	13	117,707	14	118,986
15	120,266	16	121,545	17	122,826	18	124,102	19	125,383	20	126,662	21	127,942
22	129,221	23	130,500	24	131,780	25	133,059	26	134,339	27	135,616	28	136,895
29	138,175	30	139,455	31	140,735	32	142,013	33	143,291	34	144,571	35	145,849
36	147,130	37	148,406	38	149,687	39	150,968	40	152,248	41	153,527	42	154,805
43	156,083											

Range 41

1	107,476	2	108,818	3	110,163	4	111,506	5	112,849	6	114,193	7	115,536
8	116,881	9	118,225	10	119,569	11	120,912	12	122,255	13	123,603	14	124,945
15	126,289	16	127,633	17	128,978	18	130,322	19	131,664	20	133,009	21	134,353
22	135,696	23	137,040	24	138,382	25	139,728	26	141,072	27	142,416	28	143,757
29	145,102	30	146,446	31	147,790	32	149,134	33	150,477	34	151,822	35	153,167
36	154,509	37	155,853	38	157,198	39	158,541	40	159,885	41	161,228	42	162,574
43	163,916											

Range 42

1	112,848	2	114,258	3	115,670	4	117,082	5	118,492	6	119,903	7	121,314
8	122,726	9	124,138	10	125,547	11	126,959	12	128,371	13	129,782	14	131,191
15	132,601	16	134,016	17	135,427	18	136,834	19	138,246	20	139,659	21	141,071
22	142,479	23	143,889	24	145,304	25	146,714	26	148,124	27	149,535	28	150,947
29	152,358	30	153,769	31	155,181	32	156,589	33	158,002	34	159,414	35	160,823
36	162,234	37	163,648	38	165,058	39	166,468	40	167,879	41	169,292	42	170,703
43	172,115											

Range 43

1	118,491	2	119,973	3	121,454	4	122,937	5	124,417	6	125,899	7	127,381
8	128,864	9	130,342	10	131,826	11	133,306	12	134,790	13	136,270	14	137,752
15	139,233	16	140,716	17	142,196	18	143,679	19	145,159	20	146,641	21	148,122
22	149,606	23	151,086	24	152,568	25	154,049	26	155,531	27	157,012	28	158,496
29	159,973	30	161,455	31	162,938	32	164,422	33	165,903	34	167,382	35	168,865
36	170,348	37	171,830	38	173,312	39	174,792	40	176,272	41	177,756	42	179,236
43	180,719											

Range 44

1	124,416	2	125,973	3	127,528	4	129,083	5	130,637	6	132,193	7	133,749
8	135,305	9	136,863	10	138,416	11	139,972	12	141,526	13	143,082	14	144,639
15	146,196	16	147,749	17	149,306	18	150,862	19	152,419	20	153,974	21	155,528
22	157,083	23	158,640	24	160,196	25	161,752	26	163,307	27	164,862	28	166,418
29	167,973	30	169,529	31	171,086	32	172,642	33	174,195	34	175,754	35	177,309

36	178,865	**37**	180,423	**38**	181,976	**39**	183,530	**40**	185,087	**41**	186,643	**42**	188,200
43	189,756												

July 3, 2005 to December 31, 2005

1	30,830	**2**	31,212	**3**	31,597	**4**	31,983	**5**	32,368	**6**	32,752	**7**	33,137
8	33,522	**9**	33,905	**10**	34,290	**11**	34,675	**12**	35,060	**13**	35,443	**14**	35,830
15	36,217	**16**	36,601	**17**	36,987	**18**	37,371	**19**	37,756	**20**	38,142	**21**	38,523
22	38,910	**23**	39,297	**24**	39,680	**25**	40,065	**26**	40,450	**27**	40,836	**28**	41,222
29	41,608	**30**	41,988	**31**	42,375	**32**	42,759	**33**	43,143	**34**	43,529	**35**	43,914
36	44,300	**37**	44,683	**38**	45,068	**39**	45,454	**40**	45,840	**41**	46,221	**42**	46,607
43	46,991												

Range 15

1	32,368	**2**	32,772	**3**	33,178	**4**	33,581	**5**	33,987	**6**	34,390	**7**	34,794
8	35,199	**9**	35,604	**10**	36,010	**11**	36,413	**12**	36,820	**13**	37,225	**14**	37,629
15	38,034	**16**	38,437	**17**	38,842	**18**	39,248	**19**	39,653	**20**	40,056	**21**	40,459
22	40,865	**23**	41,271	**24**	41,677	**25**	42,080	**26**	42,486	**27**	42,890	**28**	43,292
29	43,698	**30**	44,102	**31**	44,510	**32**	44,913	**33**	45,319	**34**	45,724	**35**	46,125
36	46,531	**37**	46,936	**38**	47,339	**39**	47,745	**40**	48,150	**41**	48,554	**42**	48,958
43	49,364												

Range 16

1	33,987	**2**	34,410	**3**	34,837	**4**	35,260	**5**	35,687	**6**	36,113	**7**	36,538
8	36,964	**9**	37,388	**10**	37,814	**11**	38,239	**12**	38,664	**13**	39,089	**14**	39,516
15	39,939	**16**	40,367	**17**	40,791	**18**	41,219	**19**	41,640	**20**	42,068	**21**	42,493
22	42,920	**23**	43,343	**24**	43,766	**25**	44,194	**26**	44,619	**27**	45,045	**28**	45,468
29	45,895	**30**	46,321	**31**	46,747	**32**	47,170	**33**	47,596	**34**	48,023	**35**	48,446
36	48,872	**37**	49,296	**38**	49,723	**39**	50,147	**40**	50,575	**41**	50,998	**42**	51,424
43	51,849												

Range 17

1	35,687	**2**	36,134	**3**	36,579	**4**	37,024	**5**	37,470	**6**	37,916	**7**	38,363
8	38,807	**9**	39,255	**10**	39,700	**11**	40,145	**12**	40,594	**13**	41,038	**14**	41,482
15	41,930	**16**	42,376	**17**	42,822	**18**	43,267	**19**	43,712	**20**	44,158	**21**	44,606
22	45,050	**23**	45,498	**24**	45,943	**25**	46,388	**26**	46,834	**27**	47,281	**28**	47,727
29	48,173	**30**	48,617	**31**	49,064	**32**	49,511	**33**	49,957	**34**	50,402	**35**	50,847
36	51,293	**37**	51,736	**38**	52,184	**39**	52,631	**40**	53,075	**41**	53,521	**42**	53,966
43	54,411												

Range 18

1	37,470	**2**	37,939	**3**	38,405	**4**	38,876	**5**	39,344	**6**	39,810	**7**	40,278
8	40,747	**9**	41,216	**10**	41,684	**11**	42,154	**12**	42,621	**13**	43,088	**14**	43,556
15	44,026	**16**	44,491	**17**	44,961	**18**	45,432	**19**	45,898	**20**	46,365	**21**	46,834

Range 19

	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
	22	47,301	23	47,772	24	48,241	25	48,706	26	49,175	27	49,643	28	50,113
	29	50,581	30	51,050	31	51,514	32	51,982	33	52,452	34	52,919	35	53,388
	36	53,856	37	54,323	38	54,793	39	55,275	40	55,730	41	56,199	42	56,669
	43	57,136												

July 3, 2005 to December 31, 2005

	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
Range 20	1	39,344	2	39,834	3	40,326	4	40,820	5	41,311	6	41,804	7	42,297
	8	42,793	9	43,281	10	43,770	11	44,263	12	44,757	13	45,247	14	45,741
	15	46,233	16	46,724	17	47,216	18	47,709	19	48,201	20	48,694	21	49,183
	22	49,677	23	50,169	24	50,662	25	51,154	26	51,647	27	52,136	28	52,631
	29	53,121	30	53,613	31	54,107	32	54,598	33	55,090	34	55,584	35	56,071
	36	56,566	37	57,057	38	57,549	39	58,041	40	58,532	41	59,024	42	59,517
	43	60,008												

	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
Range 21	1	41,311	2	41,827	3	42,343	4	42,862	5	43,381	6	43,898	7	44,412
	8	44,929	9	45,446	10	45,964	11	46,479	12	46,997	13	47,514	14	48,030
	15	48,546	16	49,063	17	49,579	18	50,095	19	50,612	20	51,132	21	51,648
	22	52,165	23	52,682	24	53,199	25	53,714	26	54,231	27	54,749	28	55,266
	29	55,781	30	56,299	31	56,815	32	57,330	33	57,848	34	58,365	35	58,881
	36	59,398	37	59,911	38	60,425	39	60,937	40	61,452	41	61,963	42	62,476
	43	62,989												

	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
Range 22	1	43,381	2	43,921	3	44,466	4	45,006	5	45,550	6	46,090	7	46,631
	8	47,174	9	47,718	10	48,259	11	48,802	12	49,345	13	49,888	14	50,429
	15	50,971	16	51,512	17	52,056	18	52,597	19	53,141	20	53,683	21	54,226
	22	54,767	23	55,313	24	55,852	25	56,394	26	56,936	27	57,479	28	58,022
	29	58,564	30	59,106	31	59,649	32	60,192	33	60,734	34	61,275	35	61,817
	36	62,358	37	62,903	38	63,444	39	63,987	40	64,528	41	65,071	42	65,614
	43	66,156												

	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
Range 23	1	45,550	2	46,118	3	46,688	4	47,258	5	47,827	6	48,398	7	48,967
	8	49,535	9	50,105	10	50,673	11	51,243	12	51,812	13	52,381	14	52,952
	15	53,522	16	54,089	17	54,660	18	55,230	19	55,799	20	56,370	21	56,937
	22	57,509	23	58,079	24	58,647	25	59,216	26	59,787	27	60,356	28	60,926
	29	61,494	30	62,065	31	62,635	32	63,205	33	63,773	34	64,344	35	64,915
	36	65,483	37	66,052	38	66,622	39	67,193	40	67,763	41	68,333	42	68,900
	43	69,473												

	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
e 24	1	47,827	2	48,422	3	49,021	4	49,619	5	50,216	6	50,815	7	51,409

Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
8	52,008	9	52,604	10	53,205	11	53,802	12	54,401	13	54,997	14	55,595
15	56,193	16	56,791	17	57,387	18	57,986	19	58,582	20	59,182	21	59,778
22	60,375	23	60,974	24	61,570	25	62,168	26	62,764	27	63,362	28	63,959
29	64,560	30	65,155	31	65,753	32	66,350	33	66,950	34	67,545	35	68,145
36	68,741	37	69,342	38	69,937	39	70,537	40	71,134	41	71,733	42	72,331
43	72,930												

July 3, 2005 to December 31, 2005

Range 25

Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
1	50,216	2	50,843	3	51,471	4	52,103	5	52,730	6	53,357	7	53,987
8	54,614	9	55,241	10	55,869	11	56,498	12	57,126	13	57,753	14	58,383
15	59,010	16	59,637	17	60,267	18	60,895	19	61,522	20	62,151	21	62,779
22	63,406	23	64,036	24	64,663	25	65,291	26	65,920	27	66,546	28	67,174
29	67,801	30	68,431	31	69,058	32	69,686	33	70,315	34	70,944	35	71,571
36	72,200	37	72,827	38	73,455	39	74,085	40	74,711	41	75,340	42	75,969
43	76,597												

Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
1	52,730	2	53,388	3	54,050	4	54,708	5	55,368	6	56,026	7	56,684
8	57,343	9	58,004	10	58,664	11	59,323	12	59,982	13	60,641	14	61,301
15	61,960	16	62,621	17	63,280	18	63,939	19	64,599	20	65,256	21	65,916
22	66,574	23	67,236	24	67,895	25	68,554	26	69,215	27	69,875	28	70,534
29	71,193	30	71,851	31	72,509	32	73,172	33	73,829	34	74,489	35	75,150
36	75,807	37	76,468	38	77,126	39	77,786	40	78,445	41	79,105	42	79,766
43	80,426												

Range 26

Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
1	55,368	2	56,059	3	56,751	4	57,442	5	58,135	6	58,826	7	59,521
8	60,214	9	60,906	10	61,599	11	62,289	12	62,981	13	63,672	14	64,367
15	65,061	16	65,752	17	66,446	18	67,135	19	67,828	20	68,521	21	69,214
22	69,907	23	70,599	24	71,292	25	71,983	26	72,673	27	73,367	28	74,062
29	74,753	30	75,447	31	76,137	32	76,829	33	77,523	34	78,220	35	78,918
36	79,620	37	80,317	38	81,024	39	81,716	40	82,415	41	83,113	42	83,812
43	84,512												

Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
1	58,135	2	58,862	3	59,589	4	60,319	5	61,043	6	61,770	7	62,499
8	63,226	9	63,951	10	64,678	11	65,406	12	66,133	13	66,858	14	67,586
15	68,315	16	69,042	17	69,766	18	70,494	19	71,223	20	71,950	21	72,673
22	73,401	23	74,131	24	74,855	25	75,581	26	76,312	27	77,040	28	77,765
29	78,492	30	79,220	31	79,947	32	80,672	33	81,398	34	82,126	35	82,856
36	83,580	37	84,306	38	85,035	39	85,763	40	86,486	41	87,213	42	87,940
43	88,669												

Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
1	**61,043**	2	**61,808**	3	**62,571**	4	**63,333**	5	**64,097**	6	**64,860**	7	**65,626**
8	**66,386**	9	**67,149**	10	**67,913**	11	**68,675**	12	**69,441**	13	**70,203**	14	**70,965**
15	**71,729**	16	**72,492**	17	**73,254**	18	**74,018**	19	**74,782**	20	**75,546**	21	**76,307**
22	**77,070**	23	**77,836**	24	**78,598**	25	**79,360**	26	**80,124**	27	**80,887**	28	**81,651**
29	**82,415**	30	**83,177**	31	**83,940**	32	**84,704**	33	**85,470**	34	**86,232**	35	**86,993**
36	**87,757**	37	**88,521**	38	**89,283**	39	**90,046**	40	**90,810**	41	**91,574**	42	**92,338**
43	**93,099**												

July 3, 2005 to December 31, 2005

Range 30

Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
1	64,097	2	64,898	3	65,699	4	66,501	5	67,301	6	68,102	7	68,902
8	69,705	9	70,506	10	71,306	11	72,108	12	72,908	13	73,710	14	74,511
15	75,315	16	76,114	17	76,916	18	77,717	19	78,519	20	79,320	21	80,120
22	80,922	23	81,721	24	82,523	25	83,324	26	84,126	27	84,928	28	85,728
29	86,529	30	87,329	31	88,132	32	88,933	33	89,732	34	90,534	35	91,334
36	92,137	37	92,938	38	93,740	39	94,540	40	95,340	41	96,139	42	96,943
43	97,743												

Range 31

Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
1	67,301	2	68,144	3	68,985	4	69,825	5	70,669	6	71,509	7	72,351
8	73,191	9	74,034	10	74,875	11	75,718	12	76,558	13	77,399	14	78,241
15	79,085	16	79,922	17	80,767	18	81,607	19	82,450	20	83,289	21	84,133
22	84,973	23	85,816	24	86,654	25	87,499	26	88,341	27	89,182	28	90,023
29	90,864	30	91,706	31	92,550	32	93,388	33	94,231	34	95,073	35	95,914
36	96,752	37	97,597	38	98,439	39	99,280	40	100,119	41	100,963	42	101,803
43	102,648												

Range 32

Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
1	70,669	2	71,552	3	72,433	4	73,320	5	74,201	6	75,086	7	75,969
8	76,851	9	77,737	10	78,619	11	79,503	12	80,386	13	81,272	14	82,154
15	83,037	16	83,921	17	84,805	18	85,689	19	86,574	20	87,455	21	88,340
22	89,221	23	90,108	24	90,989	25	91,871	26	92,756	27	93,641	28	94,524
29	95,408	30	96,291	31	97,176	32	98,058	33	98,942	34	99,823	35	100,712
36	101,594	37	102,477	38	103,360	39	104,244	40	105,127	41	106,011	42	106,892
43	107,783												

Range 33

Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
1	74,201	2	75,129	3	76,056	4	76,985	5	77,912	6	78,839	7	79,766
8	80,692	9	81,618	10	82,547	11	83,476	12	84,403	13	85,330	14	86,255
15	87,185	16	88,110	17	89,037	18	89,965	19	90,893	20	91,820	21	92,747
22	93,673	23	94,602	24	95,529	25	96,457	26	97,383	27	98,311	28	99,239
29	100,165	30	101,090	31	102,019	32	102,948	33	103,875	34	104,803	35	105,729
36	106,656	37	107,585	38	108,512	39	109,438	40	110,365	41	111,291	42	112,220

	43	113,148											

Range 34	1	77,912	2	78,884	3	79,860	4	80,832	5	81,807	6	82,780	7	83,756
	8	84,730	9	85,707	10	86,680	11	87,654	12	88,627	13	89,602	14	90,577
	15	91,550	16	92,523	17	93,498	18	94,471	19	95,449	20	96,422	21	97,396
	22	98,370	23	99,344	24	100,318	25	101,293	26	102,267	27	103,242	28	104,213
	29	105,189	30	106,163	31	107,137	32	108,113	33	109,087	34	110,061	35	111,036
	36	112,010	37	112,984	38	113,956	39	114,932	40	115,909	41	116,879	42	117,853
	43	118,827											

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Range 35	1	81,807	2	82,829	3	83,850	4	84,874	5	85,895	6	86,918	7	87,940
	8	88,962	9	89,983	10	91,006	11	92,030	12	93,048	13	94,070	14	95,094
	15	96,117	16	97,139	17	98,160	18	99,182	19	100,205	20	101,227	21	102,248
	22	103,270	23	104,295	24	105,317	25	106,336	26	107,358	27	108,380	28	109,403
	29	110,425	30	111,445	31	112,470	32	113,493	33	114,513	34	115,536	35	116,559
	36	117,582	37	118,604	38	119,623	39	120,646	40	121,670	41	122,691	42	123,715
	43	124,736											

Range 36	1	85,895	2	86,969	3	88,043	4	89,116	5	90,188	6	91,261	7	92,336
	8	93,409	9	94,484	10	95,553	11	96,627	12	97,700	13	98,774	14	99,849
	15	100,919	16	101,994	17	103,065	18	104,139	19	105,214	20	106,288	21	107,358
	22	108,432	23	109,505	24	110,577	25	111,653	26	112,725	27	113,798	28	114,870
	29	115,944	30	117,017	31	118,093	32	119,163	33	120,237	34	121,310	35	122,384
	36	123,458	37	124,530	38	125,603	39	126,675	40	127,750	41	128,822	42	129,898
	43	130,969											

Range 37	1	90,188	2	91,316	3	92,445	4	93,572	5	94,697	6	95,827	7	96,954
	8	98,083	9	99,207	10	100,337	11	101,463	12	102,592	13	103,721	14	104,846
	15	105,972	16	107,102	17	108,230	18	109,357	19	110,485	20	111,612	21	112,741
	22	113,866	23	114,995	24	116,122	25	117,250	26	118,379	27	119,504	28	120,633
	29	121,759	30	122,889	31	124,016	32	125,143	33	126,271	34	127,399	35	128,523
	36	129,651	37	130,780	38	131,908	39	133,036	40	134,162	41	135,290	42	136,417
	43	137,546											

Range 38	1	94,697	2	95,881	3	97,065	4	98,250	5	99,431	6	100,617	7	101,800
	8	102,984	9	104,165	10	105,351	11	106,536	12	107,718	13	108,901	14	110,086
	15	111,270	16	112,454	17	113,636	18	114,819	19	116,004	20	117,188	21	118,369
	22	119,553	23	120,737	24	121,922	25	123,103	26	124,288	27	125,473	28	126,659
	29	127,839	30	129,024	31	130,207	32	131,390	33	132,572	34	133,757	35	134,942

	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
	36	136,125	37	137,311	38	138,516	39	139,702	40	140,898	41	142,089	42	143,282
	43	144,478												

	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
Range 39	1	99,431	2	100,677	3	101,919	4	103,162	5	104,406	6	105,648	7	106,890
	8	108,134	9	109,378	10	110,619	11	111,862	12	113,105	13	114,347	14	115,594
	15	116,832	16	118,074	17	119,321	18	120,563	19	121,806	20	123,049	21	124,291
	22	125,534	23	126,779	24	128,022	25	129,263	26	130,507	27	131,749	28	132,994
	29	134,238	30	135,476	31	136,721	32	137,965	33	139,208	34	140,451	35	141,692
	36	142,935	37	144,178	38	145,421	39	146,664	40	147,905	41	149,148	42	150,391
	43	151,634												

July 3, 2005 to December 31, 2005

	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
Range 40	1	104,406	2	105,710	3	107,013	4	108,319	5	109,625	6	110,929	7	112,235
	8	113,539	9	114,845	10	116,147	11	117,452	12	118,758	13	120,061	14	121,366
	15	122,671	16	123,976	17	125,283	18	126,584	19	127,891	20	129,195	21	130,501
	22	131,805	23	133,110	24	134,416	25	135,720	26	137,026	27	138,328	28	139,633
	29	140,939	30	142,244	31	143,550	32	144,853	33	146,157	34	147,462	35	148,766
	36	150,073	37	151,374	38	152,681	39	153,987	40	155,293	41	156,598	42	157,901
	43	159,205												

	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
Range 41	1	109,626	2	110,994	3	112,366	4	113,736	5	115,106	6	116,477	7	117,847
	8	119,219	9	120,590	10	121,960	11	123,330	12	124,700	13	126,075	14	127,444
	15	128,815	16	130,186	17	131,558	18	132,928	19	134,297	20	135,669	21	137,040
	22	138,410	23	139,781	24	141,150	25	142,523	26	143,893	27	145,264	28	146,632
	29	148,004	30	149,375	31	150,746	32	152,117	33	153,487	34	154,858	35	156,230
	36	157,599	37	158,970	38	160,342	39	161,712	40	163,083	41	164,453	42	165,825
	43	167,194												

	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
Range 42	1	115,105	2	116,543	3	117,983	4	119,424	5	120,862	6	122,301	7	123,740
	8	125,181	9	126,621	10	128,058	11	129,498	12	130,938	13	132,378	14	133,815
	15	135,253	16	136,696	17	138,136	18	139,571	19	141,011	20	142,452	21	143,892
	22	145,329	23	146,767	24	148,210	25	149,648	26	151,086	27	152,526	28	153,966
	29	155,405	30	156,844	31	158,285	32	159,721	33	161,162	34	162,602	35	164,039
	36	165,479	37	166,921	38	168,359	39	169,797	40	171,237	41	172,678	42	174,117
	43	175,557												

	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
Range 43	1	120,861	2	122,372	3	123,883	4	125,396	5	126,905	6	128,417	7	129,929
	8	131,441	9	132,949	10	134,463	11	135,972	12	137,486	13	138,995	14	140,507
	15	142,018	16	143,530	17	145,040	18	146,553	19	148,062	20	149,574	21	151,084

Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
22	152,598	23	154,108	24	155,619	25	157,130	26	158,642	27	160,152	28	161,666
29	163,172	30	164,684	31	166,197	32	167,710	33	169,221	34	170,730	35	172,242
36	173,755	37	175,267	38	176,778	39	178,288	40	179,797	41	181,311	42	182,821
43	184,333												

Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
1	126,904	2	128,492	3	130,079	4	131,665	5	133,250	6	134,837
8	138,011	9	139,600	10	141,184	11	142,771	12	144,357	13	145,944
15	149,120	16	150,704	17	152,292	18	153,879	19	155,467	20	157,053
22	160,225	23	161,813	24	163,400	25	164,987	26	166,573	27	168,159
29	171,332	30	172,920	31	174,508	32	176,095	33	177,679	34	179,269
36	182,442	37	184,031	38	185,616	39	187,201	40	188,789	41	190,376
43	193,551											

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Range 15

Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
1	31,435	2	31,824	3	32,217	4	32,610	5	33,003	6	33,394
8	34,179	9	34,570	10	34,962	11	35,355	12	35,747	13	36,138
15	36,927	16	37,319	17	37,712	18	38,104	19	38,496	20	38,890
22	39,673	23	40,068	24	40,458	25	40,851	26	41,243	27	41,637
29	42,424	30	42,811	31	43,206	32	43,597	33	43,989	34	44,383
36	45,169	37	45,559	38	45,952	39	46,345	40	46,739	41	47,127
43	47,912											

Range 16

Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
1	33,003	2	33,415	3	33,829	4	34,239	5	34,653	6	35,064
8	35,889	9	36,302	10	36,716	11	37,127	12	37,542	13	37,955
15	38,780	16	39,191	17	39,604	18	40,018	19	40,431	20	40,841
22	41,666	23	42,080	24	42,494	25	42,905	26	43,319	27	43,731
29	44,555	30	44,967	31	45,383	32	45,794	33	46,208	34	46,621
36	47,443	37	47,856	38	48,267	39	48,681	40	49,094	41	49,506
43	50,332											

Range 17

Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
1	34,653	2	35,085	3	35,520	4	35,951	5	36,387	6	36,821
8	37,689	9	38,121	10	38,555	11	38,989	12	39,422	13	39,855
15	40,722	16	41,159	17	41,591	18	42,027	19	42,456	20	42,893
22	43,762	23	44,193	24	44,624	25	45,061	26	45,494	27	45,928
29	46,795	30	47,229	31	47,664	32	48,095	33	48,529	34	48,965
36	49,830	37	50,263	38	50,698	39	51,130	40	51,567	41	51,998
43	52,866											

Range 18

Step	Value	Step	Value	Step	Value	Step	Value	Step	Value	Step	Value
1	36,387	2	36,843	3	37,296	4	37,750	5	38,205	6	38,659

8	$39,568.00	9	$40,025.00	10	$40,478.00	11	$40,932.00	12	$41,390.00	13	$41,843.00
15	$42,752.00	16	$43,207.00	17	$43,662.00	18	$44,115.00	19	$44,569.00	20	$45,024.00
22	$45,933.00	23	$46,390.00	24	$46,844.00	25	$47,298.00	26	$47,752.00	27	$48,208.00
29	$49,118.00	30	$49,570.00	31	$50,026.00	32	$50,482.00	33	$50,937.00	34	$51,390.00
36	$52,299.00	37	$52,750.00	38	$53,207.00	39	$53,663.00	40	$54,116.00	41	$54,570.00
43	$55,478.00										

Range 19

1	$38,205.00	2	$38,683.00	3	$39,158.00	4	$39,638.00	5	$40,115.00	6	$40,591.00
8	$41,546.00	9	$42,024.00	10	$42,501.00	11	$42,981.00	12	$43,457.00	13	$43,933.00
15	$44,889.00	16	$45,363.00	17	$45,843.00	18	$46,323.00	19	$46,798.00	20	$47,274.00
22	$48,228.00	23	$48,709.00	24	$49,187.00	25	$49,661.00	26	$50,139.00	27	$50,616.00
29	$51,573.00	30	$52,051.00	31	$52,524.00	32	$53,001.00	33	$53,480.00	34	$53,957.00
36	$54,912.00	37	$55,388.00	38	$55,867.00	39	$56,359.00	40	$56,823.00	41	$57,301.00
43	$58,256.00										

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Range 20

1	$40,115.00	2	$40,615.00	3	$41,117.00	4	$41,620.00	5	$42,121.00	6	$42,624.00
8	$43,632.00	9	$44,130.00	10	$44,628.00	11	$45,131.00	12	$45,635.00	13	$46,134.00
15	$47,140.00	16	$47,640.00	17	$48,142.00	18	$48,644.00	19	$49,146.00	20	$49,649.00
22	$50,651.00	23	$51,153.00	24	$51,655.00	25	$52,157.00	26	$52,660.00	27	$53,158.00
29	$54,163.00	30	$54,664.00	31	$55,168.00	32	$55,669.00	33	$56,170.00	34	$56,674.00
36	$57,675.00	37	$58,176.00	38	$58,677.00	39	$59,179.00	40	$59,680.00	41	$60,181.00
43	$61,185.00										

Range 21

1	$42,121.00	2	$42,647.00	3	$43,173.00	4	$43,702.00	5	$44,232.00	6	$44,759.00
8	$45,810.00	9	$46,337.00	10	$46,865.00	11	$47,390.00	12	$47,919.00	13	$48,446.00
15	$49,498.00	16	$50,025.00	17	$50,551.00	18	$51,077.00	19	$51,604.00	20	$52,135.00
22	$53,188.00	23	$53,715.00	24	$54,242.00	25	$54,767.00	26	$55,294.00	27	$55,823.00
29	$56,875.00	30	$57,403.00	31	$57,929.00	32	$58,454.00	33	$58,982.00	34	$59,509.00
36	$60,563.00	37	$61,086.00	38	$61,610.00	39	$62,132.00	40	$62,657.00	41	$63,178.00
43	$64,224.00										

Range 22

1	$44,232.00	2	$44,782.00	3	$45,338.00	4	$45,888.00	5	$46,443.00	6	$46,994.00
8	$48,099.00	9	$48,654.00	10	$49,205.00	11	$49,759.00	12	$50,313.00	13	$50,866.00
15	$51,970.00	16	$52,522.00	17	$53,077.00	18	$53,628.00	19	$54,183.00	20	$54,736.00
22	$55,841.00	23	$56,398.00	24	$56,947.00	25	$57,500.00	26	$58,052.00	27	$58,606.00
29	$59,712.00	30	$60,265.00	31	$60,819.00	32	$61,372.00	33	$61,925.00	34	$62,476.00
36	$63,581.00	37	$64,136.00	38	$64,688.00	39	$65,242.00	40	$65,793.00	41	$66,347.00
43	$67,453.00										

Range 23

Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	$46,443.00	2	$47,022.00	3	$47,603.00	4	$48,185.00	5	$48,765.00	6	$49,347.00
8	$50,506.00	9	$51,087.00	10	$51,667.00	11	$52,248.00	12	$52,828.00	13	$53,408.00
15	$54,571.00	16	$55,150.00	17	$55,732.00	18	$56,313.00	19	$56,893.00	20	$57,475.00
22	$58,637.00	23	$59,218.00	24	$59,797.00	25	$60,377.00	26	$60,959.00	27	$61,539.00
29	$62,700.00	30	$63,282.00	31	$63,863.00	32	$64,444.00	33	$65,023.00	34	$65,606.00
36	$66,767.00	37	$67,347.00	38	$67,928.00	39	$68,511.00	40	$69,092.00	41	$69,673.00
43	$70,835.00										

Range 24

Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	$48,765.00	2	$49,371.00	3	$49,982.00	4	$50,592.00	5	$51,201.00	6	$51,811.00
8	$53,028.00	9	$53,635.00	10	$54,248.00	11	$54,857.00	12	$55,468.00	13	$56,075.00
15	$57,295.00	16	$57,905.00	17	$58,512.00	18	$59,123.00	19	$59,731.00	20	$60,342.00
22	$61,559.00	23	$62,170.00	24	$62,777.00	25	$63,387.00	26	$63,995.00	27	$64,604.00
29	$65,826.00	30	$66,433.00	31	$67,042.00	32	$67,651.00	33	$68,263.00	34	$68,869.00
36	$70,089.00	37	$70,702.00	38	$71,308.00	39	$71,920.00	40	$72,529.00	41	$73,140.00
43	$74,360.00										

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Range 25

Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	$51,201.00	2	$51,840.00	3	$52,480.00	4	$53,125.00	5	$53,764.00	6	$54,403.00
8	$55,685.00	9	$56,324.00	10	$56,964.00	11	$57,606.00	12	$58,246.00	13	$58,885.00
15	$60,167.00	16	$60,806.00	17	$61,449.00	18	$62,089.00	19	$62,728.00	20	$63,370.00
22	$64,649.00	23	$65,292.00	24	$65,931.00	25	$66,571.00	26	$67,213.00	27	$67,851.00
29	$69,130.00	30	$69,773.00	31	$70,412.00	32	$71,052.00	33	$71,694.00	34	$72,335.00
36	$73,616.00	37	$74,255.00	38	$74,895.00	39	$75,538.00	40	$76,176.00	41	$76,817.00
43	$78,099.00										

Range 26

Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	$53,764.00	2	$54,435.00	3	$55,110.00	4	$55,781.00	5	$56,454.00	6	$57,125.00
8	$58,467.00	9	$59,141.00	10	$59,814.00	11	$60,486.00	12	$61,158.00	13	$61,830.00
15	$63,175.00	16	$63,849.00	17	$64,521.00	18	$65,193.00	19	$65,866.00	20	$66,536.00
22	$67,879.00	23	$68,554.00	24	$69,226.00	25	$69,898.00	26	$70,572.00	27	$71,245.00
29	$72,589.00	30	$73,260.00	31	$73,931.00	32	$74,607.00	33	$75,277.00	34	$75,950.00
36	$77,293.00	37	$77,967.00	38	$78,638.00	39	$79,311.00	40	$79,983.00	41	$80,656.00
43	$82,003.00										

Range 27

Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
1	$56,454.00	2	$57,158.00	3	$57,864.00	4	$58,568.00	5	$59,275.00	6	$59,979.00
8	$61,395.00	9	$62,100.00	10	$62,807.00	11	$63,510.00	12	$64,216.00	13	$64,920.00
15	$66,337.00	16	$67,041.00	17	$67,749.00	18	$68,451.00	19	$69,158.00	20	$69,865.00
22	$71,278.00	23	$71,983.00	24	$72,690.00	25	$73,394.00	26	$74,098.00	27	$74,806.00
29	$76,219.00	30	$76,926.00	31	$77,630.00	32	$78,335.00	33	$79,043.00	34	$79,754.00

	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
	36	$81,181.00	37	$81,892.00	38	$82,613.00	39	$83,318.00	40	$84,031.00	41	$84,743.00
	43	$86,169.00										

	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
Range 28	1	$59,275.00	2	$60,016.00	3	$60,757.00	4	$61,502.00	5	$62,240.00	6	$62,981.00
	8	$64,466.00	9	$65,205.00	10	$65,946.00	11	$66,688.00	12	$67,430.00	13	$68,169.00
	15	$69,655.00	16	$70,396.00	17	$71,134.00	18	$71,876.00	19	$72,620.00	20	$73,361.00
	22	$74,840.00	23	$75,585.00	24	$76,323.00	25	$77,063.00	26	$77,808.00	27	$78,551.00
	29	$80,031.00	30	$80,773.00	31	$81,515.00	32	$82,254.00	33	$82,994.00	34	$83,736.00
	36	$85,219.00	37	$85,959.00	38	$86,702.00	39	$87,445.00	40	$88,182.00	41	$88,923.00
	43	$90,408.00										

	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
Range 29	1	$62,240.00	2	$63,020.00	3	$63,798.00	4	$64,575.00	5	$65,354.00	6	$66,132.00
	8	$67,688.00	9	$68,466.00	10	$69,245.00	11	$70,022.00	12	$70,803.00	13	$71,580.00
	15	$73,135.00	16	$73,913.00	17	$74,690.00	18	$75,469.00	19	$76,248.00	20	$77,027.00
	22	$78,581.00	23	$79,362.00	24	$80,139.00	25	$80,916.00	26	$81,695.00	27	$82,473.00
	29	$84,031.00	30	$84,808.00	31	$85,586.00	32	$86,365.00	33	$87,146.00	34	$87,923.00
	36	$89,478.00	37	$90,257.00	38	$91,034.00	39	$91,812.00	40	$92,591.00	41	$93,370.00
	43	$94,924.00										

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	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
Range 30	1	$65,354.00	2	$66,171.00	3	$66,987.00	4	$67,805.00	5	$68,621.00	6	$69,437.00
	8	$71,072.00	9	$71,888.00	10	$72,704.00	11	$73,522.00	12	$74,338.00	13	$75,155.00
	15	$76,792.00	16	$77,606.00	17	$78,424.00	18	$79,241.00	19	$80,059.00	20	$80,875.00
	22	$82,509.00	23	$83,323.00	24	$84,141.00	25	$84,958.00	26	$85,776.00	27	$86,593.00
	29	$88,226.00	30	$89,041.00	31	$89,860.00	32	$90,677.00	33	$91,491.00	34	$92,309.00
	36	$93,944.00	37	$94,760.00	38	$95,578.00	39	$96,394.00	40	$97,209.00	41	$98,024.00
	43	$99,660.00										

	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
Range 31	1	$68,621.00	2	$69,480.00	3	$70,338.00	4	$71,194.00	5	$72,055.00	6	$72,911.00
	8	$74,626.00	9	$75,486.00	10	$76,343.00	11	$77,203.00	12	$78,059.00	13	$78,917.00
	15	$80,636.00	16	$81,489.00	17	$82,351.00	18	$83,207.00	19	$84,067.00	20	$84,922.00
	22	$86,639.00	23	$87,499.00	24	$88,353.00	25	$89,215.00	26	$90,073.00	27	$90,931.00
	29	$92,646.00	30	$93,504.00	31	$94,365.00	32	$95,219.00	33	$96,079.00	34	$96,937.00
	36	$98,649.00	37	$99,511.00	38	$100,369.00	39	$101,227.00	40	$102,082.00	41	$102,943.00
	43	$104,661.00										

	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary	Step	Salary
Range 32	1	72,055	2	72,955	3	73,853	4	74,758	5	75,656	6	76,558

8	78,358	**9**	79,261	**10**	80,161	**11**	81,062	**12**	81,962	**13**	82,866
15	84,665	**16**	85,567	**17**	86,468	**18**	87,369	**19**	88,272	**20**	89,170
22	90,970	**23**	91,875	**24**	92,773	**25**	93,672	**26**	94,575	**27**	95,477
29	97,279	**30**	98,179	**31**	99,081	**32**	99,981	**33**	100,882	**34**	101,780
36	103,586	**37**	104,486	**38**	105,387	**39**	106,288	**40**	107,188	**41**	108,090
43	109,896										

Range 33

1	75,656	**2**	76,602	**3**	77,547	**4**	78,495	**5**	79,440	**6**	80,385
8	82,274	**9**	83,218	**10**	84,166	**11**	85,113	**12**	86,058	**13**	87,003
15	88,895	**16**	89,838	**17**	90,783	**18**	91,729	**19**	92,675	**20**	93,620
22	95,510	**23**	96,457	**24**	97,402	**25**	98,348	**26**	99,292	**27**	100,239
29	102,129	**30**	103,072	**31**	104,019	**32**	104,967	**33**	105,912	**34**	106,858
36	108,747	**37**	109,695	**38**	110,640	**39**	111,584	**40**	112,529	**41**	113,473
43	115,367										

Range 34

1	79,440	**2**	80,431	**3**	81,426	**4**	82,417	**5**	83,411	**6**	84,403
8	86,391	**9**	87,388	**10**	88,380	**11**	89,373	**12**	90,365	**13**	91,359
15	93,345	**16**	94,337	**17**	95,331	**18**	96,323	**19**	97,321	**20**	98,313
22	100,299	**23**	101,292	**24**	102,285	**25**	103,279	**26**	104,272	**27**	105,266
29	107,252	**30**	108,245	**31**	109,238	**32**	110,233	**33**	111,226	**34**	112,219
36	114,206	**37**	115,199	**38**	116,190	**39**	117,186	**40**	118,182	**41**	119,171
43	121,157										

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	1	83,411	**2**	84,453	**3**	85,494	**4**	86,538	**5**	87,579	**6**	88,622	**7**
Range 35	**8**	90,706	**9**	91,747	**10**	92,790	**11**	93,835	**12**	94,872	**13**	95,915	**14**
	15	98,002	**16**	99,044	**17**	100,085	**18**	101,127	**19**	102,170	**20**	103,212	**21**
	22	105,295	**23**	106,340	**24**	107,382	**25**	108,421	**26**	109,463	**27**	110,505	**28**
	29	112,590	**30**	113,630	**31**	114,675	**32**	115,718	**33**	116,758	**34**	117,801	**35**
	36	119,888	**37**	120,930	**38**	121,969	**39**	123,012	**40**	124,056	**41**	125,097	**42**
	43	127,182											

	1	87,579	**2**	88,674	**3**	89,769	**4**	90,863	**5**	91,956	**6**	93,050	**7**
Range 36	**8**	95,241	**9**	96,337	**10**	97,427	**11**	98,522	**12**	99,616	**13**	100,711	**14**
	15	102,898	**16**	103,994	**17**	105,086	**18**	106,181	**19**	107,277	**20**	108,372	**21**
	22	110,558	**23**	111,652	**24**	112,745	**25**	113,842	**26**	114,935	**27**	116,029	**28**
	29	118,217	**30**	119,311	**31**	120,409	**32**	121,500	**33**	122,595	**34**	123,689	**35**
	36	125,879	**37**	126,972	**38**	128,066	**39**	129,159	**40**	130,255	**41**	131,348	**42**
	43	133,537											

Range 37

1	91,956	2	93,107	3	94,258	4	95,407	5	96,554	6	97,706	7	
8	100,006	9	101,152	10	102,304	11	103,452	12	104,604	13	105,755	14	
15	108,050	16	109,202	17	110,352	18	111,501	19	112,651	20	113,800	21	
22	116,099	23	117,250	24	118,399	25	119,549	26	120,700	27	121,847	28	
29	124,146	30	125,299	31	126,448	32	127,597	33	128,747	34	129,897	35	
36	132,193	37	133,344	38	134,494	39	135,645	40	136,793	41	137,943	42	
43	140,243												

Range 38

1	96,554	2	97,761	3	98,968	4	100,176	5	101,381	6	102,590	7	
8	105,003	9	106,207	10	107,417	11	108,625	12	109,830	13	111,036	14	
15	113,452	16	114,659	17	115,864	18	117,070	19	118,279	20	119,486	21	
22	121,897	23	123,104	24	124,313	25	125,517	26	126,725	27	127,933	28	
29	130,346	30	131,554	31	132,760	32	133,966	33	135,171	34	136,380	35	
36	138,794	37	140,003	38	141,232	39	142,441	40	143,661	41	144,875	42	
43	147,311												

1	101,381	2	102,651	3	103,917	4	105,185	5	106,453	6	107,720	7	
8	110,254	9	111,523	10	112,788	11	114,055	12	115,323	13	116,589	14	
15	119,123	16	120,389	17	121,661	18	122,927	19	124,194	20	125,462	21	
22	127,995	23	129,265	24	130,532	25	131,798	26	133,066	27	134,332	28	
29	136,870	30	138,132	31	139,402	32	140,670	33	141,938	34	143,205	35	
36	145,738	37	147,005	38	148,272	39	149,540	40	150,805	41	152,072	42	
43	154,607												

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Range 40

1	106,453	2	107,783	3	109,111	4	110,443	5	111,775	6	113,104	7	
8	115,765	9	117,097	10	118,424	11	119,755	12	121,087	13	122,415	14	
15	125,076	16	126,407	17	127,740	18	129,066	19	130,399	20	131,728	21	
22	134,389	23	135,720	24	137,052	25	138,381	26	139,713	27	141,040	28	
29	143,703	30	145,033	31	146,365	32	147,693	33	149,023	34	150,353	35	
36	153,016	37	154,342	38	155,675	39	157,006	40	158,338	41	159,669	42	
43	162,327												

Range 41

1	111,776	2	113,170	3	114,569	4	115,966	5	117,363	6	118,761	7	
8	121,557	9	122,955	10	124,351	11	125,748	12	127,145	13	128,547	14	
15	131,341	16	132,739	17	134,138	18	135,534	19	136,930	20	138,329	21	
22	141,124	23	142,522	24	143,918	25	145,318	26	146,714	27	148,112	28	
29	150,906	30	152,304	31	153,702	32	155,100	33	156,497	34	157,894	35	
36	160,689	37	162,087	38	163,486	39	164,883	40	166,281	41	167,678	42	
43	170,472												

Range 42

Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
1	117,362	2	118,828	3	120,296	4	121,766	5	123,232	6	124,699	7	
8	127,636	9	129,104	10	130,569	11	132,037	12	133,505	13	134,974	14	
15	137,905	16	139,376	17	140,845	18	142,308	19	143,776	20	145,245	21	
22	148,179	23	149,645	24	151,116	25	152,582	26	154,048	27	155,517	28	
29	158,452	30	159,919	31	161,389	32	162,853	33	164,322	34	165,790	35	
36	168,724	37	170,194	38	171,660	39	173,126	40	174,595	41	176,064	42	
43	178,999												

Range 43

Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
1	123,231	2	124,771	3	126,312	4	127,855	5	129,393	6	130,935	7	
8	134,018	9	135,556	10	137,100	11	138,638	12	140,182	13	141,720	14	
15	144,803	16	146,344	17	147,884	18	149,427	19	150,965	20	152,507	21	
22	155,590	23	157,130	24	158,670	25	160,211	26	161,753	27	163,292	28	
29	166,371	30	167,913	31	169,456	32	170,998	33	172,539	34	174,078	35	
36	177,162	37	178,704	38	180,244	39	181,784	40	183,322	41	184,866	42	
43	187,947												

Range 44

Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
1	129,392	2	131,011	3	132,630	4	134,247	5	135,863	6	137,481	7	
8	140,717	9	142,337	10	143,952	11	145,570	12	147,188	13	148,806	14	
15	152,044	16	153,659	17	155,278	18	156,896	19	158,515	20	160,132	21	
22	163,367	23	164,986	24	166,604	25	168,222	26	169,839	27	171,456	28	
29	174,691	30	176,311	31	177,930	32	179,548	33	181,163	34	182,784	35	
36	186,019	37	187,639	38	189,256	39	190,872	40	192,491	41	194,109	42	
43	197,346												

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Range 15

Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
1	32,142	2	32,540	3	32,942	4	33,344	5	33,746	6	34,145	7	
8	34,948	9	35,348	10	35,749	11	36,150	12	36,551	13	36,951	14	
15	37,758	16	38,159	17	38,561	18	38,961	19	39,362	20	39,765	21	
22	40,566	23	40,970	24	41,368	25	41,770	26	42,171	27	42,574	28	
29	43,379	30	43,774	31	44,178	32	44,578	33	44,979	34	45,382	35	
36	46,185	37	46,584	38	46,986	39	47,388	40	47,791	41	48,187	42	
43	48,990	44	49,391	45	49,792	46	50,193						

Range 16

Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
1	33,746	2	34,167	3	34,590	4	35,009	5	35,433	6	35,853	7	
8	36,697	9	37,119	10	37,542	11	37,962	12	38,387	13	38,809	14	
15	39,653	16	40,073	17	40,495	18	40,918	19	41,341	20	41,760	21	
22	42,603	23	43,027	24	43,450	25	43,870	26	44,294	27	44,715	28	
29	45,557	30	45,979	31	46,404	32	46,824	33	47,248	34	47,670	35	
36	48,510	37	48,933	38	49,353	39	49,776	40	50,199	41	50,620	42	
43	51,464	44	51,886	45	52,308	46	52,730						

Range 17

1	35,433	2	35,874	3	36,319	4	36,760	5	37,206	6	37,649	7	
8	38,537	9	38,979	10	39,422	11	39,866	12	40,309	13	40,752	14	
15	41,638	16	42,085	17	42,527	18	42,973	19	43,411	20	43,858	21	
22	44,747	23	45,187	24	45,628	25	46,075	26	46,518	27	46,961	28	
29	47,848	30	48,292	31	48,736	32	49,177	33	49,621	34	50,067	35	
36	50,951	37	51,394	38	51,839	39	52,280	40	52,727	41	53,168	42	
43	54,055	44	54,498	45	54,942	46	55,385						

1	37,206	2	37,672	3	38,135	4	38,599	5	39,065	6	39,529	7	
8	40,458	9	40,926	10	41,389	11	41,853	12	42,321	13	42,784	14	
15	43,714	16	44,179	17	44,644	18	45,108	19	45,572	20	46,037	21	
22	46,966	23	47,434	24	47,898	25	48,362	26	48,826	27	49,293	28	
29	50,223	30	50,685	31	51,152	32	51,618	33	52,083	34	52,546	35	
36	53,476	37	53,937	38	54,404	39	54,870	40	55,334	41	55,798	42	
43	56,726	44	57,191	45	57,656	46	58,121						

1	39,065	2	39,553	3	40,039	4	40,530	5	41,018	6	41,504	7	
8	42,481	9	42,970	10	43,457	11	43,948	12	44,435	13	44,921	14	
15	45,899	16	46,384	17	46,874	18	47,365	19	47,851	20	48,338	21	
22	49,313	23	49,805	24	50,294	25	50,778	26	51,267	27	51,755	28	
29	52,733	30	53,222	31	53,706	32	54,194	33	54,683	34	55,171	35	
36	56,148	37	56,634	38	57,124	39	57,627	40	58,102	41	58,590	42	
43	59,567	44	60,055	45	60,543	46	61,031						

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Range 20

1	41,018	2	41,529	3	42,042	4	42,556	5	43,069	6	43,583	7	
8	44,614	9	45,123	10	45,632	11	46,146	12	46,662	13	47,172	14	
15	48,201	16	48,712	17	49,225	18	49,738	19	50,252	20	50,766	21	
22	51,791	23	52,304	24	52,817	25	53,331	26	53,845	27	54,354	28	
29	55,382	30	55,894	31	56,409	32	56,922	33	57,434	34	57,949	35	
36	58,973	37	59,485	38	59,997	39	60,511	40	61,023	41	61,535	42	
43	62,562	44	63,075	45	63,588	46	64,101						

Range 21

1	43,069	2	43,607	3	44,144	4	44,685	5	45,227	6	45,766	7	
8	46,841	9	47,380	10	47,919	11	48,456	12	48,997	13	49,536	14	
15	50,612	16	51,151	17	51,688	18	52,226	19	52,765	20	53,308	21	
22	54,385	23	54,924	24	55,462	25	55,999	26	56,538	27	57,079	28	
29	58,155	30	58,695	31	59,232	32	59,769	33	60,309	34	60,848	35	
36	61,926	37	62,460	38	62,996	39	63,530	40	64,067	41	64,600	42	

	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step
	43	65,669	44	66,207	45	66,745	46	67,283					

	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step
Range 22	1	45,227	2	45,790	3	46,358	4	46,920	5	47,488	6	48,051	7
	8	49,181	9	49,749	10	50,312	11	50,879	12	51,445	13	52,010	14
	15	53,139	16	53,704	17	54,271	18	54,835	19	55,402	20	55,968	21
	22	57,097	23	57,667	24	58,228	25	58,794	26	59,358	27	59,925	28
	29	61,056	30	61,621	31	62,187	32	62,753	33	63,318	34	63,882	35
	36	65,012	37	65,579	38	66,143	39	66,710	40	67,273	41	67,840	42
	43	68,971	44	69,536	45	70,101	46	70,666					

	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step
Range 23	1	47,488	2	48,080	3	48,674	4	49,269	5	49,862	6	50,457	7
	8	51,642	9	52,236	10	52,830	11	53,424	12	54,017	13	54,610	14
	15	55,799	16	56,391	17	56,986	18	57,580	19	58,173	20	58,768	21
	22	59,956	23	60,550	24	61,142	25	61,735	26	62,331	27	62,924	28
	29	64,111	30	64,706	31	65,300	32	65,894	33	66,486	34	67,082	35
	36	68,269	37	68,862	38	69,456	39	70,052	40	70,647	41	71,241	42
	43	72,429	44	73,023	45	73,617	46	74,211					
	1	49,862	2	50,482	3	51,107	4	51,730	5	52,353	6	52,977	7
	8	54,221	9	54,842	10	55,469	11	56,091	12	56,716	13	57,337	14
	15	58,584	16	59,208	17	59,829	18	60,453	19	61,075	20	61,700	21
	22	62,944	23	63,569	24	64,189	25	64,813	26	65,435	27	66,058	28
	29	67,307	30	67,928	31	68,550	32	69,173	33	69,799	34	70,419	35
	36	71,666	37	72,293	38	72,912	39	73,538	40	74,161	41	74,786	42
	43	76,033	44	76,656	45	77,279	46	77,902					

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	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step
Range 25	1	52,353	2	53,006	3	53,661	4	54,320	5	54,974	6	55,627	7
	8	56,938	9	57,591	10	58,246	11	58,902	12	59,557	13	60,210	14
	15	61,521	16	62,174	17	62,832	18	63,486	19	64,139	20	64,796	21
	22	66,104	23	66,761	24	67,414	25	68,069	26	68,725	27	69,378	28
	29	70,685	30	71,343	31	71,996	32	72,651	33	73,307	34	73,963	35
	36	75,272	37	75,926	38	76,580	39	77,238	40	77,890	41	78,545	42
	43	79,856	44	80,511	45	81,166	46	81,821					

	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step
Range 26	1	54,974	2	55,660	3	56,350	4	57,036	5	57,724	6	58,410	7
	8	59,783	9	60,472	10	61,160	11	61,847	12	62,534	13	63,221	14
	15	64,596	16	65,286	17	65,973	18	66,660	19	67,348	20	68,033	21
	22	69,406	23	70,096	24	70,784	25	71,471	26	72,160	27	72,848	28

29	74,222	**30**	74,908	**31**	75,594	**32**	76,286	**33**	76,971	**34**	77,659	**35**	
36	79,032	**37**	79,721	**38**	80,407	**39**	81,095	**40**	81,783	**41**	82,471	**42**	
43	83,848	**44**	84,535	**45**	85,222	**46**	85,909						

1	57,724	**2**	58,444	**3**	59,166	**4**	59,886	**5**	60,609	**6**	61,329	**7**	
8	62,776	**9**	63,497	**10**	64,220	**11**	64,939	**12**	65,661	**13**	66,381	**14**	
15	67,830	**16**	68,549	**17**	69,273	**18**	69,991	**19**	70,714	**20**	71,437	**21**	
22	72,882	**23**	73,603	**24**	74,326	**25**	75,045	**26**	75,765	**27**	76,489	**28**	
29	77,934	**30**	78,657	**31**	79,377	**32**	80,098	**33**	80,821	**34**	81,548	**35**	
36	83,008	**37**	83,735	**38**	84,472	**39**	85,193	**40**	85,922	**41**	86,650	**42**	
43	88,108	**44**	88,831	**45**	89,554	**46**	90,277						

Range 27

1	60,609	**2**	61,366	**3**	62,124	**4**	62,886	**5**	63,640	**6**	64,398	**7**	
8	65,916	**9**	66,672	**10**	67,430	**11**	68,188	**12**	68,947	**13**	69,703	**14**	
15	71,222	**16**	71,980	**17**	72,735	**18**	73,493	**19**	74,254	**20**	75,012	**21**	
22	76,524	**23**	77,286	**24**	78,040	**25**	78,797	**26**	79,559	**27**	80,318	**28**	
29	81,832	**30**	82,590	**31**	83,349	**32**	84,105	**33**	84,861	**34**	85,620	**35**	
36	87,136	**37**	87,893	**38**	88,653	**39**	89,413	**40**	90,166	**41**	90,924	**42**	
43	92,442	**44**	93,200	**45**	93,958	**46**	94,716						

1	63,640	**2**	64,438	**3**	65,233	**4**	66,028	**5**	66,824	**6**	67,620	**7**	
8	69,211	**9**	70,006	**10**	70,803	**11**	71,597	**12**	72,396	**13**	73,191	**14**	
15	74,781	**16**	75,576	**17**	76,371	**18**	77,167	**19**	77,964	**20**	78,760	**21**	
22	80,349	**23**	81,148	**24**	81,942	**25**	82,737	**26**	83,533	**27**	84,329	**28**	
29	85,922	**30**	86,716	**31**	87,512	**32**	88,308	**33**	89,107	**34**	89,901	**35**	
36	91,491	**37**	92,288	**38**	93,082	**39**	93,878	**40**	94,674	**41**	95,471	**42**	
43	97,060	**44**	97,856	**45**	98,652	**46**	99,448						

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Range 30

1	66,824	**2**	67,660	**3**	68,494	**4**	69,331	**5**	70,165	**6**	70,999	**7**	
8	72,671	**9**	73,505	**10**	74,340	**11**	75,176	**12**	76,011	**13**	76,846	**14**	
15	78,520	**16**	79,352	**17**	80,189	**18**	81,024	**19**	81,860	**20**	82,695	**21**	
22	84,365	**23**	85,198	**24**	86,034	**25**	86,870	**26**	87,706	**27**	88,541	**28**	
29	90,211	**30**	91,044	**31**	91,882	**32**	92,717	**33**	93,550	**34**	94,386	**35**	
36	96,058	**37**	96,892	**38**	97,729	**39**	98,563	**40**	99,396	**41**	100,230	**42**	
43	101,902	**44**	102,737	**45**	103,572	**46**	104,407						

Range 31

1	70,165	**2**	71,043	**3**	71,921	**4**	72,796	**5**	73,676	**6**	74,551	**7**	
8	76,305	**9**	77,184	**10**	78,061	**11**	78,940	**12**	79,815	**13**	80,693	**14**	

15	82,450	**16**	83,323	**17**	84,204	**18**	85,079	**19**	85,959	**20**	86,833	**21**	
22	88,588	**23**	89,468	**24**	90,341	**25**	91,222	**26**	92,100	**27**	92,977	**28**	
29	94,731	**30**	95,608	**31**	96,488	**32**	97,361	**33**	98,241	**34**	99,118	**35**	
36	100,869	**37**	101,750	**38**	102,627	**39**	103,505	**40**	104,379	**41**	105,259	**42**	
43	107,016	**44**	107,893	**45**	108,770	**46**	109,647						

Range 32													
1	73,676	**2**	74,596	**3**	75,515	**4**	76,440	**5**	77,358	**6**	78,281	**7**	
8	80,121	**9**	81,044	**10**	81,965	**11**	82,886	**12**	83,806	**13**	84,730	**14**	
15	86,570	**16**	87,492	**17**	88,414	**18**	89,335	**19**	90,258	**20**	91,176	**21**	
22	93,017	**23**	93,942	**24**	94,860	**25**	95,780	**26**	96,703	**27**	97,625	**28**	
29	99,468	**30**	100,388	**31**	101,310	**32**	102,231	**33**	103,152	**34**	104,070	**35**	
36	105,917	**37**	106,837	**38**	107,758	**39**	108,679	**40**	109,600	**41**	110,522	**42**	
43	112,369	**44**	113,290	**45**	114,212	**46**	115,133						

Range 33													
1	77,358	**2**	78,326	**3**	79,292	**4**	80,261	**5**	81,227	**6**	82,194	**7**	
8	84,125	**9**	85,090	**10**	86,060	**11**	87,028	**12**	87,994	**13**	88,961	**14**	
15	90,895	**16**	91,859	**17**	92,826	**18**	93,793	**19**	94,760	**20**	95,726	**21**	
22	97,659	**23**	98,627	**24**	99,594	**25**	100,561	**26**	101,526	**27**	102,494	**28**	
29	104,427	**30**	105,391	**31**	106,359	**32**	107,329	**33**	108,295	**34**	109,262	**35**	
36	111,194	**37**	112,163	**38**	113,129	**39**	114,095	**40**	115,061	**41**	116,026	**42**	
43	117,963	**44**	118,930	**45**	119,897	**46**	120,863						

Range 34													
1	81,227	**2**	82,241	**3**	83,258	**4**	84,271	**5**	85,288	**6**	86,302	**7**	
8	88,335	**9**	89,354	**10**	90,369	**11**	91,384	**12**	92,398	**13**	93,415	**14**	
15	95,445	**16**	96,460	**17**	97,476	**18**	98,490	**19**	99,511	**20**	100,525	**21**	
22	102,556	**23**	103,571	**24**	104,586	**25**	105,603	**26**	106,618	**27**	107,634	**28**	
29	109,665	**30**	110,681	**31**	111,696	**32**	112,713	**33**	113,729	**34**	114,744	**35**	
36	116,776	**37**	117,791	**38**	118,804	**39**	119,823	**40**	120,841	**41**	121,852	**42**	
43	123,883	**44**	124,899	**45**	125,914	**46**	126,930						

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Range 35													
1	85,288	**2**	86,353	**3**	87,418	**4**	88,485	**5**	89,550	**6**	90,616	**7**	
8	92,747	**9**	93,811	**10**	94,878	**11**	95,946	**12**	97,007	**13**	98,073	**14**	
15	100,207	**16**	101,272	**17**	102,337	**18**	103,402	**19**	104,469	**20**	105,534	**21**	
22	107,664	**23**	108,733	**24**	109,798	**25**	110,860	**26**	111,926	**27**	112,991	**28**	
29	115,123	**30**	116,187	**31**	117,255	**32**	118,322	**33**	119,385	**34**	120,452	**35**	
36	122,585	**37**	123,651	**38**	124,713	**39**	125,780	**40**	126,847	**41**	127,912	**42**	
43	130,044	**44**	131,110	**45**	132,175	**46**	133,241						
1	89,550	**2**	90,669	**3**	91,789	**4**	92,907	**5**	94,025	**6**	95,144	**7**	
8	97,384	**9**	98,505	**10**	99,619	**11**	100,739	**12**	101,857	**13**	102,977	**14**	

15	105,213	16	106,334	17	107,450	18	108,570	19	109,691	20	110,810	21	
22	113,046	23	114,164	24	115,282	25	116,403	26	117,521	27	118,640	28	
29	120,877	30	121,995	31	123,118	32	124,234	33	125,353	34	126,472	35	
36	128,711	37	129,829	38	130,947	39	132,065	40	133,186	41	134,303	42	
43	136,542	44	137,661	45	138,780	46	139,899						
1	94,025	2	95,202	3	96,379	4	97,554	5	98,726	6	99,904	7	
8	102,256	9	103,428	10	104,606	11	105,780	12	106,958	13	108,134	14	
15	110,481	16	111,659	17	112,835	18	114,010	19	115,186	20	116,361	21	
22	118,711	23	119,888	24	121,063	25	122,239	26	123,416	27	124,589	28	
29	126,939	30	128,118	31	129,293	32	130,468	33	131,644	34	132,820	35	
36	135,167	37	136,344	38	137,520	39	138,697	40	139,871	41	141,047	42	
43	143,398	44	144,574	45	145,749	46	146,925						
1	98,726	2	99,961	3	101,195	4	102,430	5	103,662	6	104,898	7	
8	107,366	9	108,597	10	109,834	11	111,069	12	112,301	13	113,534	14	
15	116,005	16	117,239	17	118,471	18	119,704	19	120,940	20	122,174	21	
22	124,640	23	125,874	24	127,110	25	128,341	26	129,576	27	130,811	28	
29	133,279	30	134,514	31	135,747	32	136,980	33	138,212	34	139,449	35	
36	141,917	37	143,153	38	144,410	39	145,646	40	146,893	41	148,135	42	
43	150,625	44	151,861	45	153,096	46	154,332						
1	103,662	2	104,961	3	106,255	4	107,552	5	108,848	6	110,144	7	
8	112,735	9	114,032	10	115,326	11	116,621	12	117,918	13	119,212	14	
15	121,803	16	123,098	17	124,398	18	125,693	19	126,988	20	128,285	21	
22	130,875	23	132,173	24	133,469	25	134,763	26	136,060	27	137,354	28	
29	139,950	30	141,240	31	142,539	32	143,835	33	145,132	34	146,427	35	
36	149,017	37	150,313	38	151,608	39	152,905	40	154,198	41	155,494	42	
43	158,086	44	159,382	45	160,678	46	161,973						

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Range 40

1	108,848	2	110,208	3	111,566	4	112,928	5	114,290	6	115,649	7	
8	118,370	9	119,732	10	121,089	11	122,449	12	123,811	13	125,169	14	
15	127,890	16	129,251	17	130,614	18	131,970	19	133,333	20	134,692	21	
22	137,413	23	138,774	24	140,136	25	141,495	26	142,857	27	144,213	28	
29	146,936	30	148,296	31	149,658	32	151,016	33	152,376	34	153,736	35	
36	156,459	37	157,815	38	159,178	39	160,539	40	161,901	41	163,262	42	
43	165,979	44	167,339	45	168,700	46	170,060						

Range 41

1	114,291	2	115,716	3	117,147	4	118,575	5	120,004	6	121,433	7	

8	124,292	9	125,721	10	127,149	11	128,577	12	130,006	13	131,439	14	
15	134,296	16	135,726	17	137,156	18	138,584	19	140,011	20	141,441	21	
22	144,299	23	145,729	24	147,156	25	148,588	26	150,015	27	151,445	28	
29	154,301	30	155,731	31	157,160	32	158,590	33	160,018	34	161,447	35	
36	164,305	37	165,734	38	167,164	39	168,593	40	170,022	41	171,451	42	
43	174,308	44	175,737	45	177,166	46	178,595						

Range 42

1	120,003	2	121,502	3	123,003	4	124,506	5	126,005	6	127,505	7	
8	130,508	9	132,009	10	133,507	11	135,008	12	136,509	13	138,011	14	
15	141,008	16	142,512	17	144,014	18	145,510	19	147,011	20	148,513	21	
22	151,513	23	153,012	24	154,516	25	156,015	26	157,514	27	159,016	28	
29	162,017	30	163,517	31	165,020	32	166,517	33	168,019	34	169,520	35	
36	172,520	37	174,023	38	175,522	39	177,021	40	178,523	41	180,025	42	
43	183,026	44	184,527	45	186,027	46	187,528						

Range 43

1	126,004	2	127,578	3	129,154	4	130,732	5	132,304	6	133,881	7	
8	137,033	9	138,606	10	140,185	11	141,757	12	143,336	13	144,909	14	
15	148,061	16	149,637	17	151,211	18	152,789	19	154,362	20	155,938	21	
22	159,091	23	160,665	24	162,240	25	163,816	26	165,392	27	166,966	28	
29	170,114	30	171,691	31	173,269	32	174,845	33	176,421	34	177,995	35	
36	181,148	37	182,725	38	184,299	39	185,874	40	187,447	41	189,025	42	
43	192,176	44	193,752	45	195,327	46	196,903						
1	132,303	2	133,959	3	135,614	4	137,268	5	138,920	6	140,574	7	
8	143,883	9	145,540	10	147,191	11	148,845	12	150,500	13	152,154	14	
15	155,465	16	157,116	17	158,772	18	160,426	19	162,082	20	163,735	21	
22	167,043	23	168,698	24	170,353	25	172,007	26	173,660	27	175,314	28	
29	178,622	30	180,278	31	181,933	32	183,588	33	185,239	34	186,897	35	
36	190,204	37	191,861	38	193,514	39	195,167	40	196,822	41	198,476	42	
43	201,786	44	203,440	45	205,095	46	206,749						

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Range 15

1	32,881	2	33,288	3	33,699	4	34,110	5	34,522	6	34,930	7	
8	35,751	9	36,160	10	36,571	11	36,981	12	37,391	13	37,800	14	
15	38,626	16	39,036	17	39,447	18	39,856	19	40,267	20	40,679	21	
22	41,498	23	41,912	24	42,319	25	42,730	26	43,140	27	43,552	28	
29	44,376	30	44,780	31	45,193	32	45,603	33	46,013	34	46,425	35	
36	47,246	37	47,655	38	48,066	39	48,477	40	48,889	41	49,294	42	
43	50,116	44	50,526	45	50,937	46	51,347						

Range 16

1	34,522	2	34,952	3	35,385	4	35,814	5	36,247	6	36,677	7	
8	37,540	9	37,972	10	38,405	11	38,834	12	39,269	13	39,701	14	
15	40,564	16	40,994	17	41,426	18	41,858	19	42,291	20	42,720	21	
22	43,582	23	44,016	24	44,449	25	44,878	26	45,312	27	45,743	28	
29	46,604	30	47,036	31	47,471	32	47,900	33	48,334	34	48,766	35	
36	49,625	37	50,058	38	50,487	39	50,920	40	51,353	41	51,783	42	
43	52,647	44	53,079	45	53,510	46	53,942						

Range 17

1	36,247	2	36,698	3	37,154	4	37,605	5	38,061	6	38,514	7	
8	39,423	9	39,875	10	40,328	11	40,782	12	41,235	13	41,689	14	
15	42,595	16	43,052	17	43,504	18	43,961	19	44,409	20	44,866	21	
22	45,775	23	46,226	24	46,677	25	47,134	26	47,587	27	48,040	28	
29	48,948	30	49,402	31	49,856	32	50,307	33	50,761	34	51,218	35	
36	52,122	37	52,575	38	53,030	39	53,482	40	53,939	41	54,390	42	
43	55,297	44	55,751	45	56,204	46	56,658						

Range 18

1	38,061	2	38,538	3	39,011	4	39,486	5	39,963	6	40,437	7	
8	41,388	9	41,867	10	42,340	11	42,815	12	43,294	13	43,767	14	
15	44,719	16	45,194	17	45,670	18	46,145	19	46,619	20	47,095	21	
22	48,045	23	48,524	24	48,999	25	49,474	26	49,948	27	50,426	28	
29	51,377	30	51,850	31	52,328	32	52,804	33	53,280	34	53,754	35	
36	54,705	37	55,177	38	55,654	39	56,131	40	56,606	41	57,080	42	
43	58,030	44	58,505	45	58,980	46	59,455						

Range 19

1	39,963	2	40,462	3	40,959	4	41,461	5	41,961	6	42,458	7	
8	43,457	9	43,958	10	44,456	11	44,958	12	45,456	13	45,953	14	
15	46,954	16	47,450	17	47,951	18	48,454	19	48,951	20	49,449	21	
22	50,446	23	50,950	24	51,450	25	51,945	26	52,445	27	52,944	28	
29	53,945	30	54,445	31	54,940	32	55,440	33	55,940	34	56,439	35	
36	57,438	37	57,936	38	58,437	39	58,951	40	59,437	41	59,937	42	
43	60,936	44	61,435	45	61,934	46	62,433						

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Range 20

1	41,961	2	42,483	3	43,008	4	43,534	5	44,059	6	44,585	7	
8	45,639	9	46,160	10	46,681	11	47,207	12	47,734	13	48,256	14	
15	49,309	16	49,832	17	50,356	18	50,881	19	51,407	20	51,933	21	
22	52,981	23	53,506	24	54,031	25	54,557	26	55,083	27	55,603	28	
29	56,655	30	57,179	31	57,705	32	58,230	33	58,754	34	59,281	35	
36	60,328	37	60,852	38	61,376	39	61,902	40	62,425	41	62,949	42	
43	64,000	44	64,525	45	65,050	46	65,575						

1	44,059	2	44,609	3	45,159	4	45,712	5	46,266	6	46,818	7	
8	47,918	9	48,469	10	49,020	11	49,570	12	50,123	13	50,674	14	
15	51,775	16	52,327	17	52,876	18	53,426	19	53,978	20	54,533	21	
22	55,635	23	56,186	24	56,737	25	57,286	26	57,837	27	58,391	28	
29	59,492	30	60,044	31	60,593	32	61,143	33	61,695	34	62,246	35	
36	63,349	37	63,896	38	64,444	39	64,990	40	65,539	41	66,085	42	
43	67,178	44	67,728	45	68,278	46	68,828						

1	46,266	2	46,842	3	47,423	4	47,998	5	48,579	6	49,155	7	
8	50,311	9	50,892	10	51,468	11	52,048	12	52,627	13	53,205	14	
15	54,360	16	54,938	17	55,518	18	56,095	19	56,675	20	57,254	21	
22	58,409	23	58,992	24	59,566	25	60,145	26	60,722	27	61,302	28	
29	62,459	30	63,037	31	63,616	32	64,195	33	64,773	34	65,350	35	
36	66,506	37	67,086	38	67,663	39	68,243	40	68,819	41	69,399	42	
43	70,556	44	71,134	45	71,712	46	72,290						

1	48,579	2	49,185	3	49,793	4	50,401	5	51,008	6	51,617	7	
8	52,829	9	53,437	10	54,044	11	54,652	12	55,258	13	55,865	14	
15	57,081	16	57,687	17	58,296	18	58,903	19	59,510	20	60,119	21	
22	61,334	23	61,942	24	62,547	25	63,154	26	63,764	27	64,370	28	
29	65,584	30	66,193	31	66,801	32	67,408	33	68,014	34	68,624	35	
36	69,838	37	70,445	38	71,052	39	71,662	40	72,271	41	72,878	42	
43	74,094	44	74,702	45	75,310	46	75,918						

1	51,008	2	51,642	3	52,282	4	52,919	5	53,556	6	54,195	7	
8	55,467	9	56,102	10	56,744	11	57,380	12	58,019	13	58,655	14	
15	59,930	16	60,569	17	61,204	18	61,842	19	62,479	20	63,118	21	
22	64,391	23	65,030	24	65,664	25	66,303	26	66,939	27	67,576	28	
29	68,854	30	69,489	31	70,125	32	70,763	33	71,403	34	72,037	35	
36	73,313	37	73,954	38	74,588	39	75,228	40	75,865	41	76,505	42	
43	77,780	44	78,417	45	79,054	46	79,691						

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Range 25													
1	53,556	2	54,224	3	54,894	4	55,568	5	56,237	6	56,905	7	
8	58,247	9	58,915	10	59,585	11	60,256	12	60,926	13	61,594	14	
15	62,935	16	63,603	17	64,276	18	64,945	19	65,613	20	66,285	21	
22	67,623	23	68,295	24	68,963	25	69,633	26	70,305	27	70,972	28	
29	72,310	30	72,983	31	73,651	32	74,321	33	74,992	34	75,663	35	

	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
	36	77,002	37	77,671	38	78,340	39	79,013	40	79,680	41	80,350	42	
	43	81,691	44	82,361	45	83,031	46	83,701						
Range 26	1	56,237	2	56,939	3	57,645	4	58,347	5	59,051	6	59,752	7	
	8	61,157	9	61,862	10	62,566	11	63,268	12	63,971	13	64,674	14	
	15	66,081	16	66,786	17	67,489	18	68,192	19	68,896	20	69,597	21	
	22	71,001	23	71,707	24	72,411	25	73,114	26	73,818	27	74,522	28	
	29	75,928	30	76,630	31	77,331	32	78,039	33	78,740	34	79,444	35	
	36	80,848	37	81,553	38	82,255	39	82,959	40	83,663	41	84,366	42	
	43	85,775	44	86,478	45	87,181	46	87,884						
Range 27	1	59,051	2	59,787	3	60,526	4	61,262	5	62,002	6	62,739	7	
	8	64,219	9	64,956	10	65,696	11	66,431	12	67,170	13	67,907	14	
	15	69,389	16	70,124	17	70,865	18	71,600	19	72,339	20	73,079	21	
	22	74,557	23	75,295	24	76,034	25	76,770	26	77,506	27	78,247	28	
	29	79,725	30	80,465	31	81,201	32	81,939	33	82,679	34	83,422	35	
	36	84,916	37	85,659	38	86,413	39	87,151	40	87,897	41	88,641	42	
	43	90,133	44	90,873	45	91,613	46	92,353						
Range 28	1	62,002	2	62,776	3	63,552	4	64,331	5	65,103	6	65,878	7	
	8	67,431	9	68,204	10	68,980	11	69,755	12	70,532	13	71,305	14	
	15	72,859	16	73,634	17	74,407	18	75,182	19	75,961	20	76,736	21	
	22	78,283	23	79,062	24	79,834	25	80,608	26	81,387	27	82,164	28	
	29	83,713	30	84,488	31	85,265	32	86,038	33	86,811	34	87,588	35	
	36	89,139	37	89,913	38	90,690	39	91,468	40	92,238	41	93,014	42	
	43	94,567	44	95,342	45	96,117	46	96,892						
Range 29	1	65,103	2	65,919	3	66,732	4	67,546	5	68,360	6	69,174	7	
	8	70,802	9	71,615	10	72,430	11	73,243	12	74,060	13	74,873	14	
	15	76,500	16	77,313	17	78,126	18	78,941	19	79,756	20	80,570	21	
	22	82,196	23	83,013	24	83,825	25	84,639	26	85,453	27	86,267	28	
	29	87,897	30	88,709	31	89,523	32	90,338	33	91,155	34	91,967	35	
	36	93,594	37	94,409	38	95,221	39	96,036	40	96,850	41	97,665	42	
	43	99,291	44	100,105	45	100,919	46	101,733						

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	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
Range 30	1	68,360	2	69,215	3	70,068	4	70,924	5	71,778	6	72,631	7	
	8	74,341	9	75,194	10	76,049	11	76,904	12	77,758	13	78,612	14	
	15	80,325	16	81,176	17	82,032	18	82,886	19	83,741	20	84,596	21	

22	86,304	23	87,156	24	88,011	25	88,867	26	89,722	27	90,576	28	
29	92,284	30	93,136	31	93,994	32	94,848	33	95,700	34	96,555	35	
36	98,266	37	99,119	38	99,975	39	100,828	40	101,680	41	102,534	42	
43	104,244	44	105,098	45	105,952	46	106,806						

Range 31

1	71,778	2	72,676	3	73,574	4	74,469	5	75,369	6	76,264	7	
8	78,059	9	78,958	10	79,855	11	80,754	12	81,649	13	82,548	14	
15	84,345	16	85,238	17	86,139	18	87,034	19	87,935	20	88,829	21	
22	90,624	23	91,524	24	92,417	25	93,319	26	94,217	27	95,114	28	
29	96,908	30	97,805	31	98,706	32	99,599	33	100,499	34	101,396	35	
36	103,187	37	104,089	38	104,986	39	105,884	40	106,778	41	107,678	42	
43	109,476	44	110,374	45	111,272	46	112,170						

1	75,369	2	76,310	3	77,251	4	78,197	5	79,136	6	80,080	7	
8	81,962	9	82,907	10	83,849	11	84,791	12	85,732	13	86,677	14	
15	88,560	16	89,503	17	90,446	18	91,388	19	92,332	20	93,271	21	
22	95,155	23	96,101	24	97,040	25	97,981	26	98,926	27	99,869	28	
29	101,754	30	102,695	31	103,638	32	104,581	33	105,523	34	106,462	35	
36	108,351	37	109,292	38	110,235	39	111,177	40	112,119	41	113,062	42	
43	114,952	44	115,894	45	116,836	46	117,778						

Range 32

1	**79,136**	2	**80,126**	3	**81,114**	4	**82,106**	5	**83,094**	6	**84,083**	7	
8	**86,058**	9	**87,046**	10	**88,038**	11	**89,028**	12	**90,016**	13	**91,006**	14	
15	**92,984**	16	**93,970**	17	**94,959**	18	**95,949**	19	**96,938**	20	**97,926**	21	
22	**99,903**	23	**100,894**	24	**101,883**	25	**102,872**	26	**103,859**	27	**104,850**	28	
29	**106,827**	30	**107,813**	31	**108,803**	32	**109,796**	33	**110,784**	34	**111,773**	35	
36	**113,750**	37	**114,741**	38	**115,729**	39	**116,717**	40	**117,705**	41	**118,693**	42	
43	**120,674**	44	**121,663**	45	**122,652**	46	**123,641**						

1	**83,094**	2	**84,131**	3	**85,172**	4	**86,208**	5	**87,248**	6	**88,285**	7	
8	**90,365**	9	**91,408**	10	**92,446**	11	**93,484**	12	**94,522**	13	**95,562**	14	
15	**97,639**	16	**98,677**	17	**99,716**	18	**100,754**	19	**101,798**	20	**102,835**	21	
22	**104,913**	23	**105,951**	24	**106,990**	25	**108,030**	26	**109,068**	27	**110,108**	28	
29	**112,185**	30	**113,225**	31	**114,263**	32	**115,303**	33	**116,343**	34	**117,381**	35	
36	**119,460**	37	**120,498**	38	**121,534**	39	**122,577**	40	**123,618**	41	**124,653**	42	
43	**126,730**	44	**127,769**	45	**128,808**	46	**129,847**						

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Range 35

1	87,248	2	88,338	3	89,427	4	90,519	5	91,608	6	92,699	7	
8	94,879	9	95,967	10	97,059	11	98,151	12	99,236	13	100,327	14	

	15	102,510	16	103,600	17	104,689	18	105,778	19	106,870	20	107,959	21
	22	110,138	23	111,232	24	112,321	25	113,408	26	114,498	27	115,588	28
	29	117,769	30	118,857	31	119,950	32	121,041	33	122,129	34	123,220	35
	36	125,402	37	126,493	38	127,579	39	128,671	40	129,762	41	130,852	42
	43	133,033	44	134,123	45	135,213	46	136,303					

Range 36	1	91,608	2	92,753	3	93,899	4	95,042	5	96,186	6	97,331	7
	8	99,622	9	100,769	10	101,909	11	103,054	12	104,198	13	105,344	14
	15	107,631	16	108,778	17	109,920	18	111,065	19	112,212	20	113,357	21
	22	115,644	23	116,788	24	117,932	25	119,078	26	120,222	27	121,367	28
	29	123,655	30	124,799	31	125,948	32	127,089	33	128,234	34	129,379	35
	36	131,669	37	132,813	38	133,957	39	135,100	40	136,247	41	137,390	42
	43	139,680	44	140,825	45	141,970	46	143,115					

Range 37	1	96,186	2	97,390	3	98,594	4	99,796	5	100,995	6	102,200	7
	8	104,606	9	105,805	10	107,010	11	108,211	12	109,416	13	110,619	14
	15	113,020	16	114,225	17	115,428	18	116,630	19	117,833	20	119,035	21
	22	121,439	23	122,643	24	123,845	25	125,048	26	126,252	27	127,452	28
	29	129,856	30	131,063	31	132,265	32	133,467	33	134,670	34	135,873	35
	36	138,274	37	139,478	38	140,681	39	141,885	40	143,086	41	144,289	42
	43	146,694	44	147,897	45	149,100	46	150,303					

Range 38	1	100,995	2	102,258	3	103,521	4	104,784	5	106,044	6	107,309	7
	8	109,834	9	111,093	10	112,358	11	113,622	12	114,882	13	116,143	14
	15	118,671	16	119,933	17	121,194	18	122,455	19	123,720	20	124,982	21
	22	127,505	23	128,767	24	130,031	25	131,291	26	132,554	27	133,817	28
	29	136,342	30	137,606	31	138,867	32	140,128	33	141,389	34	142,654	35
	36	145,179	37	146,443	38	147,729	39	148,993	40	150,269	41	151,540	42
	43	154,087	44	155,351	45	156,615	46	157,879					

Range 39	1	106,044	2	107,373	3	108,697	4	110,024	5	111,350	6	112,675	7
	8	115,326	9	116,653	10	117,977	11	119,301	12	120,628	13	121,952	14
	15	124,602	16	125,927	17	127,257	18	128,582	19	129,907	20	131,233	21
	22	133,883	23	135,211	24	136,537	25	137,860	26	139,187	27	140,511	28
	29	143,166	30	144,486	31	145,815	32	147,141	33	148,468	34	149,792	35
	36	152,442	37	153,768	38	155,092	39	156,419	40	157,742	41	159,068	42
	43	161,719	44	163,045	45	164,371	46	165,697					

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Range 40	1	111,350	2	112,741	3	114,130	4	115,523	5	116,917	6	118,307	7
	8	121,090	9	122,484	10	123,872	11	125,263	12	126,657	13	128,046	14

Range	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
	15	130,829	16	132,222	17	133,616	18	135,003	19	136,397	20	137,788	21	
	22	140,571	23	141,963	24	143,357	25	144,747	26	146,140	27	147,527	28	
	29	150,313	30	151,704	31	153,098	32	154,487	33	155,878	34	157,269	35	
	36	160,055	37	161,442	38	162,836	39	164,229	40	165,622	41	167,014	42	
	43	169,794	44	171,186	45	172,578	46	173,970						

Range	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
Range 41	1	116,918	2	118,375	3	119,839	4	121,300	5	122,762	6	124,224	7	
	8	127,149	9	128,610	10	130,071	11	131,532	12	132,994	13	134,460	14	
	15	137,383	16	138,845	17	140,308	18	141,769	19	143,229	20	144,692	21	
	22	147,615	23	149,078	24	150,538	25	152,003	26	153,463	27	154,926	28	
	29	157,847	30	159,310	31	160,772	32	162,235	33	163,696	34	165,158	35	
	36	168,081	37	169,543	38	171,006	39	172,468	40	173,930	41	175,391	42	
	43	178,314	44	179,776	45	181,238	46	182,700						

Range	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
Range 42	1	122,761	2	124,294	3	125,830	4	127,368	5	128,901	6	130,435	7	
	8	133,507	9	135,043	10	136,575	11	138,111	12	139,646	13	141,183	14	
	15	144,249	16	145,787	17	147,324	18	148,854	19	150,390	20	151,926	21	
	22	154,995	23	156,529	24	158,067	25	159,601	26	161,134	27	162,671	28	
	29	165,741	30	167,275	31	168,813	32	170,344	33	171,881	34	173,416	35	
	36	176,485	37	178,023	38	179,556	39	181,089	40	182,626	41	184,163	42	
	43	187,232	44	188,767	45	190,302	46	191,837						

Range	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
Range 43	1	128,900	2	130,510	3	132,122	4	133,737	5	135,345	6	136,958	7	
	8	140,182	9	141,792	10	143,407	11	145,015	12	146,630	13	148,239	14	
	15	151,464	16	153,076	17	154,686	18	156,301	19	157,910	20	159,522	21	
	22	162,747	23	164,358	24	165,969	25	167,581	26	169,193	27	170,803	28	
	29	174,024	30	175,637	31	177,251	32	178,863	33	180,476	34	182,086	35	
	36	185,311	37	186,925	38	188,535	39	190,146	40	191,755	41	193,369	42	
	43	196,593	44	198,205	45	199,817	46	201,429						

Range	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount	Step	Amount
Range 44	1	135,344	2	137,038	3	138,731	4	140,423	5	142,113	6	143,805	7	
	8	147,190	9	148,885	10	150,574	11	152,266	12	153,959	13	155,651	14	
	15	159,038	16	160,727	17	162,421	18	164,113	19	165,807	20	167,498	21	
	22	170,882	23	172,575	24	174,268	25	175,960	26	177,651	27	179,343	28	
	29	182,727	30	184,421	31	186,114	32	187,807	33	189,496	34	191,192	35	
	36	194,575	37	196,271	38	197,962	39	199,652	40	201,346	41	203,038	42	
	43	206,424	44	208,116	45	209,808	46	211,500						

APPENDIX E

LETTER OF UNDERSTANDING
OFF CAMPUS/IRREGULAR HOURS

Cognizant of the need for certain programmatic scheduling of weekend and/or evening classes and/or off-campus instruction, faculty may be assigned such classes, from time to time, with the following caveats:

A.   Faculty and bargaining unit instructional staff hired from July 1, 1993 and thereafter shall be informed of the potentiality for weekend, evening and/or off-campus instruction and shall be assignable without limitation.

B.   The employer will accept qualified volunteers from among the faculty in the subject discipline and familiar with the course(s) to be taught.

C.   Unilateral assignment of such evening and weekend class(es) shall continue to respect statement(s) relative to parameters as set out in the Faculty Handbook with respect to tenured faculty.

SIDEBAR AGREEMENT

New Jersey Institute of Technology ("NJIT") and the NJIT Professional Staff Association, Inc./AAUP (PSA) in consideration of the mutual exchange of covenants made and enforceable upon ratification of the parties' successor collectively bargained agreement, with the term, July 1, 2003 – June 30, 2007 and incorporated herein by reference, hereby agree to the following:

WHEREAS, it is acknowledged that tuition remission for employees and tuition waiver for dependents are negotiable terms and condition of employment;

WHEREAS, it is further acknowledged that bargaining unit members currently receive tuition remission benefits and tuition waiver benefits for dependents, pursuant to NJIT practice and policy;

WHEREAS, the university is in the process of reviewing and updating the current University Tuition Remission Policy and Procedure/Tuition Waiver Plan;

NOW, THEREFORE, the parties agree to the following:

1. The parties agree that the NJIT Tuition Remission Policy and Procedure shall be administered to ensure waiver for bargaining unit members of tuition and course fees, for up to 2 credit bearing courses taken at NJIT per Fall and Spring Semesters, as well as Summer Sessions.

   The parties agree that Tuition Waiver benefits for dependent children are available, provided (1) that the dependent children are registered in a full-time matriculating undergraduate program at NJIT (2) dependent children must be registered for no less than 12 nor more than 19 credits per semester and (3) dependent children are defined as a children claimed as a dependent upon the employee's annual federal income tax return. The university may require proof of eligibility.

   The parties confirm that tuition waiver/remission benefits for Bargaining Unit Members are available immediately upon hire, which includes tuition remission (but not fees) for Fall, Spring and Summer Semesters at another institution, provided that reimbursement does not exceed the NJIT rate per credit.

2. The parties further agree that receipt of a grade less than "C" or a grade "U" for withdrawal from a course will result in reimbursement to NJIT the full amount of benefit received for that course, or the equivalent value of that course, including tuition and fees. For grades of "I" for incomplete, the employee or dependent must, within one (1) year, complete the course requirements and receive a grade of "C" or better or will reimburse to NJIT the full amount of benefit received for that course or the equivalent value of that course, including tuition and fees.

3. In the event that the university intends to amend the policy with regard to negotiable terms and conditions, it shall provide the PSA notification of the proposed changes. In the event that the PSA demands negotiations concerning proposed changes, it shall do so in writing within thirty (30) days, to the Vice President of Human Resources, with a copy to the General Counsel, in which case the parties will proceed with good faith negotiations concerning the proposed changes, consistent with their rights and obligations under law. If the university receives no

written demand by the PSA for negotiations within such time, the University may proceed to implement such changes.

All other terms of the collectively bargained agreement shall remain as negotiated.

Executed this _____ day of March, 2005.

FOR NJIT: FOR PSA:

_____   _____
Holly C. Stern,   Dr. Eugene Golub,
General Counsel   President PSA

_____
Theodore T. Johnson,
Vice President of Human Resources

MEMORANDUM OF AGREEMENT

New Jersey Institute of Technology (NJIT) and Professional Staff Association, Inc./AAUP (PSA) hereby memorialize their cooperative effort to meet the challenges of NJIT's current fiscal crisis in partnership toward a sensible and practicable resolution taking into consideration both negotiable terms and conditions of employment and non-negotiable prerogatives under governing State Law:

1. To the extent possible, full time professional staff member shall, for the period **June 6, 2005 through August 19, 2005**, receive release from regular reporting one day per week (preferably Friday) as set by the department or division head. The department or division head will be instructed to give as much notice as possible, to the Professional Staff member, if either the release day is not Friday or there can be no release day in a given week during this period, in which case an alternative workday will be scheduled for release from reporting. The regular hours of operation will be 8:30 a.m. to 5:00 p.m., four days per week during this period, although mutually advantageous flex-time schedules will be considered and may be implemented as well.

2. Professional Staff who utilize full day vacation or sick leave will have their leave banks charged with 8.75 hours per day during the period listed above.

3. Professional Staff who utilize full day personal leave or floating holidays will have their leave banks charged with 7 hours per day during the period listed above.

This Memorandum of Agreement shall expire at midnight on August 20, 2005 and is not intended to provide an altered work schedule for future years unless agreed to in writing by the parties.

Executed this _____ day of March, 2005.

For NJIT   **For PSA**

_____   _____
Dr. Theodore Johnson   Eugene Golub
Vice President of Human Resources   President