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AGREEMENT
JULY 1, 1999 - JUNE 30, 2003

between
NEW JERSEY INSTITUTE OF TECHNOLOGY
and
NJIT PROFESSIONAL STAFF ASSOCIATION, INC./AAUP

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PREFACE

This Agreement made and entered into this **22nd** day of **March, 2001** 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", witness: 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. Instructor
6. 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.

1. 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, 2003.

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 end of the employment, whichever is less. 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 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. 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 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 designee of the President of the university, the facts of the grievance and the desired adjustment.

The Association shall be notified by the designee of the President of the university, 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 designee of the President of the University, within fourteen (14) days after notice of the written grievance, shall meet with the grievant in an effort to resolve the grievance. The President's designee shall indicate his disposition of the grievance, in writing, within fourteen (14) days of said meeting to the grievant and the Association.

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 President. The President may hold a meeting on the grievance if he/she deems it necessary. The President 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 President's reply, give proper notice to PERC with a copy to the Office of General Counsel. 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 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 Office of Legal and Employment Affairs.

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 Office of Legal and Employment Affairs, 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 Office of Legal and Employment Affairs 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.

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 ("Committee") for final, exclusive, formal disposition of the grievance, within the parameters set out below:

i. **University Academic Process Review
Committee Term and Composition**

The Committee shall serve one (1) year terms to expire at the close of each fiscal year of this Agreement (June 30). However, the Committee shall retain jurisdiction to hear all grievances, formally filed and appropriately at Step Three herein, during its term. Subject to c.iii. below the Committee 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 Committee.

- (1) All members of the Committee must, during his/her term, abstain from discussion and voting on promotion, tenure and/or reappointment decisions concerning faculty within the Committee members' respective academic department.

ii. Committee Charge

The Committee'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 Committee 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. Committee Authority

The Committee'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 Committee, if the Committee 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 Committee shall be entitled to official minutes of deliberative meetings of the Department and University Promotion and Tenure Committee(s) that pertain only to the grievant. Additionally, the Committee shall be entitled to that packet of material as submitted by the grievant for review in accordance with established procedures. The

Committee may call pertinent witnesses from the recommending bodies, the Employer or others who the Committee 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 Committee 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 Committee 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 Committee 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 Committee 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 Committee. Briefs must be submitted, to the Committee, 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 Committee is discouraged from appearing in the brief for the first time. Such argument may be excluded from consideration by the Committee. Submission of reply briefs shall generally be unavailable. However, upon request to the Committee, based upon argument not made theretofore, reply briefs shall not be unreasonably denied the advocates.

vi. **Parameters on Remand**

While the Committee 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. **Committee Deadlock**

Should the Committee 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 Committee 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, i.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 "Committee" shall be deemed to have occurred upon actual receipt by the "Committee" c/o Provost's Office, of such notice or if mailed in the Continental United States, five (5) days following posted mailing to the "Committee", 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 Committee shall only be deemed to have occurred upon actual receipt by the Committee.

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. 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. 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).
2. 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. 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.

C. Vacation Leave

1. Vacation shall be granted at a time mutually agreeable to the Employer and the employee. Rescheduling due to workload, or other unusual circumstances will be avoided to the extent practicable but may from time to time occur.
2. Professional Staff shall be entitled to vacation leave earned at the rate of one and two thirds (1 -2/3) days per month of employment, from the date of hire, not to exceed twenty (20) days per fiscal year. Vacation leave is administered on a fiscal year calendar. The university's fiscal year is July 1st through June 30th of the following year.
3. 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 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. Accrued but unused vacation leave shall, up to twenty-five (25) days maximum, be paid to a member of the Professional Staff upon voluntary separation from employment, death or layoff only. Termination or non-reappointment of a member of the Professional Staff shall result in payout of accrued but unused vacation leave up to the maximum of one (1) year's accrual.

D. 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.

E. Administrative Leave

1. A newly hired Professional Staff member of the bargaining unit shall be entitled to one-half (1/2) day administrative leave after each full calendar month of employment, to a maximum of three (3) full days 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 utilize 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.

F. **Sick Leave**

1. **Accrual**

New employees shall earn one (1) working day per calendar month to the end of the fiscal year and 1-1/4 working days or fifteen (15) working days per 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. **Utilization**

a. Sick leave may be utilized 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 utilized for dental, optical or medical examination or treatment.

i. Utilization 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. 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 Office of Legal and Employment Affairs.

- 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 utilized 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 Executive Director of the Office of Legal and Employment Affairs.
- c. Absences before and after a designated holiday shall be limited to personal illness. Any application for absences during these periods for reasons other than personal illness shall be subject to approval by the immediate supervisor in advance of the proposed absence.
- d. All unused sick leave may be accrued with no maximum limit.
- e. 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.
- f. 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 utilize 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 and Validation**

a. **Short-term Leave**

Sick leave pursuant to this provision, of two (2) work weeks or less is considered a short-term leave and shall be authorized and/or validated as follows:

i. **Anticipated Leave**

Any proper utilization 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 utilization. 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 utilization 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.

ii. **Unanticipated Leave**

Utilization 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 utilizing such method specifically directed by the employee's supervisor to notify the Employer of unanticipated sick leave.

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 fiscal year may be required to submit a physician's statement validating the duration and nature of illness enabling sick leave usage. Sick leave taken for purposes of bereavement, pursuant to provision F.2.b. above, shall not be counted for purposes of either the five (5) or ten (10) day validation requirement, however, bereavement utilization of sick leave must, upon request, be validated through independent written documentation whether anticipated or unanticipated.

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 or following fifteen (15) days usage of sick leave during a 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 an 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 re-certification and following fifteen (15) days usage in a fiscal year on account of said illness, to provide additional re-certification of the chronic illness.

b. **Long-term Leave**

Sick leave, pursuant to this provision, of over two (2) work weeks is considered a long-term leave and shall be authorized and/or validated as follows:

i. **Anticipated Leave**

An anticipated leave must be requested, approved and supported, in advance of utilization, with medical documentation from the employee's physician stating the following:

- (1) Nature of illness or injury preventing the employee from working and/or necessitating the absence.
- (2) Prognosis for recovery and anticipated date for return to work. Upon receipt of incomplete or invalid enabling diagnosis or suspect medical diagnosis, the Employer may, at its option and expense, direct and secure a second medical opinion from a university selected physician and authorize or refuse the sick leave based thereon.

During a leave secured pursuant to this provision, the employee may be required to submit medical progress reports concerning the illness or injury. The Employer reserves the right, at its own expense, to direct and secure a second opinion from a university selected physician during the long-term leave of absence and continue or reject authorization and utilization of paid sick leave based thereon.

Prior to return to active employment with the university an employee on long-term sick leave may, at the Employer's option, be required to secure written medical certification attesting to the employee's ability to perform the regular functions of the position.

ii. **Unanticipated Leave**

While prior notification and approval may, in extraordinary circumstances, be impossible or impracticable for every circumstance and condition enabling long-term paid sick leave, the same procedures and reciprocal rights of the Employer and the employee as outlined in 3., Authorization and Validation, b., Long-Term Leave, i., Anticipated Leave, above shall apply to unanticipated leave except that the notification to the Employer must be approved as soon as possible and to the extent possible no later than three (3) days from the occurrence of the enabling event. Approval for a long-term leave must then be secured through those procedures outlined in 3., Authorization and Validation, b., Long-Term Leave, i. Anticipated Leave, above.

c. **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.

4. **Unused Sick Leave - Retirement**

Subject to the provision of N.J.S.A. 11:14-9 and rules and regulations promulgated thereunder, a full time 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 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.

G. Maternity Leave

1. Paid Leave

An employee, upon written verification by a physician attesting to the temporary, disabling affect of pregnancy may use accumulated sick, administrative and/or vacation leave accrual to remain fully compensated during any and all disabling period(s) of pregnancy or directly caused by pregnancy.

2. Unpaid Leave

- a. An employee, otherwise eligible for paid maternity leave, who does not have or does not wish to use any accumulated paid leave, or when she has used all or part of her paid accrued leave(s), may apply for a leave of absence, without pay, for a period not to exceed ninety (90) calendar days.
- b. Upon receipt of formal application for unpaid leave of absence attributable to pregnancy, the Employer shall grant, at minimum, that period requested, not to exceed a total of ninety (90) calendar days of paid, unpaid or combined leave in any given year.
- c. Extension of unpaid leaves may be granted within the sole discretion of the Employer.

3. Procedure

To the extent possible, an employee intending to utilize the benefits of this provision, must formally notify her supervisor at least one (1) month in advance, of the commencement of the leave and one (1) month in advance of the anticipated end of such leave. Paid, accepted leaves, provided pursuant to this provision, must be secured and validated by a physician's statement, diagnosing specific pregnancy related disability and its duration. If for any reason, a specific period of time of pregnancy disability cannot be provided to the Employer by a physician, the employee must provide the Employer with continuing physician's validation of the work disabling affects of the employee's pregnancy.

4. Reinstatement

- a. Should the Employer reasonably determine that an employee's return to work might jeopardize her health or safety the Employer may require a written physician's statement certifying the employee's fitness to return to work, as a prerequisite to such

return. The Employer may, upon reasonable evidence of such jeopardy, require examination and certification for return to work by a physician of its choosing, at its expense.

- b. An employee, ready and able to return to work from a short-term leave permitted pursuant to the above provisions will be returned to her former position or an equivalent position with equivalent pay, and fringe benefits, including retirement system benefits. Accumulated seniority will be maintained and reinstated if and when necessary. A short-term leave is, in total consecutive duration, ninety (90) calendar days or less.
- c. While the Employer will make every reasonable effort to place an employee, ready and able to return from long-term maternity leave, in her former position or a comparable position, there is no entitlement to a position with the university following a long-term leave of absence. A long-term leave of absence is, in total consecutive duration, ninety-one (91) calendar days or more.
- d. The parameters on conditions pertaining to reinstatement shall not be unreasonably applied by the Employer nor abused by any employee.
- e. Accepting a position with another employer, while on a maternity leave of absence will result in forfeiture of the leave of absence and all benefits derived therefrom or maintained during said leave and immediate termination of university employment.

H. Leaves of Absence

I. 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 utilize 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.

I. 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.

J. 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 employee's receipt of official written notice of layoff due to a reduction or reorganization in the workforce, he/she 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 hold the least seniority in the same generic position classification from which the laid off employee holds greater seniority.

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 General Counsel or his/her designee, not later than seven (7) calendar days after submission by the Association. The General Counsel or his/her designee, shall, in good faith consider recommendation(s) made pursuant hereto, prior to final determination. The determination by the General Counsel 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.

K. 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.

L. 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.

M. 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.

N. **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. 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
- Salary Schedules (July 1, 1999 – June 30, 2001), Appendix B
- Promotion Policy Administration, Appendix C
- Administrative Deletion, Appendix D
- Discrimination Clause, Appendix E
- Salary Guide - Step Progression Table, Appendix F
- Step Conversion Table: Faculty, Appendix F-1
- NJIT/PSA Salary Matrices, Appendix G
- Letter of Understanding - Off Campus/Irregular Hours, Appendix H
- Letter of Understanding - Travel Reimbursement, Appendix I
- Letter of Understanding – Reserved Space Parking, Appendix J

C. Compensation Plan

1. Across-the-Board Salary Guide Adjustments

- a. There shall be a two and one half percent (2.5%) across-the-board increase to the base salaries, as of June 30, 1999, of all eligible bargaining unit members effected in the first full pay period of Fiscal Year 2000 for Twelve month employees and the first pay period of academic year 2000 for Ten month employees.
- b. There shall be a two percent (2%) across-the-board increase to the base salaries, as of June 30, 2000, of all eligible bargaining unit members effected in the first full pay period of Fiscal Year 2001 for Twelve month employees and the first pay period of academic year 2000/2001 for Ten month employees respectively. There will be an additional one and one half (1.5%) increase to the base salaries as of June 30, 2000, of all eligible bargaining unit members, effective the first full pay period after January 1, 2001 for Twelve month employees and in the first full pay period after February 1, 2001 for Ten month employees.
- c. There shall be a two percent (2%) across-the-board increase to the base salaries, as of June 30, 2001, of all eligible bargaining unit employees effected in the first full pay period of Fiscal Year 2002 for Twelve month employees and the first pay period of academic year 2001/2002 for Ten month employees respectively. There will be an additional two percent (2%) increase to the base salaries as of June 30, 2001, of all eligible bargaining unit employees effective the first full pay period after January 1, 2002 for Twelve month employees and in the first full pay period after February 1, 2002 for Ten month employees.
- d. There shall be a two percent (2%) across-the-board increase to the base salaries, as of June 30, 2002, of all eligible bargaining unit employees, effected in the first full pay period of Fiscal Year 2003 for Twelve month employees and the first pay period of academic year 2002/2003 for Ten month employees respectively. There will be an additional two and one half percent (2.5%) increase to the base salaries, as of June 30, 2002, of all eligible bargaining unit employees, effective the first pay period after January 1, 2003 for Twelve month employees and in the first full pay period after February 1, 2003 for Ten month employees.

- e. The salary guide shall be adjusted as set forth in Appendix G, 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. Effective with the last pay period of Fiscal Year 2001, each faculty member on salary range and step shall have their salary placed on the successor salary guide at the nearest higher step value to his/her salary after the across-the-board salary adjustments effected in accordance with provision "c." above. The successor salary guide represents Academic Year appointments. 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.
- f. Employees in their first year of employment are not eligible for those increases set out in "a." through "d." 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 "d." 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, 1. a. through (d.), 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 g. above and i. 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 recognized under Article II, Recognition, supra, shall be exempted from the dictates of this provision.

2. Salary Step Progression

- a. See Appendix F, Salary Guide-Step Progression Table, for quicker reference.
- b. Salary increments shall be paid to all members of the bargaining unit on a range and step eligible for such increments within the policies of the compensation plan during the first two (2) years (1999/2000 and 2000/2001) of this Agreement as follows:

1999/2000 – 2000/2001 (Years 1 and 2)

Except for those whose merit award causes step progression to land at or bypass steps set out for eighteen (18) month delays, there shall be an eighteen (18) month delay in normal step progression for members of the bargaining unit as follows:

- i. Assistant Professors – At Steps 29, 33 and 37
- ii. Associate Professors – At Steps 33 and 37
- iii. Professional Staff – At Step 37
- iv. Full Professors – No 18 Month Delays
- v. Distinguished Professors – No 18 Month Delays

All Assistant Professors, subject only to those step limitations set out in this Agreement and in accordance with compensation plan regulation, shall annually receive one (1) incremental adjustment of three (3) steps on the salary guide.

All Associate Professors, subject only to those step limitations set out in this Agreement and in accordance with compensation plan regulation, shall annually receive one (1) incremental adjustment of two (2) steps on the salary guide.

All Professional Staff, subject only to those step limitations set out in this Agreement and in accordance with compensation plan regulation, shall annually receive an incremental adjustment of one (1) step on the salary guide.

Full Professors and Distinguished Professors shall not receive any incremental adjustment on the salary guide that is not specifically attributable to merit program award or special salary action as expressly provided for herein.

2001/2002 – 2002/2003 (Years 3 and 4)

The annual increment program shall be replaced in its entirety with a merit compensation program set out below:

c. Step Progression Cap

- i. For all bargaining unit members on range and step, there shall be a maximum step limitation at each range of the controlling salary guide for each of the first two (2) years of this Agreement at Step 41 of the guide.
- ii. During the first two (2) years of this Agreement step progression above Step 39 in the bargaining unit member's range shall only be available pursuant to special salary actions as herein defined and/or merit program award as expressly provided herein.
- iii. The step progression cap shall be ninety-one (91) Steps for Faculty and 43 Steps for Professional Staff, effective, with the first full pay period of July 2001.

(1) The Step progression cap for faculty may, for both formally identified market and performance reasons be extended to one hundred (100) steps. This market/performance cap shall apply to all disciplines and each faculty rank.

(2) No more than ten percent (10%) of the faculty may occupy the extended range, exclusive of "Special Salary Actions" set out below and inclusive of placement based upon merit program award.

3. 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.

4. **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.

The Program for the first two (2) years of this Agreement is distinct from the Program for the third and fourth year of this Agreement. Therefore, the programs will be set out separately:

MERIT PROGRAM # 1

a. **(July 1999 – June 2001):**

For those faculty at the highest available step of their range, the university shall, upon further merit award, pursuant to this provision, adjust the merit recipient's range to the next available higher range and step. The cost associated with the range movement shall be chargeable to the merit pool.

For Example:

Professor X is adjusted from step 37 to step 39 following 1998/1999 Merit Award. In 1999/2000 Professor X is again awarded merit. The end of guide schedule provides for 41 steps with merit award. Professor X receives 3 steps, however, as only 2 are available, Professor X will receive a range adjustment to the next available higher range and step. If Professor X received 2 or less steps in merit, he/she would not receive a formula range adjustment in 1999/2000.

i. From the first full pay period of July 1999, through the last pay period of June 2001, salary ranges potentially available for each Academic Rank are as set out in Appendix B, Salary Schedules July 1, 1999-June 30, 2001, infra. Notwithstanding all other provisions to the contrary, all faculty holding salary step placement within the top two (2) ranges for their respective ranks shall receive incremental adjustment on the salary guide only through merit award as set out below. Therefore, there shall be no eighteen (18) month delays at any steps of the top two (2) ranges of each faculty rank.

ii. During the two (2) years of Program # 1 a stipulated pool of money shall be redistributed, in full, to eligible members of the bargaining unit as follows:

(1) **Faculty Merit Allocation**

The stipulated 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:

(a) Eighty percent (80%) of said final allocation shall be distributed to the nominated faculty as rank ordered by the Departmental Promotion and Tenure Committee, hereinafter P&T Committee. Eligible Chairs shall be added at the discretion of the Dean without altering the numerical rank ordering of the P&T Committee. Additionally, the Dean, following consultation with the Chair, may add faculty not nominated by the P&T Committee to the ranked listing but such additions must be added to the end

of the ranked listing and may not alter the numerical rank 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 and profession and merit awarding determinations shall be based upon and accompanied by written rationale tied to the university's long established performance criteria.

Merit awarding which results in salary range adjustment 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 range change.

Unless and until eighty percent (80%) of the final allocation is awarded, the rank ordered list must be utilized, without alteration, to distribute the awards. The Chair, in consultation with the Dean and Provost shall set the amount of award for each ranked faculty member until the first eighty percent (80%) of final allocation is distributed without alteration of the rank ordering. 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.

- (b) 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.

- (c) 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 stipulated merit pool shall be distributed to the university's eligible faculty.

Example:

- (i) Merit Pool = \$100,000; Eligible Faculty = 250. Department A's Eligible Faculty = 25.
- (ii) Initial Allocation to Department = \$10,000
- (iii) University Discretionary Re-allocation = less \$4,000.
- (iv) Department A's Adjusted Final Merit Pool Allocation = \$6,000.
- (v) 80% or \$4,800 in Awards shall be distributed to highest ranked and eligible faculty member(s).
- (vi) 20% or \$1,200 in Awards shall be distributed to any eligible faculty member in any department in the university.

(2) **Professional Staff Merit Allocation**

For each year of this Program, all merit compensation for Professional Staff shall be committed to the base salary of the recipient unless the recipient is, prior to or upon incomplete implementation of award, at the last step available for incremental movement. If that situation arises, NJIT shall award non-salary base cash compensation to an awardee.

The stipulated merit pool for Professional Staff shall initially be allocated on a pro rata basis to the university's functional groupings as identified by the reporting structure to the following: University President, Provost and Senior Vice President for Academic Affairs, Groups I & II (Research Center Personnel), Vice President for Academic and Student Services and Senior Vice President for Administration and Treasurer. The qualifying size of one (1) functional grouping to the total number of eligible Professional Staff shall determine the percentage of initial allocation of the merit pool.

The functional groupings' adjusted allocation policy and procedure and the guaranteed awarding formula shall be identical to the faculty allocation and awarding system and guarantees except for the following:

- (a) Each Departmental or Office Head shall provide each functional group head with a rank ordered listing of recommended and eligible Professional Staff member for formula award distribution. Where there exists intermediate, supervisory Professional Staff member between department head and functional group head, said Professional Staff member shall merge these listings into one, rank ordered listing without changing the rank order of recommendees from the departmental level but necessarily altering rank ordering of the entire group through assimilation to one list.

Example: Dean X has three (3) reporting departments with three (3) people recommended in rank order from each as follows.

<u>Dept. 1</u>	<u>Dept. 2</u>	<u>Dept. 3</u>
1. X	1. A	1. D
2. Y	2. B	2. E
3. Z	3. C	3. F

Dean X may properly assimilate the list in the following illustrative but not exhaustive manner:

Dean's listing:

1. X	4. D	7. F
2. A	5. C	8. Y
3. B	6. E	9. Z

- (b) Subject to paragraph #3. infra, where numerous reporting departments provide multiple, equivalent, rank orderings to the functional group heads, they shall, without altering the relative rank ordering of any listing, retain and exercise their prerogative to select one (1) equivalently ranked Professional Staff

member over another and to partially or fully exhaust one (1) rank ordered listing, through formula awarding, prior to selection of higher ranked Professional Staff member from a separate departmental or office rank ordered listing.

Example: Vice President A receives three (3) Departmental Rank Orderings as follows:

<u>Dept. 1</u>	<u>Dept. 2</u>	<u>Dept. 3</u>
1. X	1. B	1. E
2. Y	2. C	2. F
3. Z	3. D	3. G

If four (4) awards will exhaust the first eighty percent (80%) of rank ordered funding, the following actions, as illustrative, are all appropriate:

- (a) Awards to X, B, E & F.
- (b) Awards to X, Y, Z & E.
- (c) Awards to X, Y, E & F.

- (c) Notwithstanding provisions i & ii, concerning awarding prerogatives, immediately above, a Professional Staff member ranked first in his or her department holding three (3) or more eligible employees for two (2) successive years or either first or second in his/her intermediate reporting grouping (ie. - College of Engineering) for three (3) successive years will receive at least one (1) increment or its cash equivalent (if at step 41) in the later year.

On or before October first of the fiscal year immediately succeeding each year of this Agreement, the Professional Staff merit selection and awards, based on the previous full fiscal year's service, shall have been identified and those recipients duly notified, with supplemental notification to the Association. On or before November 1st of said years, or as soon thereafter as practicable under the circumstances, the merit awards shall be distributed.

Merit awards shall be effected, retroactive to the first full pay period of the fiscal year of review. Eligibility for merit award is based upon a minimum of one (1) year of Association represented employment in the immediately preceding fiscal year as defined in Article IX, M. Anniversary Date above.

(3) Appeal Process (Faculty)

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.

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 (1), (2) and (3) 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 (4) above. It is the appellant's burden of proof to establish the merit of his/her appeal.

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.

This appeal process shall be the exclusive process available for challenging merit awarding under the terms of this collective agreement.

(4) Merit Award Limits

- (a) Assistant Professors = 4 Steps maximum.
- (b) Associate Professors = 5 Steps maximum.
- (c) Professors = 6 Steps maximum.
- (d) Distinguished Professors = 6 Steps maximum.
- (e) Professional Staff = 5 Steps maximum.
(3 Step Equivalent Maximum in Cash)

(5) Merit Pool Funding and Stipulated Annual Pools

The Association and the Employer agree that each year's merit funding commitment shall be a stipulated amount of money based upon both (1) a formula funding ideology of salary step increment withholding and (2) a stipulated additional sum of money, based upon and owing to the merit adjusted salary base of Association represented employees, caused by merit awarding to faculty and professional staff beyond Step 39 of each Range, and by merit awarding to faculty in the top two (2) salary ranges for each rank. Should the Association and the university fail to reach formula stipulation on the pool for any year of this Agreement, the university shall fund the pool, make payment thereafter, and shall, within a reasonable period of time following formula finalization, provide an accounting to the Association.

(a) **Funding Formula**

The monetary equivalent of the following individual step increments, through Step 39 of all except the top two (2) faculty ranges on the appropriate annual salary matrix shall form the basis of the stipulated merit pool for each year of this Agreement:

- (i) Assistant Professors - 1 step
- (ii) Associate Professors - 2 steps
- (iii) Professional staff - 3 steps
- (iv) Professors - 4 steps
- (v) Distinguished Professors - 4 steps

The step equivalents identified, above are available to fund the stipulated merit pool only, when on an individualized basis, they represent the step(s) withheld from a four step annual guide progression. However, those identified steps do not result in merit pool funding where the employee's salary is at the last step available, for normal progression (39) or at less than the contractually provided number of steps per identified rank status from the last step available for normal progression. Neither is there merit pool funding from formula step accounting at the top two (2) ranges of each faculty rank as incremental movement on these ranges are not funded by the State.

Examples:

- (i) Assistant Professor is at Step 30 following 1999/2000 year. For 2000/2001, movement is to Step 33 (a hold step for normal movement). There is contribution of one (1) step to the merit pool.
- (ii) Administrator is at Step 36 following 1999/2000 year. For 2000/2001, movement is to Step 37. This movement to Step 37 generates 2 steps to the

merit pool as the end of the salary guide for normal step progression (39) interrupts full withholding.

- (iii) Professor is at Range 35 Step 41 following 1999/2000 year. For 2000/2001 Professor does not move without merit. Professor generates no merit pooling as the movement into and through Range 36 is not funded.

(b) **Stipulated Fund**

The following supplements to the formula funded merit pools shall be incorporated in the first two (2) years of this Agreement:

Faculty: Twenty percent (20%) of formula funded merit pool each year.

Professional Staff: Twelve and one half (12.5%) of formula funded merit pool each year.

(6) **Additional Considerations - Merit Program**

- (a) Application of merit award(s) shall be such that step progression is maximized.
- (b) 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., Compensation Plan, 4., Merit Program (Policy and Procedure), iii., Appeal Process (Faculty) supra.

- (c) 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 (1/2) 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 (1/2) step remaining after formula funding. Finally, 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.

MERIT PROGRAM #2

b. (July 2001 – June 2003)

i. Faculty Merit

(1) **Salary Matrix:** Commencing the first full payroll of July 2001, the Faculty Multiple Range Matrix will be eliminated in favor of a single range matrix assigned each faculty rank. Subject to C., Compensation Plan, 2. Salary Step Progression, d. iii., Step Progression Cap and C., Compensation Plan, 3. Special Salary Actions, as set out above, the salary ranges will each consist of ninety-one (91) equal steps. Advancement on the matrix will occur only through merit award.

(2) **Merit Award Limits:**

- (a) **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.

(b) **Cash Step Equivalents** – Up to a four (4) step equivalent cash award may be provided to all eligible faculty who have reached Step 91 in his/her salary range, in each year of the program.

(c) **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 2000/2001. In 2001/2002, Associate Professor X may receive up to four (4) steps to base salary and an additional four (4) steps in non-base cash award.

(3) **Merit Pool:** Specifically excluding Academic Administrators' faculty salaries, the merit pool for faculty will be set at \$375,000 for academic year (AY) 2001-2002. For AY 2002-2003 the pool 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, 2002).

(4) **Merit Allocation**

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:

- (a) Eighty percent (80%) of said final allocation shall be distributed to the nominated faculty as rank ordered by the departmental P&T Committee. The Dean, following consultation with the Chair, may add faculty not nominated by the P&T Committee to the ranked listing but such additions must be added to the end of the ranked listing and may not alter the numerical rank 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 and profession and merit awarding determinations shall be based upon and accompanied by written rationale tied to the university's long established performance criteria.

Merit awarding which results in extended step placement 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 percent (80%) of the final allocation is awarded, the rank ordered list must be utilized, without alteration, to distribute the awards. The Chair, in consultation with the Dean and Provost shall set the amount of award for each ranked faculty member until 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.

(b) 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.

(c) In any event, a minimum expenditure of forty-eight (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:

- (i) Merit Pool = \$100,000; Eligible Faculty = 250. Department A's Eligible Faculty = 25.
- (ii) Initial Allocation to Dept. = 10,000.
- (iii) University Discretionary Re-allocation = less \$4,000.
- (iv) Department A's Adjusted Final Merit Pool Allocation = \$6,000.
- (v) 80% or \$4,800 in Awards shall be distributed to highest ranked and eligible faculty member(s).

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

(5) Appeal Process

- (a) 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:
 - (i) Denial of Merit Award for three (3) successive years - and/or
 - (ii) 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
 - (iii) Irrational or capricious determination as to merit recipient selection and/or amount of award - and/or
 - (iv) Violation of the Program Procedure with substantial prejudice to the appellant established by a preponderance of the evidence.
- (b) 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.

- (c) 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.
- (d) This appeal process shall be the exclusive process available for challenging merit awarding under the terms of this collective agreement.

(6) Additional Considerations - Merit Program

- (a) 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., Merit Program # 2, i. (5), Appeal Process, immediately above.
- (b) 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 (1/2) 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 (1/2) 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.

ii. **Professional Staff Merit:**

(1) **Salary Matrix** – Commencing the first full payroll of July 2001, the forty-one (41) Step matrix shall be expanded to forty-three (43) steps. Advancement on the matrix will occur only through merit award.

(2) **Merit Award Limits:**

(a) **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.

(b) **Cash Step Equivalents** – Up to a four (4) step equivalent cash award may be provided to all eligible Professional Staff who have reached Step 43 in his/her range, in each year of the program.

(c) **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 2000/2001. In 2001/2002, Professional Staff X may receive up to three (3) steps to base salary and an additional four (4) steps in non-base cash award.

(3) **Merit Pool:**

- (a) The merit pool for Professional Staff shall be set at \$240,000 for fiscal year (FY) 2001-2002. For FY 2002-2003 the pool will 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 than \$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, 2002).

(4)

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, **Professional Staff, B. Evaluations**, above.

The procedure is as follows:

- (a) **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 following executive level groupings (Operations Committee) is to the entire base salary:

- (i) President
- (ii) Provost
- (iii) Senior Vice President for Administration and Treasurer

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.

(b) **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 Operations Committee for funding determination in accordance with the following parameters:

(i) 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:

1.) 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.

2.) 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.

3.) 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.

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

5.) All those identified in Performance-Level-5: “Inadequate-Performance Demonstrable Deficiencies” are ineligible for merit award.

- (ii) **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.
- (iii) 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.
- (iv) 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.

(v) 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.

(c) **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.

(i) **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.

(ii) 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.

- (iii) 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).

MERIT PROGRAM #3

- c. **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:
- i. **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.
 - ii. **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.
 - iii. **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), b., July 2001-June 2003 Program, i., Faculty Merit above.

iv. **Ranking and Awarding Process:** 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 1st of the year of the award.

v. **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.

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**

- a. The State Health Benefits Program is applicable to employees covered by this Agreement.

- i. The State Health Benefits Program includes Traditional Indemnity, Managed Care/Point of Service (NJ PLUS), and HMOs approved by the State Health Benefits Commission; employees will have the option on the open enrollment dates of selecting one plan. If both spouses are active State employees and eligible to participate in the State Health Benefits Program, the couple may choose only one HMO family policy.

- ii.
 - (1) The State of New Jersey Managed Care/Point of Service (NJ PLUS) will remain without any premium payment during the term of this Agreement.
 - (2) Effective July 1, 2000, employees who elect coverage in the Traditional Plan shall pay twenty-five percent (25%) of the cost of the premium of that Plan as established by the State Health Benefits Commission. The premium sharing provisions set forth in the 1995 to 1999 Agreement for the Traditional Plan shall remain in effect through June 30, 2000. The premium sharing provisions for those who elect coverage in the Traditional Plan shall remain in effect from July 1, 2000 through the term of this Agreement.
 - (3) Effective July 1, 2000, employees who elect coverage in an HMO Plan shall pay five percent (5%) of the cost of the premium of that Plan as established by the State Health Benefits Commission. The approved HMO Plans shall remain without any premium cost from July 1, 1999 through June 30, 2000. This premium sharing

provision shall remain in effect from July 1, 2000 through the term of this Agreement.

- iii. Active employees will be able to use pre-tax dollars to pay contributions to health benefits under a Section 125 premium conversion option. All contributions will be by deductions from pay.
- iv. Effective January 1, 1996, consistent with law, the State will no longer reimburse active employees or their spouses for Medicare Part B premium payments.

b. The State will extend to a maximum period of ninety (90) days the health insurance coverage for eligible employees and their covered dependents enrolled in the State Health Benefits Program upon exhaustion of such employee's accumulated sick and vacation leave and who are granted an approved sick leave without pay with the cost being paid as herein provided above.

c. In those instances where the leave of absence (or an extension of such leave) without pay is for a period of more than ninety (90) days, the employees may still prepay Health Benefits premiums at the group rate provided to the State for the coverage provided in paragraph (1) for the next two hundred seventy (270) days of the approved leave of absence following the period of ninety (90) days paid for by the State as provided in the paragraph above.

d. **Prescription Drug Program**

It is agreed that the State shall continue the Prescription Drug Benefit Program during the period of this Agreement. The Program shall be funded and administered by the State. It shall provide benefits to all eligible full-time unit employees and their eligible dependents. Each prescription required by competent medical authority for Federal legend drugs shall be paid for by the State from funds provided for the Program subject to a deductible provision which shall not exceed five dollars (\$5.00) per prescription or renewal of such prescription unless otherwise provided by legislation and shall be subject to specific procedural and administrative rules and regulations which are part of the Program.

Each employee shall be provided with an authorization and identification card, a list of the participating pharmacies in the Program and a brochure describing the details of the Program. It is further agreed that the brochure shall incorporate on its title page the joint State and Union initiatives and participation in this Program. The authorization and identification card shall include the Union identification and emblem(s). The Union shall have the opportunity to attach an explanatory letter when such cards are delivered to the employees.

e. Dental Care Program

It is agreed that the State shall continue the Dental Care Program during the period of this Agreement. The Program shall be administered by the State and shall provide benefits to all eligible full-time unit employees and their eligible dependents.

Participation in the Program shall be voluntary and a condition of participation being that each participating employee authorize a bi-weekly salary deduction not to exceed fifty percent (50%) of the cost of the type of coverage elected; e.g., individual employee only, husband and wife, parent and child or family coverage.

There shall be only one opportunity for each eligible employee to enroll and elect the type of coverage desired, and, once enrolled, continued participation shall be mandatory.

Each employee shall be provided with a brochure describing the details of the Program and enrollment information and the required forms.

Participating employees shall be provided with an identification card to be utilized when covered dental care is required.

Employees have, in addition to the Program outlined above, an option to participate in one of the current Group Dental Programs that provide services through specific dental clinics and which will continue during the term of this Agreement with the understanding that the providers comply with their contractual obligations to the State. Participation in any of the various Group Dental Programs shall be voluntary with a condition that each participating employee authorize a bi-weekly salary deduction not to exceed fifty percent (50%) of the cost of the coverage for a one (1) year period. Employees will be able to enroll in only one of the available programs or in no program at all.

f. Eye Care Program

It is agreed that the State shall continue the Eye Care Program during the period of this Agreement. The Program shall be administered by the State and shall provide benefits to all eligible full-time unit employees and their eligible dependents (spouse and unmarried children under twenty-three (23) years of age who live with the employee in a regular parent-child relationship). The extension of benefits to eligible dependents shall be effective only after the employee has been continuously employed for a minimum of sixty (60) days.

The Program shall provide for eligible full-time employees and eligible dependents as defined above to receive a Thirty-five dollar (\$35) payment for prescription eyeglasses with regular lenses and a Forty dollar (\$40) payment for such glasses and bifocal lenses.

Full-time employees and eligible dependents as defined above shall also be eligible for a maximum payment of Thirty-five dollars (\$35) or the cost, whichever is less, of an eye examination by an ophthalmologist or an optometrist.

Proper affidavit and submission of receipts are required of the employee in order to receive payment. Each eligible employee and dependent may receive only one (1) payment for glasses and one (1) payment for examinations during the period from July 1, 1999 to June 30, 2001, and one payment for glasses and one payment for examination during the period from July 1, 2001 to June 30, 2003. The forms to be filled out by the employee for payment shall identify both the State and the Union, but shall be submitted directly to the College where the employee is employed.

- g. If an employee is absent on sick leave for one-half (1/2) or more of his/her normally scheduled work days in any one (1) work month he/she shall not earn accumulated sick leave for such month.
- h. Full-time employees shall continue to be eligible for participation in the existing Temporary Disability Plan subject to the applicable rules and regulations governing the plan.
- i. 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.

The Employer shall provide literature describing the Plan as well as a required enrollment or other forms to all employees when the Plan has been established.

It is further understood that the maximum amount of deferrable income under this Plan shall be twenty-five percent (25%) or Eight Thousand dollars (\$8,000) whichever is less.

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 receipt 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)

The following parking fees shall be charged and collected through payroll deduction over the first five (5) consecutive pay periods following registration of a motor vehicle for all members of the bargaining unit desiring to park and duly registering his/her motor vehicles with the university according to published university regulation, enabling and entitling him/her to daily parking privileges on university premises:

a. **Faculty**

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.

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

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

(1) Base Salary of \$0-\$26,500 pays \$50 per semester.

(2) Base Salary of \$26,500.01-\$31,800 pays \$75 per semester.

(3) Base Salary of \$31,800.01-\$42,400 pays \$100 per semester.

(4) Base Salary of \$42,400.01-\$53,000 pays \$125 per semester.

(5) Base Salary of \$53,000.01-\$63,600 pays \$150 per semester.

(6) Base Salary of at least \$63,600.01 pays \$175 per semester.

ii. 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 will provide 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 Dollars (\$4.00) per day and no greater than Six Dollars (\$6.00) per day and utilization parameters that are economically viable and not undermining of the regular parking fee program.

Should the pay as you park system not be ready for implementation on or before Fall Semester 2002, the Association may open negotiations upon written demand to the Employer filed within sixty (60) days of the start of fall Semester 2002, and limited to the parking fee schedule for members of the bargaining unit.

ARTICLE XIV

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 XV

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 Office of Legal and Employment Affairs. 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. Intellectual Property ownership, royalty, licensing and affiliated policy issues.
- C. Conflicts of Interest Procedures.
- D. Distance Learning Policy & Procedure.
- E. 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 XVI

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, nine hundred (900) 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 to all members of the bargaining unit now employed at the university. 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 XVII

DURATION

This Agreement shall become effective July 1, 1999 and shall terminate as of June 30, 2003.

Signed this 22nd day of March, 2001.

For the Professional Staff Association,
Inc./AAUP

Robert Dresnack
Robert Dresnack, Chief Negotiator

Eugene Golub
Eugene Golub, President

Robert Lynch
Robert Lynch

Roberta Hartlaub
Roberta Hartlaub

Kevin McDermott
Kevin McDermott

Kenneth Peace
Kenneth Peace

John Wiggins
John Wiggins

John Tavantzis
John Tavantzis

Michelle Tellefsen
Michelle Tellefsen

For the Employer:

Robert H. Avery
Robert H. Avery, Chief Negotiator

Holly C. Stern
Holly C. Stern

Serena Branson
Serena Branson

Gail Weiner
Gail Weiner

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 (President) 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.

APPENDIX B

SALARY SCHEDULES JULY 1, 1999 – JUNE 30, 2001

10 Month Appointments

Multiple Range System

Assistant Professor	21-29
Associate Professor	25-33
Professor	30-37
Distinguished Professor	33-41

12 Month Appointments

Multiple Range System

Assistant Professor	24-32
Associate Professor	28-36
Professor	33-40
Distinguished Professor	36-44

APPENDIX C

PROMOTION POLICY ADMINISTRATION

The following policies apply to the administration of the multiple range salary schedule applicable to promotions effective during the term July 1, 1999 through June 30, 2001:

A. Promotion

When a member of the faculty is promoted, his/her range will be adjusted as follows: After any annual increment adjustment to which the member is entitled has been awarded, take the salary in effect immediately prior to promotion, then (1) add the amount of eight steps on the old range; then (2) beginning at Step 1 of the lowest available range, choose from 1 - 26 steps in that range that lowest step which meets or exceeds the amount determined in Step 1 above. If Step 26 of the minimum range does not meet or exceed the salary required, go to Step 18 of the next higher range and then to Step 26 of that range, continue the procedure, using Steps 18 and 26, until the salary requirement is reached. If Steps 18 and 26 are not sufficient to accommodate the salary requirements, the Step 26 limitation would not apply at the maximum available range.

(Effective July 1, 2001)

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.

APPENDIX D

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 E

DISCRIMINATION CLAUSE

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.

APPENDIX F

SALARY GUIDE - STEP PROGRESSION TABLE

Step Progression: Annual Increments and Merit Step Limitations

1999/2000 – 2000/2001

Rank	Normal Increment	Maximum Merit Steps	Maximum Available Steps
Assistant Professor	3	4	7
Associate Professor	2	5	7
Professor	0	6	6
Distinguished Professor	0	6	6
Professional Staff	1	5	6

2001/2002 – 2002/2003

Rank	Maximum Merit Steps Base (See Page 55 for Text)	Maximum Merit Steps Cash*	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

*Available, only following merit award after achieving Step 91 of the Salary Range for Faculty and Step 43 of the Salary Range for Professional Staff.

APPENDIX F-1

STEP CONVERSION TABLE: FACULTY

- I. Assistant Professor
- II. Associate Professor
- III. Professor
- IV. Distinguished Professor

Rank	Step	Grade	Salary Range
I. Assistant Professor	1	1	\$24,000 - \$26,000
	2	2	\$26,000 - \$28,000
	3	3	\$28,000 - \$30,000
	4	4	\$30,000 - \$32,000
II. Associate Professor	1	5	\$32,000 - \$34,000
	2	6	\$34,000 - \$36,000
	3	7	\$36,000 - \$38,000
	4	8	\$38,000 - \$40,000
III. Professor	1	9	\$40,000 - \$42,000
	2	10	\$42,000 - \$44,000
	3	11	\$44,000 - \$46,000
	4	12	\$46,000 - \$48,000
IV. Distinguished Professor	1	13	\$48,000 - \$50,000
	2	14	\$50,000 - \$52,000
	3	15	\$52,000 - \$54,000
	4	16	\$54,000 - \$56,000

APPENDIX F-1

STEP CONVERSION TABLE: FACULTY

I. ASSISTANT PROFESSOR

**APPENDIX F-1
1. ASSISTANT PROFESSOR
CONVERSION TABLE**

		1.50% on			1.50% on			1.50% on			1.50% on			1.50% on			1.50% on			1.50% on							
R	\$	7/8/2000 \$	7/8/2000 \$	2.0%	New	Step		\$	7/8/2000 \$	7/8/2000 \$	2.0%	New	Step		\$	7/8/2000 \$	7/8/2000 \$	2.0%	New	Step		\$	7/8/2000 \$	7/8/2000 \$	2.0%	New	Step
43	\$ 93,835.00	\$ 65,214.00	55					44	\$ 94,459.00	\$ 65,748.00	56				45	\$ 94,993.00	\$ 66,283.00	57									

APPENDIX F-1
 I. ASSISTANT PROFESSOR

CONVERSION TABLE

	S	T	S	T	S	T	S	T	S	T	S	T	S	T	S	T	S	T
RT	1.50% on		1.50% on		1.50% on		1.50% on		1.50% on		1.50% on		1.50% on		1.50% on		1.50% on	
AT	7/8/2000 \$		7/8/2000 \$		7/8/2000 \$		7/8/2000 \$		7/8/2000 \$		7/8/2000 \$		7/8/2000 \$		7/8/2000 \$		7/8/2000 \$	
MT	Jan 7, 2001	2.0%	Jan 7, 2001	2.0%	Jan 7, 2001	2.0%	Jan 7, 2001	2.0%	Jan 7, 2001	2.0%	Jan 7, 2001	2.0%	Jan 7, 2001	2.0%	Jan 7, 2001	2.0%	Jan 7, 2001	2.0%
GT	July 7, 2001	Increase	July 7, 2001	Increase	July 7, 2001	Increase	July 7, 2001	Increase	July 7, 2001	Increase	July 7, 2001	Increase	July 7, 2001	Increase	July 7, 2001	Increase	July 7, 2001	Increase
ET		New		New		New		New		New		New		New		New		New
PT		Step		Step		Step		Step		Step		Step		Step		Step		Step
A3	\$ 77,792.00		\$ 79,267.00	81	\$ 78,368.00		\$ 79,925.00	83	\$ 79,006.00		\$ 80,568.00	84						

ENDIX F-1
I. ASSISTANT PROFESSOR
CONVERSION TABLE

STEP	1.50% on	2.0%	NEW STEP	STEP	1.50% on	2.0%	NEW STEP	STEP	1.50% on	2.0%	NEW STEP	STEP	1.50% on	2.0%	NEW STEP	STEP	1.50% on	2.0%	NEW STEP										
1	\$ 53,515.00	\$ 54,585.00	35	2	\$ 54,184.00	\$ 55,268.00	36	3	\$ 54,854.00	\$ 56,951.00	37	4	\$ 55,522.00	\$ 58,832.00	38	5	\$ 56,191.00	\$ 57,315.00	40	6	\$ 56,861.00	\$ 57,898.00	41	7	\$ 57,531.00	\$ 58,692.00	43		
8	\$ 58,196.00	\$ 59,382.00	44	9	\$ 58,866.00	\$ 60,045.00	45	10	\$ 59,537.00	\$ 60,728.00	46	11	\$ 60,208.00	\$ 61,410.00	48	12	\$ 60,879.00	\$ 62,093.00	49	13	\$ 61,544.00	\$ 62,775.00	50	14	\$ 62,213.00	\$ 63,467.00	52		
15	\$ 62,882.00	\$ 64,140.00	53	16	\$ 63,552.00	\$ 64,823.00	54	17	\$ 64,220.00	\$ 65,504.00	55	18	\$ 64,889.00	\$ 66,187.00	57	19	\$ 65,559.00	\$ 66,870.00	58	20	\$ 66,228.00	\$ 67,553.00	59	21	\$ 66,897.00	\$ 68,235.00	61		
22	\$ 67,566.00	\$ 68,917.00	62	23	\$ 68,236.00	\$ 69,601.00	63	24	\$ 68,904.00	\$ 70,282.00	64	25	\$ 69,573.00	\$ 70,964.00	66	26	\$ 70,242.00	\$ 71,647.00	67	27	\$ 70,911.00	\$ 72,329.00	68	28	\$ 71,580.00	\$ 73,012.00	70		
28	\$ 72,260.00	\$ 73,695.00	71	30	\$ 72,918.00	\$ 74,377.00	72	31	\$ 73,587.00	\$ 75,059.00	73	32	\$ 74,257.00	\$ 75,742.00	75	33	\$ 74,927.00	\$ 76,426.00	76	34	\$ 75,598.00	\$ 77,108.00	77	35	\$ 76,264.00	\$ 77,789.00	79		
36	\$ 76,833.00	\$ 78,472.00	80	37	\$ 77,603.00	\$ 79,155.00	81	38	\$ 78,272.00	\$ 79,837.00	82	39	\$ 78,940.00	\$ 80,519.00	84	40	\$ 79,610.00	\$ 81,202.00	85	41	\$ 80,279.00	\$ 81,885.00	86	42	\$ 80,949.00	\$ 82,568.00	88		
43	\$ 81,618.00	\$ 83,250.00	89	44	\$ 82,287.00	\$ 83,933.00	90	45	\$ 82,956.00	\$ 84,615.00	91																		

APPENDIX F-1

STEP CONVERSION TABLE: FACULTY

II. ASSOCIATE PROFESSOR

**APPENDIX F-1
II. ASSOCIATE PROFESSOR
CONVERSION TABLE**

	S	T	E	P	S	T	E	P	S	T	E	P	S	T	E	P	S	T	E	P			
43	\$ 77,732.00	\$ 79,297.00	55	1.50% on 7/8/2000 \$	2.0%	New	Step	44	\$ 79,388.00	\$ 79,935.00	56	1.50% on 7/8/2000 \$	2.0%	New	Step	45	\$ 79,006.00	\$ 80,568.00	57	1.50% on 7/8/2000 \$	2.0%	New	Step
43	\$ 77,732.00	\$ 79,297.00	55	1.50% on 7/8/2000 \$	2.0%	New	Step	44	\$ 79,388.00	\$ 79,935.00	56	1.50% on 7/8/2000 \$	2.0%	New	Step	45	\$ 79,006.00	\$ 80,568.00	57	1.50% on 7/8/2000 \$	2.0%	New	Step

APPENDIX F-1
 II. ASSOCIATE PROFESSOR
 CONVERSION TABLE

STEP	DATE	PERCENTAGE	STEP	DATE	PERCENTAGE	STEP	DATE	PERCENTAGE	STEP	DATE	PERCENTAGE	STEP	DATE	PERCENTAGE
43	July 7, 2001	Increase	81	July 7, 2001	Increase	83	July 7, 2001	Increase	84	July 7, 2001	Increase	85	July 7, 2001	Increase
\$ 94,490.00			\$ 96,380.00			\$ 97,165.00			\$ 97,955.00			\$ 98,745.00		
44	Jan 7, 2001	2.0%	82	Jan 7, 2001	2.0%	84	Jan 7, 2001	2.0%	86	Jan 7, 2001	2.0%	87	Jan 7, 2001	2.0%
\$ 78,200.00			\$ 78,200.00			\$ 78,200.00			\$ 78,200.00			\$ 78,200.00		
45	July 7, 2001	Increase	83	July 7, 2001	Increase	85	July 7, 2001	Increase	87	July 7, 2001	Increase	89	July 7, 2001	Increase
\$ 94,490.00			\$ 96,380.00			\$ 97,165.00			\$ 97,955.00			\$ 98,745.00		
46	Jan 7, 2001	2.0%	84	Jan 7, 2001	2.0%	86	Jan 7, 2001	2.0%	88	Jan 7, 2001	2.0%	90	Jan 7, 2001	2.0%
\$ 78,200.00			\$ 78,200.00			\$ 78,200.00			\$ 78,200.00			\$ 78,200.00		
47	July 7, 2001	Increase	85	July 7, 2001	Increase	87	July 7, 2001	Increase	89	July 7, 2001	Increase	91	July 7, 2001	Increase
\$ 94,490.00			\$ 96,380.00			\$ 97,165.00			\$ 97,955.00			\$ 98,745.00		
48	Jan 7, 2001	2.0%	86	Jan 7, 2001	2.0%	88	Jan 7, 2001	2.0%	90	Jan 7, 2001	2.0%	92	Jan 7, 2001	2.0%
\$ 78,200.00			\$ 78,200.00			\$ 78,200.00			\$ 78,200.00			\$ 78,200.00		
49	July 7, 2001	Increase	87	July 7, 2001	Increase	89	July 7, 2001	Increase	91	July 7, 2001	Increase	93	July 7, 2001	Increase
\$ 94,490.00			\$ 96,380.00			\$ 97,165.00			\$ 97,955.00			\$ 98,745.00		
50	Jan 7, 2001	2.0%	88	Jan 7, 2001	2.0%	90	Jan 7, 2001	2.0%	92	Jan 7, 2001	2.0%	94	Jan 7, 2001	2.0%
\$ 78,200.00			\$ 78,200.00			\$ 78,200.00			\$ 78,200.00			\$ 78,200.00		
51	July 7, 2001	Increase	89	July 7, 2001	Increase	91	July 7, 2001	Increase	93	July 7, 2001	Increase	95	July 7, 2001	Increase
\$ 94,490.00			\$ 96,380.00			\$ 97,165.00			\$ 97,955.00			\$ 98,745.00		
52	Jan 7, 2001	2.0%	90	Jan 7, 2001	2.0%	92	Jan 7, 2001	2.0%	94	Jan 7, 2001	2.0%	96	Jan 7, 2001	2.0%
\$ 78,200.00			\$ 78,200.00			\$ 78,200.00			\$ 78,200.00			\$ 78,200.00		
53	July 7, 2001	Increase	91	July 7, 2001	Increase	93	July 7, 2001	Increase	95	July 7, 2001	Increase	97	July 7, 2001	Increase
\$ 94,490.00			\$ 96,380.00			\$ 97,165.00			\$ 97,955.00			\$ 98,745.00		
54	Jan 7, 2001	2.0%	92	Jan 7, 2001	2.0%	94	Jan 7, 2001	2.0%	96	Jan 7, 2001	2.0%	98	Jan 7, 2001	2.0%
\$ 78,200.00			\$ 78,200.00			\$ 78,200.00			\$ 78,200.00			\$ 78,200.00		
55	July 7, 2001	Increase	93	July 7, 2001	Increase	95	July 7, 2001	Increase	97	July 7, 2001	Increase	99	July 7, 2001	Increase
\$ 94,490.00			\$ 96,380.00			\$ 97,165.00			\$ 97,955.00			\$ 98,745.00		
56	Jan 7, 2001	2.0%	94	Jan 7, 2001	2.0%	96	Jan 7, 2001	2.0%	98	Jan 7, 2001	2.0%	100	Jan 7, 2001	2.0%
\$ 78,200.00			\$ 78,200.00			\$ 78,200.00			\$ 78,200.00			\$ 78,200.00		

INDEX F-1
II. ASSOCIATE PROFESSOR
CONVERSION TABLE

R A N G E	S T E P	1.50% on		S T E P	1.50% on		S T E P	1.50% on		S T E P	1.50% on		S T E P	1.50% on		S T E P	1.50% on		S T E P	1.50% on								
		7/8/2000 \$	2.0% Increase		7/8/2000 \$	2.0% Increase		7/8/2000 \$	2.0% Increase		7/8/2000 \$	2.0% Increase		7/8/2000 \$	2.0% Increase		7/8/2000 \$	2.0% Increase		7/8/2000 \$	2.0% Increase	7/8/2000 \$	2.0% Increase					
11	1	\$ 65,060.00	\$ 66,351.00	36	2	\$ 65,864.00	\$ 67,181.00	36	3	\$ 66,675.00	\$ 68,009.00	37	4	\$ 67,489.00	\$ 68,839.00	39	5	\$ 68,302.00	\$ 69,688.00	40	6	\$ 69,116.00	\$ 70,498.00	41	7	\$ 69,927.00	\$ 71,326.00	43
8	8	\$ 70,740.00	\$ 72,155.00	44	9	\$ 71,553.00	\$ 72,984.00	45	10	\$ 72,366.00	\$ 73,813.00	46	11	\$ 73,180.00	\$ 74,644.00	48	12	\$ 73,993.00	\$ 75,473.00	49	13	\$ 74,806.00	\$ 76,302.00	50	14	\$ 75,618.00	\$ 77,130.00	52
15	9	\$ 76,431.00	\$ 77,960.00	53	16	\$ 77,243.00	\$ 78,788.00	54	17	\$ 78,056.00	\$ 79,617.00	55	18	\$ 78,870.00	\$ 80,447.00	57	19	\$ 79,683.00	\$ 81,277.00	58	20	\$ 80,496.00	\$ 82,106.00	59	21	\$ 81,308.00	\$ 82,934.00	61
22	10	\$ 82,121.00	\$ 83,783.00	62	23	\$ 82,834.00	\$ 84,583.00	63	24	\$ 83,748.00	\$ 85,423.00	64	25	\$ 84,581.00	\$ 86,292.00	66	26	\$ 85,373.00	\$ 87,086.00	67	27	\$ 86,185.00	\$ 87,898.00	68	28	\$ 86,998.00	\$ 88,739.00	70
29	11	\$ 87,812.00	\$ 89,599.00	71	30	\$ 88,624.00	\$ 90,386.00	72	31	\$ 89,437.00	\$ 91,226.00	73	32	\$ 90,251.00	\$ 92,056.00	75	33	\$ 91,064.00	\$ 92,886.00	76	34	\$ 91,876.00	\$ 93,714.00	77	35	\$ 92,689.00	\$ 94,543.00	79
36	12	\$ 93,502.00	\$ 95,372.00	80	37	\$ 94,318.00	\$ 96,202.00	81	38	\$ 95,128.00	\$ 97,031.00	82	39	\$ 95,940.00	\$ 97,859.00	84	40	\$ 96,754.00	\$ 98,688.00	85	41	\$ 97,566.00	\$ 99,517.00	86	42	\$ 98,379.00	\$ 100,347.00	88
43	13	\$ 99,193.00	\$ 101,177.00	89	44	\$ 100,006.00	\$ 102,005.00	90	45	\$ 100,818.00	\$ 102,834.00	91																

APPENDIX F-1
STEP CONVERSION TABLE: FACULTY

III. PROFESSOR

ENDIX F-1
 III. PROFESSOR
 CONVERSION TABLE

R	S	1.50% on	T	1.50% on	S	1.50% on	T	1.50% on	S	1.50% on	T	1.50% on	S	1.50% on	T	1.50% on	S	1.50% on	T	1.50% on							
A	T	7/8/2000 \$	E	7/8/2000 \$	E	7/8/2000 \$	E	7/8/2000 \$	E	7/8/2000 \$	E	7/8/2000 \$	E	7/8/2000 \$	E	7/8/2000 \$	E	7/8/2000 \$	E	7/8/2000 \$							
G	P	Jan 7, 2001	New	Jan 7, 2001	New	Jan 7, 2001	New	Jan 7, 2001	New	Jan 7, 2001	New	Jan 7, 2001	New	Jan 7, 2001	New	Jan 7, 2001	New	Jan 7, 2001	New	Jan 7, 2001							
E		July 7, 2001	Step	July 7, 2001	Step	July 7, 2001	Step	July 7, 2001	Step	July 7, 2001	Step	July 7, 2001	Step	July 7, 2001	Step	July 7, 2001	Step	July 7, 2001	Step	July 7, 2001							
34	1	\$ 69,302.00	\$ 69,888.00	18	2	\$ 69,155.00	\$ 70,538.00	19	3	\$ 70,011.00	\$ 71,411.00	20	4	\$ 70,864.00	\$ 72,281.00	21	5	\$ 71,718.00	\$ 73,152.00	22	6	\$ 72,572.00	\$ 74,022.00	23	7	\$ 73,426.00	\$ 74,888.00
	8	\$ 74,280.00	\$ 75,768.00	26	9	\$ 75,135.00	\$ 76,638.00	27	10	\$ 75,989.00	\$ 77,508.00	28	11	\$ 76,843.00	\$ 78,380.00	29	12	\$ 77,698.00	\$ 79,250.00	30	13	\$ 78,551.00	\$ 80,122.00	31	14	\$ 79,405.00	\$ 80,993.00
	15	\$ 80,258.00	\$ 81,864.00	34	16	\$ 81,113.00	\$ 82,735.00	35	17	\$ 81,968.00	\$ 83,607.00	36	18	\$ 82,821.00	\$ 84,477.00	37	19	\$ 83,676.00	\$ 85,350.00	38	20	\$ 84,529.00	\$ 86,220.00	39	21	\$ 85,383.00	\$ 87,091.00
	22	\$ 86,237.00	\$ 87,982.00	42	23	\$ 87,081.00	\$ 88,833.00	43	24	\$ 87,945.00	\$ 89,704.00	44	25	\$ 88,800.00	\$ 90,576.00	45	26	\$ 89,654.00	\$ 91,447.00	46	27	\$ 90,509.00	\$ 92,318.00	47	28	\$ 91,362.00	\$ 93,188.00
	29	\$ 92,216.00	\$ 94,080.00	50	30	\$ 93,070.00	\$ 94,931.00	52	31	\$ 93,924.00	\$ 95,802.00	53	32	\$ 94,779.00	\$ 96,675.00	54	33	\$ 95,633.00	\$ 97,546.00	55	34	\$ 96,486.00	\$ 98,418.00	56	35	\$ 97,341.00	\$ 99,288.00
	36	\$ 98,198.00	\$ 100,180.00	58	37	\$ 99,050.00	\$ 101,031.00	60	38	\$ 99,902.00	\$ 101,900.00	61	39	\$ 100,756.00	\$ 102,771.00	62	40	\$ 101,610.00	\$ 103,645.00	63	41	\$ 102,465.00	\$ 104,514.00	64	42	\$ 103,319.00	\$ 105,385.00
	43	\$ 104,173.00	\$ 106,256.00	67	44	\$ 105,027.00	\$ 107,128.00	68	45	\$ 105,881.00	\$ 107,999.00	69															
	35	\$ 71,718.00	\$ 73,152.00	23	2	\$ 72,614.00	\$ 74,066.00	24	3	\$ 73,508.00	\$ 74,978.00	25	4	\$ 74,406.00	\$ 75,894.00	26	5	\$ 75,302.00	\$ 76,808.00	27	6	\$ 76,198.00	\$ 77,722.00	28	7	\$ 77,084.00	\$ 78,638.00
	8	\$ 77,990.00	\$ 79,550.00	31	9	\$ 78,885.00	\$ 80,463.00	32	10	\$ 79,782.00	\$ 81,378.00	33	11	\$ 80,678.00	\$ 82,292.00	34	12	\$ 81,573.00	\$ 83,204.00	35	13	\$ 82,469.00	\$ 84,118.00	36	14	\$ 83,366.00	\$ 85,033.00
	15	\$ 84,262.00	\$ 85,947.00	40	16	\$ 85,159.00	\$ 86,852.00	41	17	\$ 86,054.00	\$ 87,755.00	42	18	\$ 86,949.00	\$ 88,658.00	43	19	\$ 87,846.00	\$ 89,563.00	44	20	\$ 88,742.00	\$ 90,470.00	45	21	\$ 89,637.00	\$ 91,380.00
	22	\$ 90,533.00	\$ 92,344.00	48	23	\$ 91,431.00	\$ 93,260.00	49	24	\$ 92,327.00	\$ 94,174.00	51	25	\$ 93,222.00	\$ 95,088.00	52	26	\$ 94,118.00	\$ 96,000.00	53	27	\$ 95,014.00	\$ 96,914.00	54	28	\$ 95,910.00	\$ 97,828.00
	29	\$ 96,808.00	\$ 98,742.00	57	30	\$ 97,701.00	\$ 98,655.00	58	31	\$ 98,598.00	\$ 100,570.00	59	32	\$ 99,495.00	\$ 101,485.00	60	33	\$ 100,390.00	\$ 102,398.00	61	34	\$ 101,287.00	\$ 103,313.00	62	35	\$ 102,183.00	\$ 104,227.00
	36	\$ 103,079.00	\$ 105,141.00	65	37	\$ 103,976.00	\$ 106,056.00	66	38	\$ 104,870.00	\$ 106,967.00	68	39	\$ 105,767.00	\$ 107,882.00	69	40	\$ 106,664.00	\$ 108,797.00	70	41	\$ 107,559.00	\$ 109,710.00	71	42	\$ 108,457.00	\$ 110,628.00
	43	\$ 109,352.00	\$ 111,539.00	74	44	\$ 110,248.00	\$ 112,453.00	75	45	\$ 111,146.00	\$ 113,368.00	76															
	36	\$ 75,302.00	\$ 76,808.00	27	2	\$ 76,243.00	\$ 77,768.00	28	3	\$ 77,184.00	\$ 78,728.00	29	4	\$ 78,125.00	\$ 79,688.00	30	5	\$ 79,066.00	\$ 80,646.00	31	6	\$ 80,006.00	\$ 81,606.00	32	7	\$ 80,947.00	\$ 82,568.00
	8	\$ 81,888.00	\$ 83,528.00	36	9	\$ 82,829.00	\$ 84,486.00	38	10	\$ 83,769.00	\$ 85,444.00	39	11	\$ 84,710.00	\$ 86,404.00	40	12	\$ 85,650.00	\$ 87,363.00	41	13	\$ 86,592.00	\$ 88,324.00	42	14	\$ 87,533.00	\$ 89,284.00
	15	\$ 88,674.00	\$ 90,243.00	45	16	\$ 89,615.00	\$ 91,203.00	47	17	\$ 90,554.00	\$ 92,161.00	48	18	\$ 91,495.00	\$ 93,121.00	49	19	\$ 92,437.00	\$ 94,082.00	50	20	\$ 93,378.00	\$ 95,042.00	51	21	\$ 94,318.00	\$ 96,000.00
	22	\$ 95,059.00	\$ 96,860.00	54	23	\$ 95,999.00	\$ 97,818.00	55	24	\$ 96,940.00	\$ 98,778.00	57	25	\$ 97,882.00	\$ 99,840.00	58	26	\$ 98,823.00	\$ 100,799.00	59	27	\$ 99,764.00	\$ 101,759.00	60	28	\$ 100,703.00	\$ 102,717.00
	28	\$ 101,644.00	\$ 103,677.00	63	30	\$ 102,585.00	\$ 104,637.00	64	31	\$ 103,527.00	\$ 105,598.00	66	32	\$ 104,467.00	\$ 106,556.00	67	33	\$ 105,408.00	\$ 107,516.00	68	34	\$ 106,348.00	\$ 108,475.00	69	35	\$ 107,289.00	\$ 109,433.00
	36	\$ 108,231.00	\$ 110,388.00	72	37	\$ 109,172.00	\$ 111,355.00	73	38	\$ 110,113.00	\$ 112,315.00	75	39	\$ 111,052.00	\$ 113,273.00	76	40	\$ 111,994.00	\$ 114,234.00	77	41	\$ 112,934.00	\$ 115,193.00	78	42	\$ 113,878.00	\$ 116,154.00
	43	\$ 114,817.00	\$ 117,113.00	81	44	\$ 115,758.00	\$ 118,073.00	82	45	\$ 116,698.00	\$ 119,032.00	84															
	37	\$ 79,065.00	\$ 80,646.00	33	2	\$ 80,054.00	\$ 81,655.00	34	3	\$ 81,043.00	\$ 82,664.00	35	4	\$ 82,031.00	\$ 83,672.00	37	5	\$ 83,019.00	\$ 84,679.00	38	6	\$ 84,008.00	\$ 85,689.00	39	7	\$ 84,998.00	\$ 86,698.00
	8	\$ 85,985.00	\$ 87,705.00	42	9	\$ 86,973.00	\$ 88,712.00	43	10	\$ 87,963.00	\$ 89,722.00	45	11	\$ 88,950.00	\$ 90,728.00	46	12	\$ 89,938.00	\$ 91,737.00	47	13	\$ 90,928.00	\$ 92,747.00	49	14	\$ 91,915.00	\$ 93,753.00
	15	\$ 92,903.00	\$ 94,781.00	51	16	\$ 93,893.00	\$ 95,771.00	53	17	\$ 94,881.00	\$ 96,778.00	54	18	\$ 95,870.00	\$ 97,787.00	55	19	\$ 96,859.00	\$ 98,798.00	57	20	\$ 97,847.00	\$ 99,804.00	58	21	\$ 98,835.00	\$ 100,812.00
	22	\$ 99,824.00	\$ 101,820.00	61	23	\$ 100,813.00	\$ 102,829.00	62	24	\$ 101,801.00	\$ 103,837.00	63	25	\$ 102,788.00	\$ 104,844.00	65	26	\$ 103,778.00	\$ 105,854.00	66	27	\$ 104,766.00	\$ 106,861.00	67	28	\$ 105,755.00	\$ 107,870.00
	29	\$ 106,743.00	\$ 108,878.00	70	30	\$ 107,732.00	\$ 109,887.00	71	31	\$ 108,721.00	\$ 110,895.00	73	32	\$ 109,709.00	\$ 111,903.00	74	33	\$ 110,697.00	\$ 112,911.00	75	34	\$ 111,686.00	\$ 113,920.00	77	35	\$ 112,673.00	\$ 114,928.00
	36	\$ 113,662.00	\$ 115,935.00	79	37	\$ 114,651.00	\$ 116,844.00	81	38	\$ 115,639.00	\$ 117,852.00	82	39	\$ 116,627.00	\$ 118,860.00	83	40	\$ 117,616.00	\$ 119,868.00	85	41	\$ 118,604.00	\$ 120,876.00	86	42	\$ 119,592.00	\$ 121,884.00

APPENDIX F-1
 III. PROFESSOR

CONVERSION TABLE

Rate	Effective Date	Percentage Increase	Step	Rate	Effective Date	Percentage Increase	Step	Rate	Effective Date	Percentage Increase	Step	Rate	Effective Date	Percentage Increase	Step
1.50% on	7/8/2000 \$			1.50% on	7/8/2000 \$			1.50% on	7/8/2000 \$			1.50% on	7/8/2000 \$		
2.0%	Jan 7, 2001	2.0%	New	2.0%	Jan 7, 2001	2.0%	New	2.0%	Jan 7, 2001	2.0%	New	2.0%	Jan 7, 2001	2.0%	New
Increase	July 7, 2001	Increase	Step	Increase	July 7, 2001	Increase	Step	Increase	July 7, 2001	Increase	Step	Increase	July 7, 2001	Increase	Step
43	\$ 120,562.00		89	44	\$ 121,589.00		90	45	\$ 122,557.00		n/a				

APPENDIX F-1

STEP CONVERSION TABLE: FACULTY

IV. DISTINGUISHED PROFESSOR

INDEX F-1
IV. DISTINGUISHED PROFESSOR
CONVERSION TABLE

STEP	DATE	AMOUNT	PERCENTAGE	STEP	DATE	AMOUNT	PERCENTAGE	STEP	DATE	AMOUNT	PERCENTAGE
43	7/8/2000	\$ 138,570.00	1.50% on	81	7/8/2000	\$ 142,261.00	1.50% on	83	7/8/2000	\$ 144,594.00	1.50% on
	Jan 7, 2001		2.0% Increase		Jan 7, 2001		2.0% Increase		Jan 7, 2001		2.0% Increase
	July 7, 2001				July 7, 2001				July 7, 2001		
44	7/8/2000	\$ 140,713.00	1.50% on	83	7/8/2000	\$ 143,527.00	1.50% on	84	7/8/2000	\$ 144,594.00	1.50% on
	Jan 7, 2001		2.0% Increase		Jan 7, 2001		2.0% Increase		Jan 7, 2001		2.0% Increase
	July 7, 2001				July 7, 2001				July 7, 2001		
45	7/8/2000	\$ 141,857.00	1.50% on	84	7/8/2000	\$ 144,594.00	1.50% on	85	7/8/2000	\$ 144,594.00	1.50% on
	Jan 7, 2001		2.0% Increase		Jan 7, 2001		2.0% Increase		Jan 7, 2001		2.0% Increase
	July 7, 2001				July 7, 2001				July 7, 2001		

APPENDIX G

NJIT/PSA SALARY MATRICES

I. Faculty and Professional Staff

(July 11, 1999 – July 8, 2000)

(July 9, 2000 – January 6, 2001)

(January 7, 2001 – July 7, 2001)

II. Professional Staff

(July 8, 2001 – January 5, 2002)

(January 6, 2002 – July 6, 2002)

(July 7, 2002 – January 4, 2003)

(January 5, 2003 – June 30, 2003)

III. Faculty

(July 8, 2001 – January 5, 2002)

(January 6, 2002 – July 6, 2002)

(July 7, 2002 – January 4, 2003)

(January 5, 2003 – June 30, 2003)

APPENDIX G
NJIT/PSA SALARY MATRICES

I. FACULTY AND PROFESSIONAL STAFF
(July 11, 1999 – July 8, 2000)
(July 9, 2000 – January 6, 2001)
(January 7, 2001 – July 7, 2001)

APPENDIX G
NJIT/PSA Salary Matrices
I. Faculty and Professional Staff
(July 11, 1999 - July 8, 2000)

15	1	\$26,112	2	\$26,438	3	\$26,764	4	\$27,090	5	\$27,416	6	\$27,742	7	\$28,068
	8	\$28,394	9	\$28,719	10	\$29,045	11	\$29,371	12	\$29,697	13	\$30,023	14	\$30,349
	15	\$30,676	16	\$31,002	17	\$31,328	18	\$31,654	19	\$31,980	20	\$32,306	21	\$32,632
	22	\$32,958	23	\$33,284	24	\$33,610	25	\$33,936	26	\$34,262	27	\$34,588	28	\$34,915
	29	\$35,241	30	\$35,566	31	\$35,892	32	\$36,218	33	\$36,544	34	\$36,870	35	\$37,196
	36	\$37,522	37	\$37,848	38	\$38,174	39	\$38,500	40	\$38,826	41	\$39,151		

16	1	\$27,416	2	\$27,758	3	\$28,101	4	\$28,444	5	\$28,787	6	\$29,129	7	\$29,473
	8	\$29,815	9	\$30,158	10	\$30,501	11	\$30,843	12	\$31,187	13	\$31,529	14	\$31,872
	15	\$32,215	16	\$32,557	17	\$32,900	18	\$33,243	19	\$33,586	20	\$33,929	21	\$34,271
	22	\$34,614	23	\$34,957	24	\$35,300	25	\$35,642	26	\$35,986	27	\$36,328	28	\$36,670
	29	\$37,014	30	\$37,356	31	\$37,700	32	\$38,042	33	\$38,385	34	\$38,728	35	\$39,070
	36	\$39,413	37	\$39,756	38	\$40,098	39	\$40,441	40	\$40,784	41	\$41,126		

17	1	\$28,787	2	\$29,147	3	\$29,507	4	\$29,867	5	\$30,227	6	\$30,588	7	\$30,948
	8	\$31,309	9	\$31,668	10	\$32,029	11	\$32,389	12	\$32,750	13	\$33,110	14	\$33,470
	15	\$33,830	16	\$34,191	17	\$34,551	18	\$34,912	19	\$35,271	20	\$35,632	21	\$35,992
	22	\$36,353	23	\$36,712	24	\$37,072	25	\$37,433	26	\$37,793	27	\$38,154	28	\$38,513
	29	\$38,874	30	\$39,234	31	\$39,594	32	\$39,955	33	\$40,314	34	\$40,675	35	\$41,035
	36	\$41,396	37	\$41,755	38	\$42,116	39	\$42,476	40	\$42,837	41	\$43,197		

18	1	\$30,227	2	\$30,605	3	\$30,983	4	\$31,361	5	\$31,738	6	\$32,116	7	\$32,494
	8	\$32,871	9	\$33,249	10	\$33,627	11	\$34,004	12	\$34,383	13	\$34,760	14	\$35,137
	15	\$35,515	16	\$35,893	17	\$36,271	18	\$36,648	19	\$37,026	20	\$37,403	21	\$37,782
	22	\$38,159	23	\$38,537	24	\$38,914	25	\$39,292	26	\$39,670	27	\$40,048	28	\$40,425
	29	\$40,803	30	\$41,180	31	\$41,559	32	\$41,936	33	\$42,314	34	\$42,691	35	\$43,068
	36	\$43,447	37	\$43,824	38	\$44,201	39	\$44,578	40	\$44,955	41	\$45,334		

19	1	\$31,738	2	\$32,135	3	\$32,531	4	\$32,928	5	\$33,325	6	\$33,720	7	\$34,117
	8	\$34,514	9	\$34,910	10	\$35,307	11	\$35,704	12	\$36,101	13	\$36,497	14	\$36,893
	15	\$37,291	16	\$37,686	17	\$38,083	18	\$38,481	19	\$38,876	20	\$39,273	21	\$39,670
	22	\$40,066	23	\$40,463	24	\$40,860	25	\$41,255	26	\$41,652	27	\$42,049	28	\$42,445
	29	\$42,842	30	\$43,239	31	\$43,634	32	\$44,031	33	\$44,428	34	\$44,824	35	\$45,221
	36	\$45,618	37	\$46,014	38	\$46,411	39	\$46,820	40	\$47,205	41	\$47,602		

20	1	\$33,325	2	\$33,741	3	\$34,158	4	\$34,575	5	\$34,992	6	\$35,409	7	\$35,826
	8	\$36,248	9	\$36,659	10	\$37,075	11	\$37,492	12	\$37,909	13	\$38,326	14	\$38,743
	15	\$39,160	16	\$39,576	17	\$39,992	18	\$40,411	19	\$40,827	20	\$41,244	21	\$41,660
	22	\$42,077	23	\$42,493	24	\$42,912	25	\$43,328	26	\$43,745	27	\$44,161	28	\$44,578
	29	\$44,994	30	\$45,412	31	\$45,829	32	\$46,245	33	\$46,662	34	\$47,079	35	\$47,495
	36	\$47,913	37	\$48,329	38	\$48,746	39	\$49,162	40	\$49,578	41	\$49,995		

21	1	\$34,992	2	\$35,429	3	\$35,867	4	\$36,304	5	\$36,743	6	\$37,181	7	\$37,618
	8	\$38,056	9	\$38,493	10	\$38,932	11	\$39,369	12	\$39,807	13	\$40,245	14	\$40,682
	15	\$41,120	16	\$41,558	17	\$41,995	18	\$42,433	19	\$42,871	20	\$43,309	21	\$43,746
	22	\$44,184	23	\$44,622	24	\$45,060	25	\$45,498	26	\$45,935	27	\$46,373	28	\$46,811
	29	\$47,248	30	\$47,686	31	\$48,124	32	\$48,561	33	\$48,999	34	\$49,437	35	\$49,874
	36	\$50,312	37	\$50,747	38	\$51,181	39	\$51,616	40	\$52,051	41	\$52,485		

22	1	\$36,743	2	\$37,202	3	\$37,662	4	\$38,121	5	\$38,580	6	\$39,039	7	\$39,498
	8	\$39,959	9	\$40,418	10	\$40,877	11	\$41,336	12	\$41,796	13	\$42,256	14	\$42,715
	15	\$43,174	16	\$43,633	17	\$44,092	18	\$44,552	19	\$45,012	20	\$45,471	21	\$45,930
	22	\$46,389	23	\$46,850	24	\$47,309	25	\$47,767	26	\$48,227	27	\$48,686	28	\$49,146
	29	\$49,605	30	\$50,065	31	\$50,523	32	\$50,984	33	\$51,443	34	\$51,902	35	\$52,361
	36	\$52,820	37	\$53,280	38	\$53,739	39	\$54,198	40	\$54,657	41	\$55,116		

APPENDIX G

NJIT/PSA Salary Matrices

I. Faculty and Professional Staff

(July 11, 1999 - July 8, 2000)

23	1	\$38,580	2	\$39,063	3	\$39,546	4	\$40,027	5	\$40,510	6	\$40,993	7	\$41,475
	8	\$41,957	9	\$42,439	10	\$42,922	11	\$43,405	12	\$43,886	13	\$44,369	14	\$44,852
	15	\$45,335	16	\$45,816	17	\$46,299	18	\$46,781	19	\$47,264	20	\$47,747	21	\$48,228
	22	\$48,711	23	\$49,194	24	\$49,676	25	\$50,158	26	\$50,641	27	\$51,123	28	\$51,606
	29	\$52,087	30	\$52,570	31	\$53,053	32	\$53,536	33	\$54,018	34	\$54,500	35	\$54,983
	36	\$55,466	37	\$55,948	38	\$56,430	39	\$56,913	40	\$57,396	41	\$57,879		

24	1	\$40,510	2	\$41,015	3	\$41,522	4	\$42,028	5	\$42,534	6	\$43,041	7	\$43,546
	8	\$44,052	9	\$44,559	10	\$45,066	11	\$45,572	12	\$46,078	13	\$46,583	14	\$47,090
	15	\$47,596	16	\$48,102	17	\$48,609	18	\$49,115	19	\$49,621	20	\$50,128	21	\$50,633
	22	\$51,138	23	\$51,645	24	\$52,151	25	\$52,657	26	\$53,164	27	\$53,670	28	\$54,175
	29	\$54,683	30	\$55,188	31	\$55,694	32	\$56,201	33	\$56,707	34	\$57,213	35	\$57,720
	36	\$58,226	37	\$58,733	38	\$59,239	39	\$59,746	40	\$60,253	41	\$60,759		

25	1	\$42,534	2	\$43,066	3	\$43,598	4	\$44,130	5	\$44,662	6	\$45,194	7	\$45,726
	8	\$46,258	9	\$46,790	10	\$47,322	11	\$47,854	12	\$48,386	13	\$48,918	14	\$49,450
	15	\$49,982	16	\$50,514	17	\$51,046	18	\$51,578	19	\$52,110	20	\$52,642	21	\$53,174
	22	\$53,706	23	\$54,238	24	\$54,770	25	\$55,302	26	\$55,834	27	\$56,366	28	\$56,898
	29	\$57,430	30	\$57,962	31	\$58,494	32	\$59,026	33	\$59,558	34	\$60,091	35	\$60,623
	36	\$61,154	37	\$61,686	38	\$62,219	39	\$62,751	40	\$63,282	41	\$63,815		

26	1	\$44,662	2	\$45,221	3	\$45,780	4	\$46,338	5	\$46,897	6	\$47,455	7	\$48,013
	8	\$48,572	9	\$49,130	10	\$49,689	11	\$50,248	12	\$50,806	13	\$51,365	14	\$51,923
	15	\$52,482	16	\$53,041	17	\$53,599	18	\$54,158	19	\$54,716	20	\$55,274	21	\$55,833
	22	\$56,391	23	\$56,950	24	\$57,509	25	\$58,067	26	\$58,626	27	\$59,185	28	\$59,743
	29	\$60,302	30	\$60,859	31	\$61,418	32	\$61,977	33	\$62,535	34	\$63,094	35	\$63,653
	36	\$64,211	37	\$64,770	38	\$65,328	39	\$65,887	40	\$66,446	41	\$67,004		

27	1	\$46,897	2	\$47,483	3	\$48,069	4	\$48,656	5	\$49,242	6	\$49,828	7	\$50,415
	8	\$51,002	9	\$51,588	10	\$52,175	11	\$52,761	12	\$53,347	13	\$53,933	14	\$54,520
	15	\$55,107	16	\$55,693	17	\$56,280	18	\$56,866	19	\$57,452	20	\$58,039	21	\$58,625
	22	\$59,212	23	\$59,799	24	\$60,385	25	\$60,971	26	\$61,557	27	\$62,144	28	\$62,731
	29	\$63,317	30	\$63,904	31	\$64,490	32	\$65,076	33	\$65,664	34	\$66,255	35	\$66,844
	36	\$67,439	37	\$68,030	38	\$68,628	39	\$69,215	40	\$69,807	41	\$70,399		

28	1	\$49,242	2	\$49,858	3	\$50,474	4	\$51,090	5	\$51,705	6	\$52,321	7	\$52,937
	8	\$53,553	9	\$54,168	10	\$54,784	11	\$55,400	12	\$56,016	13	\$56,631	14	\$57,247
	15	\$57,863	16	\$58,478	17	\$59,094	18	\$59,710	19	\$60,326	20	\$60,942	21	\$61,557
	22	\$62,173	23	\$62,789	24	\$63,405	25	\$64,020	26	\$64,637	27	\$65,253	28	\$65,869
	29	\$66,485	30	\$67,100	31	\$67,716	32	\$68,331	33	\$68,947	34	\$69,563	35	\$70,179
	36	\$70,795	37	\$71,410	38	\$72,026	39	\$72,641	40	\$73,256	41	\$73,872		

29	1	\$51,705	2	\$52,352	3	\$52,999	4	\$53,644	5	\$54,291	6	\$54,938	7	\$55,585
	8	\$56,230	9	\$56,877	10	\$57,524	11	\$58,170	12	\$58,817	13	\$59,463	14	\$60,109
	15	\$60,756	16	\$61,403	17	\$62,048	18	\$62,695	19	\$63,342	20	\$63,988	21	\$64,634
	22	\$65,281	23	\$65,928	24	\$66,574	25	\$67,221	26	\$67,867	27	\$68,513	28	\$69,160
	29	\$69,807	30	\$70,453	31	\$71,099	32	\$71,746	33	\$72,393	34	\$73,039	35	\$73,685
	36	\$74,331	37	\$74,978	38	\$75,625	39	\$76,271	40	\$76,918	41	\$77,565		

30	1	\$54,291	2	\$54,970	3	\$55,648	4	\$56,327	5	\$57,005	6	\$57,684	7	\$58,362
	8	\$59,041	9	\$59,721	10	\$60,399	11	\$61,077	12	\$61,756	13	\$62,434	14	\$63,113
	15	\$63,792	16	\$64,470	17	\$65,149	18	\$65,828	19	\$66,506	20	\$67,185	21	\$67,863
	22	\$68,542	23	\$69,220	24	\$69,899	25	\$70,577	26	\$71,256	27	\$71,935	28	\$72,614
	29	\$73,292	30	\$73,970	31	\$74,650	32	\$75,328	33	\$76,007	34	\$76,685	35	\$77,363
	36	\$78,042	37	\$78,720	38	\$79,399	39	\$80,076	40	\$80,755	41	\$81,432		

APPENDIX G
NJIT/PSA Salary Matrices
I. Faculty and Professional Staff
(July 11, 1999 - July 8, 2000)

31	1	\$57,005	2	\$57,719	3	\$58,431	4	\$59,144	5	\$59,857	6	\$60,569	7	\$61,282
	8	\$61,995	9	\$62,708	10	\$63,421	11	\$64,133	12	\$64,847	13	\$65,559	14	\$66,272
	15	\$66,985	16	\$67,697	17	\$68,411	18	\$69,123	19	\$69,836	20	\$70,549	21	\$71,262
	22	\$71,974	23	\$72,687	24	\$73,399	25	\$74,113	26	\$74,826	27	\$75,538	28	\$76,252
	29	\$76,964	30	\$77,677	31	\$78,390	32	\$79,102	33	\$79,816	34	\$80,528	35	\$81,240
	36	\$81,953	37	\$82,666	38	\$83,379	39	\$84,092	40	\$84,804	41	\$85,518		

32	1	\$59,857	2	\$60,605	3	\$61,353	4	\$62,102	5	\$62,850	6	\$63,599	7	\$64,347
	8	\$65,096	9	\$65,844	10	\$66,592	11	\$67,340	12	\$68,090	13	\$68,838	14	\$69,586
	15	\$70,334	16	\$71,083	17	\$71,832	18	\$72,580	19	\$73,329	20	\$74,077	21	\$74,825
	22	\$75,573	23	\$76,323	24	\$77,071	25	\$77,818	26	\$78,567	27	\$79,316	28	\$80,064
	29	\$80,812	30	\$81,561	31	\$82,310	32	\$83,058	33	\$83,806	34	\$84,554	35	\$85,304
	36	\$86,052	37	\$86,800	38	\$87,548	39	\$88,297	40	\$89,045	41	\$89,793		

33	1	\$62,850	2	\$63,636	3	\$64,421	4	\$65,207	5	\$65,992	6	\$66,778	7	\$67,563
	8	\$68,348	9	\$69,133	10	\$69,919	11	\$70,705	12	\$71,491	13	\$72,276	14	\$73,061
	15	\$73,846	16	\$74,631	17	\$75,417	18	\$76,203	19	\$76,988	20	\$77,774	21	\$78,559
	22	\$79,344	23	\$80,129	24	\$80,916	25	\$81,701	26	\$82,486	27	\$83,271	28	\$84,057
	29	\$84,842	30	\$85,627	31	\$86,413	32	\$87,199	33	\$87,984	34	\$88,769	35	\$89,555
	36	\$90,340	37	\$91,126	38	\$91,911	39	\$92,696	40	\$93,482	41	\$94,267		

34	1	\$65,992	2	\$66,817	3	\$67,643	4	\$68,468	5	\$69,293	6	\$70,118	7	\$70,943
	8	\$71,768	9	\$72,594	10	\$73,419	11	\$74,244	12	\$75,069	13	\$75,895	14	\$76,720
	15	\$77,545	16	\$78,370	17	\$79,196	18	\$80,021	19	\$80,846	20	\$81,671	21	\$82,496
	22	\$83,321	23	\$84,146	24	\$84,971	25	\$85,797	26	\$86,623	27	\$87,448	28	\$88,273
	29	\$89,098	30	\$89,923	31	\$90,748	32	\$91,574	33	\$92,399	34	\$93,224	35	\$94,049
	36	\$94,875	37	\$95,700	38	\$96,524	39	\$97,349	40	\$98,176	41	\$99,000		

35	1	\$69,293	2	\$70,159	3	\$71,024	4	\$71,890	5	\$72,756	6	\$73,622	7	\$74,487
	8	\$75,353	9	\$76,218	10	\$77,084	11	\$77,950	12	\$78,815	13	\$79,680	14	\$80,547
	15	\$81,413	16	\$82,279	17	\$83,144	18	\$84,009	19	\$84,875	20	\$85,741	21	\$86,606
	22	\$87,472	23	\$88,339	24	\$89,205	25	\$90,070	26	\$90,935	27	\$91,801	28	\$92,667
	29	\$93,532	30	\$94,397	31	\$95,264	32	\$96,130	33	\$96,995	34	\$97,862	35	\$98,727
	36	\$99,593	37	\$100,459	38	\$101,324	39	\$102,190	40	\$103,057	41	\$103,922		

36	1	\$72,756	2	\$73,665	3	\$74,574	4	\$75,483	5	\$76,391	6	\$77,300	7	\$78,210
	8	\$79,119	9	\$80,028	10	\$80,936	11	\$81,845	12	\$82,754	13	\$83,664	14	\$84,573
	15	\$85,482	16	\$86,391	17	\$87,299	18	\$88,208	19	\$89,118	20	\$90,027	21	\$90,935
	22	\$91,844	23	\$92,753	24	\$93,662	25	\$94,572	26	\$95,481	27	\$96,390	28	\$97,298
	29	\$98,207	30	\$99,116	31	\$100,026	32	\$100,934	33	\$101,843	34	\$102,752	35	\$103,661
	36	\$104,571	37	\$105,480	38	\$106,389	39	\$107,297	40	\$108,207	41	\$109,115		

37	1	\$76,391	2	\$77,347	3	\$78,302	4	\$79,257	5	\$80,212	6	\$81,168	7	\$82,122
	8	\$83,077	9	\$84,032	10	\$84,988	11	\$85,942	12	\$86,897	13	\$87,853	14	\$88,807
	15	\$89,762	16	\$90,718	17	\$91,673	18	\$92,628	19	\$93,583	20	\$94,538	21	\$95,493
	22	\$96,448	23	\$97,404	24	\$98,359	25	\$99,312	26	\$100,269	27	\$101,224	28	\$102,178
	29	\$103,133	30	\$104,089	31	\$105,044	32	\$105,999	33	\$106,954	34	\$107,909	35	\$108,863
	36	\$109,819	37	\$110,774	38	\$111,728	39	\$112,683	40	\$113,638	41	\$114,593		

38	1	\$80,212	2	\$81,215	3	\$82,217	4	\$83,220	5	\$84,222	6	\$85,225	7	\$86,227
	8	\$87,230	9	\$88,232	10	\$89,234	11	\$90,237	12	\$91,239	13	\$92,242	14	\$93,245
	15	\$94,248	16	\$95,250	17	\$96,253	18	\$97,255	19	\$98,258	20	\$99,260	21	\$100,262
	22	\$101,265	23	\$102,267	24	\$103,270	25	\$104,272	26	\$105,275	27	\$106,278	28	\$107,281
	29	\$108,283	30	\$109,286	31	\$110,288	32	\$111,290	33	\$112,293	34	\$113,295	35	\$114,299
	36	\$115,300	37	\$116,304	38	\$117,325	39	\$118,332	40	\$119,344	41	\$120,353		

APPENDIX G
NJIT/PSA Salary Matrices
I. Faculty and Professional Staff
(July 11, 1999 - July 8, 2000)

39	1	\$84,222	2	\$85,275	3	\$86,328	4	\$87,380	5	\$88,433	6	\$89,487	7	\$90,539
	8	\$91,591	9	\$92,645	10	\$93,697	11	\$94,750	12	\$95,803	13	\$96,855	14	\$97,909
	15	\$98,961	16	\$100,013	17	\$101,067	18	\$102,120	19	\$103,172	20	\$104,225	21	\$105,278
	22	\$106,330	23	\$107,383	24	\$108,437	25	\$109,489	26	\$110,542	27	\$111,595	28	\$112,648
	29	\$113,701	30	\$114,753	31	\$115,806	32	\$116,859	33	\$117,912	34	\$118,965	35	\$120,017
	36	\$121,070	37	\$122,122	38	\$123,174	39	\$124,227	40	\$125,279	41	\$126,331		

40	1	\$88,433	2	\$89,539	3	\$90,643	4	\$91,749	5	\$92,854	6	\$93,960	7	\$95,065
	8	\$96,170	9	\$97,275	10	\$98,380	11	\$99,485	12	\$100,590	13	\$101,695	14	\$102,800
	15	\$103,905	16	\$105,010	17	\$106,116	18	\$107,221	19	\$108,326	20	\$109,431	21	\$110,536
	22	\$111,642	23	\$112,747	24	\$113,852	25	\$114,957	26	\$116,063	27	\$117,168	28	\$118,273
	29	\$119,378	30	\$120,484	31	\$121,589	32	\$122,694	33	\$123,798	34	\$124,903	35	\$126,009
	36	\$127,114	37	\$128,219	38	\$129,324	39	\$130,430	40	\$131,535	41	\$132,640		

41	1	\$92,855	2	\$94,015	3	\$95,176	4	\$96,337	5	\$97,498	6	\$98,659	7	\$99,820
	8	\$100,981	9	\$102,142	10	\$103,303	11	\$104,464	12	\$105,625	13	\$106,787	14	\$107,947
	15	\$109,108	16	\$110,270	17	\$111,431	18	\$112,592	19	\$113,752	20	\$114,914	21	\$116,075
	22	\$117,235	23	\$118,397	24	\$119,557	25	\$120,719	26	\$121,880	27	\$123,041	28	\$124,201
	29	\$125,363	30	\$126,524	31	\$127,685	32	\$128,846	33	\$130,007	34	\$131,168	35	\$132,330
	36	\$133,491	37	\$134,652	38	\$135,814	39	\$136,974	40	\$138,135	41	\$139,296		

42	1	\$97,497	2	\$98,716	3	\$99,934	4	\$101,154	5	\$102,373	6	\$103,592	7	\$104,811
	8	\$106,030	9	\$107,250	10	\$108,469	11	\$109,687	12	\$110,906	13	\$112,126	14	\$113,345
	15	\$114,564	16	\$115,783	17	\$117,003	18	\$118,221	19	\$119,440	20	\$120,659	21	\$121,879
	22	\$123,097	23	\$124,316	24	\$125,536	25	\$126,755	26	\$127,973	27	\$129,193	28	\$130,412
	29	\$131,631	30	\$132,850	31	\$134,072	32	\$135,288	33	\$136,507	34	\$137,727	35	\$138,946
	36	\$140,166	37	\$141,384	38	\$142,604	39	\$143,823	40	\$145,042	41	\$146,261		

43	1	\$102,372	2	\$103,652	3	\$104,931	4	\$106,212	5	\$107,492	6	\$108,771	7	\$110,052
	8	\$111,332	9	\$112,612	10	\$113,892	11	\$115,172	12	\$116,452	13	\$117,732	14	\$119,012
	15	\$120,292	16	\$121,572	17	\$122,852	18	\$124,133	19	\$125,412	20	\$126,692	21	\$127,972
	22	\$129,253	23	\$130,532	24	\$131,812	25	\$133,092	26	\$134,372	27	\$135,653	28	\$136,933
	29	\$138,212	30	\$139,492	31	\$140,772	32	\$142,053	33	\$143,333	34	\$144,613	35	\$145,893
	36	\$147,174	37	\$148,454	38	\$149,734	39	\$151,014	40	\$152,293	41	\$153,574		

44	1	\$107,491	2	\$108,835	3	\$110,178	4	\$111,522	5	\$112,866	6	\$114,210	7	\$115,554
	8	\$116,898	9	\$118,243	10	\$119,587	11	\$120,931	12	\$122,274	13	\$123,618	14	\$124,963
	15	\$126,307	16	\$127,650	17	\$128,995	18	\$130,339	19	\$131,683	20	\$133,027	21	\$134,371
	22	\$135,714	23	\$137,059	24	\$138,403	25	\$139,747	26	\$141,091	27	\$142,435	28	\$143,779
	29	\$145,123	30	\$146,467	31	\$147,811	32	\$149,155	33	\$150,499	34	\$151,845	35	\$153,188
	36	\$154,532	37	\$155,877	38	\$157,221	39	\$158,564	40	\$159,908	41	\$161,253		

APPENDIX G
NJIT/PSA Salary Matrices
I. Faculty and Professional Staff
(July 9, 2000 - January 6, 2001)

15	1	\$26,634	2	\$26,967	3	\$27,299	4	\$27,632	5	\$27,964	6	\$28,297	7	\$28,629
	8	\$28,962	9	\$29,293	10	\$29,626	11	\$29,958	12	\$30,291	13	\$30,623	14	\$30,956
	15	\$31,290	16	\$31,622	17	\$31,955	18	\$32,287	19	\$32,620	20	\$32,952	21	\$33,285
	22	\$33,617	23	\$33,950	24	\$34,282	25	\$34,615	26	\$34,947	27	\$35,280	28	\$35,613
	29	\$35,946	30	\$36,277	31	\$36,610	32	\$36,942	33	\$37,275	34	\$37,607	35	\$37,940
	36	\$38,272	37	\$38,605	38	\$38,937	39	\$39,270	40	\$39,603	41	\$39,934		

16	1	\$27,964	2	\$28,313	3	\$28,663	4	\$29,013	5	\$29,363	6	\$29,712	7	\$30,062
	8	\$30,411	9	\$30,761	10	\$31,111	11	\$31,460	12	\$31,811	13	\$32,160	14	\$32,509
	15	\$32,859	16	\$33,208	17	\$33,558	18	\$33,908	19	\$34,258	20	\$34,608	21	\$34,956
	22	\$35,306	23	\$35,656	24	\$36,006	25	\$36,355	26	\$36,706	27	\$37,055	28	\$37,403
	29	\$37,754	30	\$38,103	31	\$38,454	32	\$38,803	33	\$39,153	34	\$39,503	35	\$39,851
	36	\$40,201	37	\$40,551	38	\$40,900	39	\$41,250	40	\$41,600	41	\$41,949		

17	1	\$29,363	2	\$29,730	3	\$30,097	4	\$30,464	5	\$30,832	6	\$31,200	7	\$31,567
	8	\$31,935	9	\$32,301	10	\$32,670	11	\$33,037	12	\$33,405	13	\$33,772	14	\$34,139
	15	\$34,507	16	\$34,875	17	\$35,242	18	\$35,610	19	\$35,976	20	\$36,345	21	\$36,712
	22	\$37,080	23	\$37,446	24	\$37,813	25	\$38,182	26	\$38,549	27	\$38,917	28	\$39,283
	29	\$39,651	30	\$40,019	31	\$40,386	32	\$40,754	33	\$41,120	34	\$41,489	35	\$41,856
	36	\$42,224	37	\$42,590	38	\$42,958	39	\$43,326	40	\$43,694	41	\$44,061		

18	1	\$30,832	2	\$31,217	3	\$31,603	4	\$31,988	5	\$32,373	6	\$32,758	7	\$33,144
	8	\$33,528	9	\$33,914	10	\$34,300	11	\$34,684	12	\$35,071	13	\$35,455	14	\$35,840
	15	\$36,225	16	\$36,611	17	\$36,996	18	\$37,381	19	\$37,767	20	\$38,151	21	\$38,538
	22	\$38,922	23	\$39,308	24	\$39,692	25	\$40,078	26	\$40,463	27	\$40,849	28	\$41,234
	29	\$41,619	30	\$42,004	31	\$42,390	32	\$42,775	33	\$43,160	34	\$43,545	35	\$43,929
	36	\$44,316	37	\$44,700	38	\$45,085	39	\$45,470	40	\$45,854	41	\$46,241		

19	1	\$32,373	2	\$32,778	3	\$33,182	4	\$33,587	5	\$33,992	6	\$34,394	7	\$34,799
	8	\$35,204	9	\$35,608	10	\$36,013	11	\$36,418	12	\$36,823	13	\$37,227	14	\$37,631
	15	\$38,037	16	\$38,440	17	\$38,845	18	\$39,251	19	\$39,654	20	\$40,058	21	\$40,463
	22	\$40,867	23	\$41,272	24	\$41,677	25	\$42,080	26	\$42,485	27	\$42,890	28	\$43,294
	29	\$43,699	30	\$44,104	31	\$44,507	32	\$44,912	33	\$45,317	34	\$45,720	35	\$46,125
	36	\$46,530	37	\$46,934	38	\$47,339	39	\$47,756	40	\$48,149	41	\$48,554		

20	1	\$33,992	2	\$34,416	3	\$34,841	4	\$35,267	5	\$35,692	6	\$36,117	7	\$36,543
	8	\$36,973	9	\$37,392	10	\$37,817	11	\$38,242	12	\$38,667	13	\$39,093	14	\$39,518
	15	\$39,943	16	\$40,368	17	\$40,792	18	\$41,219	19	\$41,644	20	\$42,069	21	\$42,493
	22	\$42,919	23	\$43,343	24	\$43,770	25	\$44,195	26	\$44,620	27	\$45,044	28	\$45,470
	29	\$45,894	30	\$46,320	31	\$46,746	32	\$47,170	33	\$47,595	34	\$48,021	35	\$48,445
	36	\$48,871	37	\$49,296	38	\$49,721	39	\$50,145	40	\$50,570	41	\$50,995		

21	1	\$35,692	2	\$36,138	3	\$36,584	4	\$37,030	5	\$37,478	6	\$37,925	7	\$38,370
	8	\$38,817	9	\$39,263	10	\$39,711	11	\$40,156	12	\$40,603	13	\$41,050	14	\$41,496
	15	\$41,942	16	\$42,389	17	\$42,835	18	\$43,282	19	\$43,728	20	\$44,175	21	\$44,621
	22	\$45,068	23	\$45,514	24	\$45,961	25	\$46,408	26	\$46,854	27	\$47,300	28	\$47,747
	29	\$48,193	30	\$48,640	31	\$49,086	32	\$49,532	33	\$49,979	34	\$50,426	35	\$50,871
	36	\$51,318	37	\$51,762	38	\$52,205	39	\$52,648	40	\$53,092	41	\$53,535		

22	1	\$37,478	2	\$37,946	3	\$38,415	4	\$38,883	5	\$39,352	6	\$39,820	7	\$40,288
	8	\$40,758	9	\$41,226	10	\$41,695	11	\$42,163	12	\$42,632	13	\$43,101	14	\$43,569
	15	\$44,037	16	\$44,506	17	\$44,974	18	\$45,443	19	\$45,912	20	\$46,380	21	\$46,849
	22	\$47,317	23	\$47,787	24	\$48,255	25	\$48,722	26	\$49,192	27	\$49,660	28	\$50,129
	29	\$50,597	30	\$51,066	31	\$51,533	32	\$52,004	33	\$52,472	34	\$52,940	35	\$53,408
	36	\$53,876	37	\$54,346	38	\$54,814	39	\$55,282	40	\$55,750	41	\$56,218		

APPENDIX G
NJIT/PSA Salary Matrices
I. Faculty and Professional Staff
(July 9, 2000 - January 6, 2001)

23	1	\$39,352	2	\$39,844	3	\$40,337	4	\$40,828	5	\$41,320	6	\$41,813	7	\$42,305
	8	\$42,796	9	\$43,288	10	\$43,780	11	\$44,273	12	\$44,764	13	\$45,256	14	\$45,749
	15	\$46,242	16	\$46,732	17	\$47,225	18	\$47,717	19	\$48,209	20	\$48,702	21	\$49,193
	22	\$49,685	23	\$50,178	24	\$50,670	25	\$51,161	26	\$51,654	27	\$52,145	28	\$52,638
	29	\$53,129	30	\$53,621	31	\$54,114	32	\$54,607	33	\$55,098	34	\$55,590	35	\$56,083
	36	\$56,575	37	\$57,067	38	\$57,559	39	\$58,051	40	\$58,544	41	\$59,037		

24	1	\$41,320	2	\$41,835	3	\$42,352	4	\$42,869	5	\$43,385	6	\$43,902	7	\$44,417
	8	\$44,933	9	\$45,450	10	\$45,967	11	\$46,483	12	\$47,000	13	\$47,515	14	\$48,032
	15	\$48,548	16	\$49,064	17	\$49,581	18	\$50,097	19	\$50,613	20	\$51,131	21	\$51,646
	22	\$52,161	23	\$52,678	24	\$53,194	25	\$53,710	26	\$54,227	27	\$54,743	28	\$55,259
	29	\$55,777	30	\$56,292	31	\$56,808	32	\$57,325	33	\$57,841	34	\$58,357	35	\$58,874
	36	\$59,391	37	\$59,908	38	\$60,424	39	\$60,941	40	\$61,458	41	\$61,974		

25	1	\$43,385	2	\$43,927	3	\$44,470	4	\$45,013	5	\$45,555	6	\$46,098	7	\$46,641
	8	\$47,183	9	\$47,726	10	\$48,268	11	\$48,811	12	\$49,354	13	\$49,896	14	\$50,439
	15	\$50,982	16	\$51,524	17	\$52,067	18	\$52,610	19	\$53,152	20	\$53,695	21	\$54,237
	22	\$54,780	23	\$55,323	24	\$55,865	25	\$56,408	26	\$56,951	27	\$57,493	28	\$58,036
	29	\$58,579	30	\$59,121	31	\$59,664	32	\$60,207	33	\$60,749	34	\$61,293	35	\$61,835
	36	\$62,377	37	\$62,920	38	\$63,463	39	\$64,006	40	\$64,548	41	\$65,091		

26	1	\$45,555	2	\$46,125	3	\$46,696	4	\$47,265	5	\$47,835	6	\$48,404	7	\$48,973
	8	\$49,543	9	\$50,113	10	\$50,683	11	\$51,253	12	\$51,822	13	\$52,392	14	\$52,961
	15	\$53,532	16	\$54,102	17	\$54,671	18	\$55,241	19	\$55,810	20	\$56,379	21	\$56,950
	22	\$57,519	23	\$58,089	24	\$58,659	25	\$59,228	26	\$59,799	27	\$60,369	28	\$60,938
	29	\$61,508	30	\$62,076	31	\$62,646	32	\$63,217	33	\$63,786	34	\$64,356	35	\$64,926
	36	\$65,495	37	\$66,065	38	\$66,635	39	\$67,205	40	\$67,775	41	\$68,344		

27	1	\$47,835	2	\$48,433	3	\$49,030	4	\$49,629	5	\$50,227	6	\$50,825	7	\$51,423
	8	\$52,022	9	\$52,620	10	\$53,219	11	\$53,816	12	\$54,414	13	\$55,012	14	\$55,610
	15	\$56,209	16	\$56,807	17	\$57,406	18	\$58,003	19	\$58,601	20	\$59,200	21	\$59,798
	22	\$60,396	23	\$60,995	24	\$61,593	25	\$62,190	26	\$62,788	27	\$63,387	28	\$63,986
	29	\$64,583	30	\$65,182	31	\$65,780	32	\$66,378	33	\$66,977	34	\$67,580	35	\$68,181
	36	\$68,788	37	\$69,391	38	\$70,001	39	\$70,599	40	\$71,203	41	\$71,807		

28	1	\$50,227	2	\$50,855	3	\$51,483	4	\$52,112	5	\$52,739	6	\$53,367	7	\$53,996
	8	\$54,624	9	\$55,251	10	\$55,880	11	\$56,508	12	\$57,136	13	\$57,764	14	\$58,392
	15	\$59,020	16	\$59,648	17	\$60,276	18	\$60,904	19	\$61,533	20	\$62,161	21	\$62,788
	22	\$63,416	23	\$64,045	24	\$64,673	25	\$65,300	26	\$65,930	27	\$66,558	28	\$67,186
	29	\$67,815	30	\$68,442	31	\$69,070	32	\$69,698	33	\$70,326	34	\$70,954	35	\$71,583
	36	\$72,211	37	\$72,838	38	\$73,467	39	\$74,094	40	\$74,721	41	\$75,349		

29	1	\$52,739	2	\$53,399	3	\$54,059	4	\$54,717	5	\$55,377	6	\$56,037	7	\$56,697
	8	\$57,355	9	\$58,015	10	\$58,674	11	\$59,333	12	\$59,993	13	\$60,652	14	\$61,311
	15	\$61,971	16	\$62,631	17	\$63,289	18	\$63,949	19	\$64,609	20	\$65,268	21	\$65,927
	22	\$66,587	23	\$67,247	24	\$67,905	25	\$68,565	26	\$69,224	27	\$69,883	28	\$70,543
	29	\$71,203	30	\$71,862	31	\$72,521	32	\$73,181	33	\$73,841	34	\$74,500	35	\$75,159
	36	\$75,818	37	\$76,478	38	\$77,138	39	\$77,796	40	\$78,456	41	\$79,116		

30	1	\$55,377	2	\$56,069	3	\$56,761	4	\$57,454	5	\$58,145	6	\$58,838	7	\$59,529
	8	\$60,222	9	\$60,915	10	\$61,607	11	\$62,299	12	\$62,991	13	\$63,683	14	\$64,375
	15	\$65,068	16	\$65,759	17	\$66,452	18	\$67,145	19	\$67,836	20	\$68,529	21	\$69,220
	22	\$69,913	23	\$70,604	24	\$71,297	25	\$71,989	26	\$72,681	27	\$73,374	28	\$74,066
	29	\$74,758	30	\$75,449	31	\$76,143	32	\$76,835	33	\$77,527	34	\$78,219	35	\$78,910
	36	\$79,603	37	\$80,294	38	\$80,987	39	\$81,678	40	\$82,370	41	\$83,061		

APPENDIX G
NJIT/PSA Salary Matrices
I. Faculty and Professional Staff
(July 9, 2000 - January 6, 2001)

31	1	\$58,145	2	\$58,873	3	\$59,600	4	\$60,327	5	\$61,054	6	\$61,780	7	\$62,508
	8	\$63,235	9	\$63,962	10	\$64,689	11	\$65,416	12	\$66,144	13	\$66,870	14	\$67,597
	15	\$68,325	16	\$69,051	17	\$69,779	18	\$70,505	19	\$71,233	20	\$71,960	21	\$72,687
	22	\$73,413	23	\$74,141	24	\$74,867	25	\$75,595	26	\$76,323	27	\$77,049	28	\$77,777
	29	\$78,503	30	\$79,231	31	\$79,958	32	\$80,684	33	\$81,412	34	\$82,139	35	\$82,865
	36	\$83,592	37	\$84,319	38	\$85,047	39	\$85,774	40	\$86,500	41	\$87,228		

32	1	\$61,054	2	\$61,817	3	\$62,580	4	\$63,344	5	\$64,107	6	\$64,871	7	\$65,634
	8	\$66,398	9	\$67,161	10	\$67,924	11	\$68,687	12	\$69,452	13	\$70,215	14	\$70,978
	15	\$71,741	16	\$72,505	17	\$73,269	18	\$74,032	19	\$74,796	20	\$75,559	21	\$76,322
	22	\$77,084	23	\$77,849	24	\$78,612	25	\$79,374	26	\$80,138	27	\$80,902	28	\$81,665
	29	\$82,428	30	\$83,192	31	\$83,956	32	\$84,719	33	\$85,482	34	\$86,245	35	\$87,010
	36	\$87,773	37	\$88,536	38	\$89,299	39	\$90,063	40	\$90,826	41	\$91,589		

33	1	\$64,107	2	\$64,909	3	\$65,709	4	\$66,511	5	\$67,312	6	\$68,114	7	\$68,914
	8	\$69,715	9	\$70,516	10	\$71,317	11	\$72,119	12	\$72,921	13	\$73,722	14	\$74,522
	15	\$75,323	16	\$76,124	17	\$76,925	18	\$77,727	19	\$78,528	20	\$79,329	21	\$80,130
	22	\$80,931	23	\$81,732	24	\$82,534	25	\$83,335	26	\$84,136	27	\$84,936	28	\$85,738
	29	\$86,539	30	\$87,340	31	\$88,141	32	\$88,943	33	\$89,744	34	\$90,544	35	\$91,346
	36	\$92,147	37	\$92,949	38	\$93,749	39	\$94,550	40	\$95,352	41	\$96,152		

34	1	\$67,312	2	\$68,153	3	\$68,996	4	\$69,837	5	\$70,679	6	\$71,520	7	\$72,362
	8	\$73,203	9	\$74,046	10	\$74,887	11	\$75,729	12	\$76,570	13	\$77,413	14	\$78,254
	15	\$79,096	16	\$79,937	17	\$80,780	18	\$81,621	19	\$82,463	20	\$83,304	21	\$84,146
	22	\$84,987	23	\$85,829	24	\$86,670	25	\$87,513	26	\$88,355	27	\$89,197	28	\$90,038
	29	\$90,880	30	\$91,721	31	\$92,563	32	\$93,405	33	\$94,247	34	\$95,088	35	\$95,930
	36	\$96,773	37	\$97,614	38	\$98,454	39	\$99,296	40	\$100,140	41	\$100,980		

35	1	\$70,679	2	\$71,562	3	\$72,444	4	\$73,328	5	\$74,211	6	\$75,094	7	\$75,977
	8	\$76,860	9	\$77,742	10	\$78,626	11	\$79,509	12	\$80,391	13	\$81,274	14	\$82,158
	15	\$83,041	16	\$83,925	17	\$84,807	18	\$85,689	19	\$86,573	20	\$87,456	21	\$88,338
	22	\$89,221	23	\$90,106	24	\$90,989	25	\$91,871	26	\$92,754	27	\$93,637	28	\$94,520
	29	\$95,403	30	\$96,285	31	\$97,169	32	\$98,053	33	\$98,935	34	\$99,819	35	\$100,702
	36	\$101,585	37	\$102,468	38	\$103,350	39	\$104,234	40	\$105,118	41	\$106,000		

36	1	\$74,211	2	\$75,138	3	\$76,065	4	\$76,993	5	\$77,919	6	\$78,846	7	\$79,774
	8	\$80,701	9	\$81,629	10	\$82,555	11	\$83,482	12	\$84,409	13	\$85,337	14	\$86,264
	15	\$87,192	16	\$88,119	17	\$89,045	18	\$89,972	19	\$90,900	20	\$91,828	21	\$92,754
	22	\$93,681	23	\$94,608	24	\$95,535	25	\$96,463	26	\$97,391	27	\$98,318	28	\$99,244
	29	\$100,171	30	\$101,098	31	\$102,027	32	\$102,953	33	\$103,880	34	\$104,807	35	\$105,734
	36	\$106,662	37	\$107,590	38	\$108,517	39	\$109,443	40	\$110,371	41	\$111,297		

37	1	\$77,919	2	\$78,894	3	\$79,868	4	\$80,842	5	\$81,816	6	\$82,791	7	\$83,764
	8	\$84,739	9	\$85,713	10	\$86,688	11	\$87,661	12	\$88,635	13	\$89,610	14	\$90,583
	15	\$91,557	16	\$92,532	17	\$93,506	18	\$94,481	19	\$95,455	20	\$96,429	21	\$97,403
	22	\$98,377	23	\$99,352	24	\$100,326	25	\$101,298	26	\$102,274	27	\$103,248	28	\$104,222
	29	\$105,196	30	\$106,171	31	\$107,145	32	\$108,119	33	\$109,093	34	\$110,067	35	\$111,040
	36	\$112,015	37	\$112,989	38	\$113,963	39	\$114,937	40	\$115,911	41	\$116,885		

38	1	\$81,816	2	\$82,839	3	\$83,861	4	\$84,884	5	\$85,906	6	\$86,930	7	\$87,952
	8	\$88,975	9	\$89,997	10	\$91,019	11	\$92,042	12	\$93,064	13	\$94,087	14	\$95,110
	15	\$96,133	16	\$97,155	17	\$98,178	18	\$99,200	19	\$100,223	20	\$101,245	21	\$102,267
	22	\$103,290	23	\$104,312	24	\$105,335	25	\$106,357	26	\$107,381	27	\$108,404	28	\$109,427
	29	\$110,449	30	\$111,472	31	\$112,494	32	\$113,516	33	\$114,539	34	\$115,561	35	\$116,585
	36	\$117,606	37	\$118,630	38	\$119,652	39	\$120,679	40	\$121,731	41	\$122,760		

APPENDIX G
NJIT/PSA Salary Matrices
I. Faculty and Professional Staff
(July 9, 2000 - January 6, 2001)

39	1	\$85,906	2	\$86,981	3	\$88,055	4	\$89,128	5	\$90,202	6	\$91,277	7	\$92,350
	8	\$93,423	9	\$94,498	10	\$95,571	11	\$96,645	12	\$97,719	13	\$98,792	14	\$99,867
	15	\$100,940	16	\$102,013	17	\$103,088	18	\$104,162	19	\$105,235	20	\$106,310	21	\$107,384
	22	\$108,457	23	\$109,531	24	\$110,606	25	\$111,679	26	\$112,753	27	\$113,827	28	\$114,901
	29	\$115,975	30	\$117,048	31	\$118,122	32	\$119,196	33	\$120,270	34	\$121,344	35	\$122,417
	36	\$123,491	37	\$124,564	38	\$125,637	39	\$126,712	40	\$127,785	41	\$128,858		

40	1	\$90,202	2	\$91,330	3	\$92,456	4	\$93,584	5	\$94,711	6	\$95,839	7	\$96,966
	8	\$98,093	9	\$99,221	10	\$100,348	11	\$101,475	12	\$102,602	13	\$103,729	14	\$104,856
	15	\$105,983	16	\$107,110	17	\$108,238	18	\$109,365	19	\$110,493	20	\$111,620	21	\$112,747
	22	\$113,875	23	\$115,002	24	\$116,129	25	\$117,256	26	\$118,384	27	\$119,511	28	\$120,638
	29	\$121,766	30	\$122,894	31	\$124,021	32	\$125,148	33	\$126,274	34	\$127,401	35	\$128,529
	36	\$129,656	37	\$130,783	38	\$131,910	39	\$133,039	40	\$134,166	41	\$135,293		

41	1	\$94,712	2	\$95,895	3	\$97,080	4	\$98,264	5	\$99,448	6	\$100,632	7	\$101,816
	8	\$103,001	9	\$104,185	10	\$105,369	11	\$106,553	12	\$107,738	13	\$108,923	14	\$110,106
	15	\$111,290	16	\$112,475	17	\$113,660	18	\$114,844	19	\$116,027	20	\$117,212	21	\$118,397
	22	\$119,580	23	\$120,765	24	\$121,948	25	\$123,133	26	\$124,318	27	\$125,502	28	\$126,685
	29	\$127,870	30	\$129,054	31	\$130,239	32	\$131,423	33	\$132,607	34	\$133,791	35	\$134,977
	36	\$136,161	37	\$137,345	38	\$138,530	39	\$139,713	40	\$140,898	41	\$142,082		

42	1	\$99,447	2	\$100,690	3	\$101,933	4	\$103,177	5	\$104,420	6	\$105,664	7	\$106,907
	8	\$108,151	9	\$109,395	10	\$110,638	11	\$111,881	12	\$113,124	13	\$114,369	14	\$115,612
	15	\$116,855	16	\$118,099	17	\$119,343	18	\$120,585	19	\$121,829	20	\$123,072	21	\$124,317
	22	\$125,559	23	\$126,802	24	\$128,047	25	\$129,290	26	\$130,532	27	\$131,777	28	\$133,020
	29	\$134,264	30	\$135,507	31	\$136,753	32	\$137,994	33	\$139,237	34	\$140,482	35	\$141,725
	36	\$142,969	37	\$144,212	38	\$145,456	39	\$146,699	40	\$147,943	41	\$149,186		

43	1	\$104,419	2	\$105,725	3	\$107,030	4	\$108,336	5	\$109,642	6	\$110,946	7	\$112,253
	8	\$113,559	9	\$114,864	10	\$116,170	11	\$117,475	12	\$118,781	13	\$120,087	14	\$121,392
	15	\$122,698	16	\$124,003	17	\$125,309	18	\$126,616	19	\$127,920	20	\$129,226	21	\$130,531
	22	\$131,838	23	\$133,143	24	\$134,448	25	\$135,754	26	\$137,059	27	\$138,366	28	\$139,672
	29	\$140,976	30	\$142,282	31	\$143,587	32	\$144,894	33	\$146,200	34	\$147,505	35	\$148,811
	36	\$150,117	37	\$151,423	38	\$152,729	39	\$154,034	40	\$155,339	41	\$156,645		

44	1	\$109,641	2	\$111,012	3	\$112,382	4	\$113,752	5	\$115,123	6	\$116,494	7	\$117,865
	8	\$119,236	9	\$120,608	10	\$121,979	11	\$123,350	12	\$124,719	13	\$126,090	14	\$127,462
	15	\$128,833	16	\$130,203	17	\$131,575	18	\$132,946	19	\$134,317	20	\$135,688	21	\$137,058
	22	\$138,428	23	\$139,800	24	\$141,171	25	\$142,542	26	\$143,913	27	\$145,284	28	\$146,655
	29	\$148,025	30	\$149,396	31	\$150,767	32	\$152,138	33	\$153,509	34	\$154,882	35	\$156,252
	36	\$157,623	37	\$158,995	38	\$160,365	39	\$161,735	40	\$163,106	41	\$164,478		

APPENDIX G
NJIT/PSA Salary Matrices
I. Faculty and Professional Staff
(January 7, 2001 - July 7, 2001)

15	1	\$27,026	2	\$27,364	3	\$27,700	4	\$28,038	5	\$28,375	6	\$28,713	7	\$29,050
	8	\$29,388	9	\$29,724	10	\$30,062	11	\$30,399	12	\$30,736	13	\$31,073	14	\$31,411
	15	\$31,750	16	\$32,087	17	\$32,425	18	\$32,762	19	\$33,100	20	\$33,437	21	\$33,774
	22	\$34,111	23	\$34,449	24	\$34,786	25	\$35,124	26	\$35,461	27	\$35,799	28	\$36,137
	29	\$36,475	30	\$36,810	31	\$37,148	32	\$37,485	33	\$37,823	34	\$38,160	35	\$38,498
	36	\$38,835	37	\$39,173	38	\$39,510	39	\$39,848	40	\$40,185	41	\$40,521		

16	1	\$28,375	2	\$28,729	3	\$29,085	4	\$29,440	5	\$29,795	6	\$30,149	7	\$30,504
	8	\$30,858	9	\$31,213	10	\$31,569	11	\$31,923	12	\$32,279	13	\$32,633	14	\$32,987
	15	\$33,342	16	\$33,696	17	\$34,052	18	\$34,407	19	\$34,762	20	\$35,117	21	\$35,470
	22	\$35,825	23	\$36,180	24	\$36,536	25	\$36,890	26	\$37,246	27	\$37,600	28	\$37,953
	29	\$38,309	30	\$38,663	31	\$39,020	32	\$39,374	33	\$39,729	34	\$40,084	35	\$40,437
	36	\$40,792	37	\$41,147	38	\$41,501	39	\$41,857	40	\$42,212	41	\$42,566		

17	1	\$29,795	2	\$30,167	3	\$30,540	4	\$30,912	5	\$31,285	6	\$31,659	7	\$32,031
	8	\$32,405	9	\$32,776	10	\$33,150	11	\$33,523	12	\$33,896	13	\$34,269	14	\$34,641
	15	\$35,014	16	\$35,388	17	\$35,760	18	\$36,134	19	\$36,505	20	\$36,879	21	\$37,252
	22	\$37,625	23	\$37,997	24	\$38,369	25	\$38,743	26	\$39,116	27	\$39,489	28	\$39,861
	29	\$40,234	30	\$40,608	31	\$40,980	32	\$41,353	33	\$41,725	34	\$42,099	35	\$42,472
	36	\$42,845	37	\$43,216	38	\$43,590	39	\$43,963	40	\$44,337	41	\$44,709		

18	1	\$31,285	2	\$31,676	3	\$32,068	4	\$32,458	5	\$32,849	6	\$33,240	7	\$33,631
	8	\$34,021	9	\$34,413	10	\$34,804	11	\$35,194	12	\$35,587	13	\$35,976	14	\$36,367
	15	\$36,758	16	\$37,149	17	\$37,540	18	\$37,931	19	\$38,322	20	\$38,712	21	\$39,105
	22	\$39,494	23	\$39,886	24	\$40,276	25	\$40,667	26	\$41,058	27	\$41,450	28	\$41,840
	29	\$42,231	30	\$42,622	31	\$43,013	32	\$43,404	33	\$43,795	34	\$44,185	35	\$44,575
	36	\$44,968	37	\$45,357	38	\$45,748	39	\$46,139	40	\$46,528	41	\$46,921		

19	1	\$32,849	2	\$33,260	3	\$33,670	4	\$34,081	5	\$34,492	6	\$34,900	7	\$35,311
	8	\$35,722	9	\$36,132	10	\$36,543	11	\$36,954	12	\$37,365	13	\$37,774	14	\$38,184
	15	\$38,596	16	\$39,005	17	\$39,416	18	\$39,828	19	\$40,237	20	\$40,647	21	\$41,058
	22	\$41,468	23	\$41,879	24	\$42,290	25	\$42,699	26	\$43,110	27	\$43,521	28	\$43,931
	29	\$44,342	30	\$44,753	31	\$45,162	32	\$45,572	33	\$45,983	34	\$46,392	35	\$46,803
	36	\$47,214	37	\$47,624	38	\$48,035	39	\$48,445	40	\$48,857	41	\$49,268		

20	1	\$34,492	2	\$34,922	3	\$35,353	4	\$35,786	5	\$36,217	6	\$36,648	7	\$37,080
	8	\$37,517	9	\$37,942	10	\$38,373	11	\$38,804	12	\$39,236	13	\$39,668	14	\$40,099
	15	\$40,530	16	\$40,962	17	\$41,392	18	\$41,825	19	\$42,256	20	\$42,688	21	\$43,118
	22	\$43,550	23	\$43,980	24	\$44,414	25	\$44,845	26	\$45,276	27	\$45,706	28	\$46,139
	29	\$46,569	30	\$47,001	31	\$47,433	32	\$47,864	33	\$48,295	34	\$48,727	35	\$49,157
	36	\$49,590	37	\$50,021	38	\$50,452	39	\$50,882	40	\$51,314	41	\$51,745		

21	1	\$36,217	2	\$36,669	3	\$37,122	4	\$37,575	5	\$38,029	6	\$38,483	7	\$38,934
	8	\$39,388	9	\$39,840	10	\$40,295	11	\$40,747	12	\$41,200	13	\$41,654	14	\$42,106
	15	\$42,559	16	\$43,012	17	\$43,465	18	\$43,918	19	\$44,371	20	\$44,825	21	\$45,277
	22	\$45,731	23	\$46,183	24	\$46,637	25	\$47,090	26	\$47,543	27	\$47,996	28	\$48,449
	29	\$48,902	30	\$49,355	31	\$49,808	32	\$50,260	33	\$50,714	34	\$51,168	35	\$51,619
	36	\$52,073	37	\$52,523	38	\$52,973	39	\$53,422	40	\$53,873	41	\$54,322		

22	1	\$38,029	2	\$38,504	3	\$38,980	4	\$39,455	5	\$39,931	6	\$40,406	7	\$40,880
	8	\$41,357	9	\$41,832	10	\$42,308	11	\$42,783	12	\$43,259	13	\$43,735	14	\$44,210
	15	\$44,685	16	\$45,160	17	\$45,635	18	\$46,111	19	\$46,587	20	\$47,062	21	\$47,538
	22	\$48,013	23	\$48,490	24	\$48,965	25	\$49,439	26	\$49,915	27	\$50,390	28	\$50,866
	29	\$51,341	30	\$51,817	31	\$52,291	32	\$52,769	33	\$53,244	34	\$53,719	35	\$54,193
	36	\$54,668	37	\$55,145	38	\$55,620	39	\$56,095	40	\$56,570	41	\$57,045		

APPENDIX G
NJIT/PSA Salary Matrices
I. Faculty and Professional Staff
(January 7, 2001 - July 7, 2001)

23	1	\$39,931	2	\$40,430	3	\$40,930	4	\$41,428	5	\$41,928	6	\$42,428	7	\$42,927
	8	\$43,425	9	\$43,925	10	\$44,424	11	\$44,924	12	\$45,422	13	\$45,922	14	\$46,422
	15	\$46,922	16	\$47,419	17	\$47,919	18	\$48,419	19	\$48,918	20	\$49,418	21	\$49,916
	22	\$50,416	23	\$50,916	24	\$51,415	25	\$51,913	26	\$52,414	27	\$52,912	28	\$53,412
	29	\$53,910	30	\$54,410	31	\$54,910	32	\$55,410	33	\$55,908	34	\$56,408	35	\$56,908
	38	\$57,407	37	\$57,906	38	\$58,405	39	\$58,905	40	\$59,405	41	\$59,905		

24	1	\$41,928	2	\$42,450	3	\$42,975	4	\$43,499	5	\$44,023	6	\$44,548	7	\$45,070
	8	\$45,594	9	\$46,118	10	\$46,643	11	\$47,167	12	\$47,691	13	\$48,214	14	\$48,738
	15	\$49,262	16	\$49,786	17	\$50,310	18	\$50,834	19	\$51,357	20	\$51,883	21	\$52,405
	22	\$52,928	23	\$53,453	24	\$53,976	25	\$54,500	26	\$55,024	27	\$55,548	28	\$56,072
	29	\$56,597	30	\$57,120	31	\$57,643	32	\$58,168	33	\$58,692	34	\$59,215	35	\$59,740
	36	\$60,264	37	\$60,789	38	\$61,313	39	\$61,837	40	\$62,362	41	\$62,885		

25	1	\$44,023	2	\$44,573	3	\$45,124	4	\$45,675	5	\$46,225	6	\$46,776	7	\$47,327
	8	\$47,877	9	\$48,428	10	\$48,978	11	\$49,529	12	\$50,080	13	\$50,630	14	\$51,181
	15	\$51,732	16	\$52,282	17	\$52,833	18	\$53,384	19	\$53,934	20	\$54,485	21	\$55,035
	22	\$55,586	23	\$56,137	24	\$56,687	25	\$57,238	26	\$57,789	27	\$58,338	28	\$58,889
	29	\$59,440	30	\$59,990	31	\$60,541	32	\$61,092	33	\$61,642	34	\$62,193	35	\$62,744
	36	\$63,294	37	\$63,845	38	\$64,396	39	\$64,947	40	\$65,497	41	\$66,048		

26	1	\$46,225	2	\$46,803	3	\$47,383	4	\$47,960	5	\$48,538	6	\$49,116	7	\$49,693
	8	\$50,272	9	\$50,850	10	\$51,428	11	\$52,007	12	\$52,584	13	\$53,162	14	\$53,740
	15	\$54,319	16	\$54,898	17	\$55,475	18	\$56,053	19	\$56,631	20	\$57,208	21	\$57,787
	22	\$58,365	23	\$58,943	24	\$59,522	25	\$60,099	26	\$60,678	27	\$61,257	28	\$61,834
	29	\$62,413	30	\$62,989	31	\$63,567	32	\$64,147	33	\$64,724	34	\$65,302	35	\$65,881
	36	\$66,458	37	\$67,037	38	\$67,615	39	\$68,193	40	\$68,772	41	\$69,349		

27	1	\$48,538	2	\$49,145	3	\$49,751	4	\$50,359	5	\$50,966	6	\$51,572	7	\$52,179
	8	\$52,787	9	\$53,394	10	\$54,002	11	\$54,607	12	\$55,214	13	\$55,821	14	\$56,428
	15	\$57,036	16	\$57,642	17	\$58,250	18	\$58,856	19	\$59,463	20	\$60,071	21	\$60,677
	22	\$61,284	23	\$61,892	24	\$62,499	25	\$63,105	26	\$63,711	27	\$64,319	28	\$64,927
	29	\$65,533	30	\$66,141	31	\$66,747	32	\$67,354	33	\$67,962	34	\$68,574	35	\$69,184
	36	\$69,800	37	\$70,411	38	\$71,030	39	\$71,637	40	\$72,250	41	\$72,863		

28	1	\$50,966	2	\$51,603	3	\$52,240	4	\$52,878	5	\$53,515	6	\$54,152	7	\$54,790
	8	\$55,427	9	\$56,064	10	\$56,702	11	\$57,339	12	\$57,976	13	\$58,613	14	\$59,251
	15	\$59,888	16	\$60,525	17	\$61,162	18	\$61,800	19	\$62,438	20	\$63,075	21	\$63,711
	22	\$64,349	23	\$64,987	24	\$65,624	25	\$66,260	26	\$66,900	27	\$67,537	28	\$68,174
	29	\$68,812	30	\$69,449	31	\$70,086	32	\$70,723	33	\$71,360	34	\$71,997	35	\$72,636
	36	\$73,273	37	\$73,909	38	\$74,547	39	\$75,184	40	\$75,820	41	\$76,457		

29	1	\$53,515	2	\$54,184	3	\$54,854	4	\$55,522	5	\$56,191	6	\$56,861	7	\$57,531
	8	\$58,198	9	\$58,868	10	\$59,537	11	\$60,206	12	\$60,875	13	\$61,544	14	\$62,213
	15	\$62,882	16	\$63,552	17	\$64,220	18	\$64,889	19	\$65,559	20	\$66,228	21	\$66,897
	22	\$67,566	23	\$68,236	24	\$68,904	25	\$69,573	26	\$70,242	27	\$70,911	28	\$71,580
	29	\$72,250	30	\$72,919	31	\$73,587	32	\$74,257	33	\$74,927	34	\$75,596	35	\$76,264
	36	\$76,933	37	\$77,603	38	\$78,272	39	\$78,940	40	\$79,610	41	\$80,279		

30	1	\$56,191	2	\$56,894	3	\$57,596	4	\$58,299	5	\$59,000	6	\$59,703	7	\$60,404
	8	\$61,108	9	\$61,811	10	\$62,513	11	\$63,215	12	\$63,917	13	\$64,620	14	\$65,322
	15	\$66,025	16	\$66,726	17	\$67,429	18	\$68,132	19	\$68,834	20	\$69,537	21	\$70,238
	22	\$70,941	23	\$71,642	24	\$72,345	25	\$73,048	26	\$73,750	27	\$74,453	28	\$75,155
	29	\$75,857	30	\$76,559	31	\$77,263	32	\$77,965	33	\$78,667	34	\$79,369	35	\$80,070
	36	\$80,774	37	\$81,475	38	\$82,178	39	\$82,879	40	\$83,581	41	\$84,282		

APPENDIX G
NJIT/PSA Salary Matrices
I. Faculty and Professional Staff
(January 7, 2001 - July 7, 2001)

31	1	\$59,000	2	\$59,739	3	\$60,476	4	\$61,214	5	\$61,952	6	\$62,689	7	\$63,427
	8	\$64,165	9	\$64,903	10	\$65,640	11	\$66,378	12	\$67,117	13	\$67,853	14	\$68,591
	15	\$69,330	16	\$70,066	17	\$70,805	18	\$71,542	19	\$72,281	20	\$73,018	21	\$73,756
	22	\$74,493	23	\$75,231	24	\$75,968	25	\$76,707	26	\$77,445	27	\$78,182	28	\$78,921
	29	\$79,657	30	\$80,396	31	\$81,134	32	\$81,871	33	\$82,609	34	\$83,347	35	\$84,084
	36	\$84,821	37	\$85,559	38	\$86,298	39	\$87,035	40	\$87,772	41	\$88,511		

32	1	\$61,952	2	\$62,726	3	\$63,500	4	\$64,276	5	\$65,050	6	\$65,825	7	\$66,599
	8	\$67,374	9	\$68,149	10	\$68,923	11	\$69,697	12	\$70,473	13	\$71,248	14	\$72,022
	15	\$72,796	16	\$73,571	17	\$74,346	18	\$75,121	19	\$75,896	20	\$76,670	21	\$77,444
	22	\$78,218	23	\$78,994	24	\$79,768	25	\$80,541	26	\$81,317	27	\$82,092	28	\$82,866
	29	\$83,640	30	\$84,415	31	\$85,191	32	\$85,965	33	\$86,739	34	\$87,513	35	\$88,290
	36	\$89,064	37	\$89,838	38	\$90,612	39	\$91,387	40	\$92,162	41	\$92,936		

33	1	\$65,050	2	\$65,864	3	\$66,675	4	\$67,489	5	\$68,302	6	\$69,116	7	\$69,927
	8	\$70,740	9	\$71,553	10	\$72,366	11	\$73,180	12	\$73,993	13	\$74,806	14	\$75,618
	15	\$76,431	16	\$77,243	17	\$78,056	18	\$78,870	19	\$79,683	20	\$80,496	21	\$81,308
	22	\$82,121	23	\$82,934	24	\$83,748	25	\$84,561	26	\$85,373	27	\$86,185	28	\$86,999
	29	\$87,812	30	\$88,624	31	\$89,437	32	\$90,251	33	\$91,064	34	\$91,876	35	\$92,689
	36	\$93,502	37	\$94,316	38	\$95,128	39	\$95,940	40	\$96,754	41	\$97,566		

34	1	\$68,302	2	\$69,155	3	\$70,011	4	\$70,864	5	\$71,718	6	\$72,572	7	\$73,426
	8	\$74,280	9	\$75,135	10	\$75,988	11	\$76,843	12	\$77,696	13	\$78,551	14	\$79,405
	15	\$80,259	16	\$81,113	17	\$81,968	18	\$82,821	19	\$83,676	20	\$84,529	21	\$85,383
	22	\$86,237	23	\$87,091	24	\$87,945	25	\$88,800	26	\$89,654	27	\$90,509	28	\$91,362
	29	\$92,216	30	\$93,070	31	\$93,924	32	\$94,779	33	\$95,633	34	\$96,486	35	\$97,341
	36	\$98,196	37	\$99,050	38	\$99,902	39	\$100,756	40	\$101,613	41	\$102,465		

35	1	\$71,718	2	\$72,614	3	\$73,509	4	\$74,406	5	\$75,302	6	\$76,198	7	\$77,094
	8	\$77,990	9	\$78,885	10	\$79,782	11	\$80,678	12	\$81,573	13	\$82,469	14	\$83,366
	15	\$84,262	16	\$85,159	17	\$86,054	18	\$86,949	19	\$87,846	20	\$88,742	21	\$89,637
	22	\$90,533	23	\$91,431	24	\$92,327	25	\$93,222	26	\$94,118	27	\$95,014	28	\$95,910
	29	\$96,806	30	\$97,701	31	\$98,598	32	\$99,495	33	\$100,390	34	\$101,287	35	\$102,183
	36	\$103,079	37	\$103,975	38	\$104,870	39	\$105,767	40	\$106,664	41	\$107,559		

36	1	\$75,302	2	\$76,243	3	\$77,184	4	\$78,125	5	\$79,065	6	\$80,006	7	\$80,947
	8	\$81,888	9	\$82,829	10	\$83,769	11	\$84,710	12	\$85,650	13	\$86,592	14	\$87,533
	15	\$88,474	16	\$89,415	17	\$90,354	18	\$91,295	19	\$92,237	20	\$93,178	21	\$94,118
	22	\$95,059	23	\$95,999	24	\$96,940	25	\$97,882	26	\$98,823	27	\$99,764	28	\$100,703
	29	\$101,644	30	\$102,585	31	\$103,527	32	\$104,467	33	\$105,408	34	\$106,348	35	\$107,289
	36	\$108,231	37	\$109,172	38	\$110,113	39	\$111,052	40	\$111,994	41	\$112,934		

37	1	\$79,065	2	\$80,054	3	\$81,043	4	\$82,031	5	\$83,019	6	\$84,009	7	\$84,996
	8	\$85,985	9	\$86,973	10	\$87,963	11	\$88,950	12	\$89,938	13	\$90,928	14	\$91,915
	15	\$92,903	16	\$93,893	17	\$94,881	18	\$95,870	19	\$96,859	20	\$97,847	21	\$98,835
	22	\$99,824	23	\$100,813	24	\$101,801	25	\$102,788	26	\$103,778	27	\$104,766	28	\$105,755
	29	\$106,743	30	\$107,732	31	\$108,721	32	\$109,709	33	\$110,697	34	\$111,686	35	\$112,673
	36	\$113,662	37	\$114,651	38	\$115,639	39	\$116,627	40	\$117,616	41	\$118,604		

38	1	\$83,019	2	\$84,057	3	\$85,094	4	\$86,132	5	\$87,169	6	\$88,208	7	\$89,245
	8	\$90,283	9	\$91,320	10	\$92,358	11	\$93,396	12	\$94,433	13	\$95,471	14	\$96,509
	15	\$97,547	16	\$98,584	17	\$99,622	18	\$100,659	19	\$101,697	20	\$102,734	21	\$103,771
	22	\$104,809	23	\$105,846	24	\$106,884	25	\$107,921	26	\$108,960	27	\$109,998	28	\$111,036
	29	\$112,073	30	\$113,111	31	\$114,148	32	\$115,185	33	\$116,223	34	\$117,260	35	\$118,299
	36	\$119,336	37	\$120,375	38	\$121,413	39	\$122,451	40	\$123,489	41	\$124,527		

APPENDIX G
NJIT/PSA Salary Matrices
I. Faculty and Professional Staff
(January 7, 2001 - July 7, 2001)

39	1	\$87,169	2	\$88,260	3	\$89,350	4	\$90,439	5	\$91,528	6	\$92,619	7	\$93,708
	8	\$94,797	9	\$95,888	10	\$96,976	11	\$98,066	12	\$99,156	13	\$100,245	14	\$101,336
	15	\$102,424	16	\$103,513	17	\$104,604	18	\$105,694	19	\$106,783	20	\$107,873	21	\$108,963
	22	\$110,052	23	\$111,142	24	\$112,233	25	\$113,321	26	\$114,411	27	\$115,501	28	\$116,591
	29	\$117,681	30	\$118,769	31	\$119,859	32	\$120,949	33	\$122,039	34	\$123,128	35	\$124,217
	36	\$125,307	37	\$126,396	38	\$127,485	39	\$128,575	40	\$129,664	41	\$130,753		

40	1	\$91,528	2	\$92,673	3	\$93,816	4	\$94,960	5	\$96,104	6	\$97,248	7	\$98,392
	8	\$99,536	9	\$100,680	10	\$101,824	11	\$102,967	12	\$104,111	13	\$105,254	14	\$106,398
	15	\$107,542	16	\$108,685	17	\$109,830	18	\$110,973	19	\$112,118	20	\$113,261	21	\$114,405
	22	\$115,550	23	\$116,693	24	\$117,837	25	\$118,980	26	\$120,125	27	\$121,269	28	\$122,412
	29	\$123,557	30	\$124,701	31	\$125,845	32	\$126,988	33	\$128,131	34	\$129,275	35	\$130,419
	36	\$131,563	37	\$132,706	38	\$133,850	39	\$134,995	40	\$136,139	41	\$137,283		

41	1	\$96,105	2	\$97,305	3	\$98,508	4	\$99,709	5	\$100,910	6	\$102,112	7	\$103,313
	8	\$104,516	9	\$105,717	10	\$106,919	11	\$108,120	12	\$109,322	13	\$110,525	14	\$111,725
	15	\$112,927	16	\$114,129	17	\$115,331	18	\$116,533	19	\$117,733	20	\$118,936	21	\$120,138
	22	\$121,339	23	\$122,541	24	\$123,741	25	\$124,944	26	\$126,146	27	\$127,348	28	\$128,548
	29	\$129,750	30	\$130,952	31	\$132,154	32	\$133,356	33	\$134,557	34	\$135,759	35	\$136,962
	36	\$138,163	37	\$139,365	38	\$140,567	39	\$141,768	40	\$142,970	41	\$144,171		

42	1	\$100,909	2	\$102,171	3	\$103,432	4	\$104,694	5	\$105,956	6	\$107,218	7	\$108,479
	8	\$109,741	9	\$111,004	10	\$112,265	11	\$113,526	12	\$114,788	13	\$116,051	14	\$117,312
	15	\$118,573	16	\$119,836	17	\$121,098	18	\$122,358	19	\$123,621	20	\$124,882	21	\$126,145
	22	\$127,405	23	\$128,667	24	\$129,930	25	\$131,191	26	\$132,452	27	\$133,715	28	\$134,976
	29	\$136,238	30	\$137,500	31	\$138,764	32	\$140,023	33	\$141,285	34	\$142,548	35	\$143,809
	36	\$145,071	37	\$146,333	38	\$147,595	39	\$148,856	40	\$150,119	41	\$151,380		

43	1	\$105,955	2	\$107,280	3	\$108,604	4	\$109,929	5	\$111,254	6	\$112,578	7	\$113,904
	8	\$115,229	9	\$116,553	10	\$117,878	11	\$119,203	12	\$120,528	13	\$121,853	14	\$123,177
	15	\$124,502	16	\$125,827	17	\$127,152	18	\$128,478	19	\$129,801	20	\$131,126	21	\$132,451
	22	\$133,777	23	\$135,101	24	\$136,425	25	\$137,750	26	\$139,075	27	\$140,401	28	\$141,726
	29	\$143,049	30	\$144,374	31	\$145,699	32	\$147,025	33	\$148,350	34	\$149,674	35	\$150,999
	36	\$152,325	37	\$153,650	38	\$154,975	39	\$156,299	40	\$157,623	41	\$158,949		

44	1	\$111,253	2	\$112,645	3	\$114,035	4	\$115,425	5	\$116,816	6	\$118,207	7	\$119,598
	8	\$120,989	9	\$122,382	10	\$123,773	11	\$125,164	12	\$126,553	13	\$127,944	14	\$129,336
	15	\$130,728	16	\$132,118	17	\$133,510	18	\$134,901	19	\$136,292	20	\$137,683	21	\$139,074
	22	\$140,464	23	\$141,856	24	\$143,247	25	\$144,638	26	\$146,029	27	\$147,421	28	\$148,812
	29	\$150,202	30	\$151,593	31	\$152,984	32	\$154,375	33	\$155,766	34	\$157,160	35	\$158,550
	36	\$159,941	37	\$161,333	38	\$162,723	39	\$164,113	40	\$165,505	41	\$166,897		

APPENDIX G
NJIT/PSA SALARY MATRICES

- II. PROFESSIONAL STAFF**
(July 8, 2001 – January 5, 2002)
(January 6, 2002 – July 6, 2002)
(July 7, 2002 – January 4, 2003)
(January 5, 2003 – June 30, 2003)

APPENDIX G
NJIT/PSA Salary Matrices
II. Professional Staff
(July 8, 2001 - January 5, 2002)

15	1	\$27,567	2	\$27,911	3	\$28,254	4	\$28,599	5	\$28,943	6	\$29,287	7	\$29,631
	8	\$29,976	9	\$30,318	10	\$30,663	11	\$31,007	12	\$31,351	13	\$31,694	14	\$32,039
	15	\$32,385	16	\$32,729	17	\$33,074	18	\$33,417	19	\$33,762	20	\$34,106	21	\$34,449
	22	\$34,793	23	\$35,138	24	\$35,482	25	\$35,826	26	\$36,170	27	\$36,515	28	\$36,860
	29	\$37,205	30	\$37,546	31	\$37,891	32	\$38,235	33	\$38,579	34	\$38,923	35	\$39,268
	36	\$39,612	37	\$39,956	38	\$40,300	39	\$40,645	40	\$40,989	41	\$41,331	42	\$41,676
	43	\$42,020												

16	1	\$28,943	2	\$29,304	3	\$29,667	4	\$30,029	5	\$30,391	6	\$30,752	7	\$31,114
	8	\$31,475	9	\$31,837	10	\$32,200	11	\$32,561	12	\$32,925	13	\$33,286	14	\$33,647
	15	\$34,009	16	\$34,370	17	\$34,733	18	\$35,095	19	\$35,457	20	\$35,819	21	\$36,179
	22	\$36,542	23	\$36,904	24	\$37,267	25	\$37,628	26	\$37,991	27	\$38,352	28	\$38,712
	29	\$39,075	30	\$39,436	31	\$39,800	32	\$40,161	33	\$40,524	34	\$40,886	35	\$41,246
	36	\$41,608	37	\$41,970	38	\$42,331	39	\$42,694	40	\$43,056	41	\$43,417	42	\$43,778
	43	\$44,141												

17	1	\$30,391	2	\$30,770	3	\$31,151	4	\$31,530	5	\$31,911	6	\$32,292	7	\$32,672
	8	\$33,053	9	\$33,432	10	\$33,813	11	\$34,193	12	\$34,574	13	\$34,954	14	\$35,334
	15	\$35,714	16	\$36,096	17	\$36,475	18	\$36,857	19	\$37,235	20	\$37,617	21	\$37,997
	22	\$38,378	23	\$38,757	24	\$39,136	25	\$39,518	26	\$39,898	27	\$40,279	28	\$40,658
	29	\$41,039	30	\$41,420	31	\$41,800	32	\$42,180	33	\$42,560	34	\$42,941	35	\$43,321
	36	\$43,702	37	\$44,080	38	\$44,462	39	\$44,842	40	\$45,224	41	\$45,603	42	\$45,983
	43	\$46,363												

18	1	\$31,911	2	\$32,310	3	\$32,709	4	\$33,107	5	\$33,506	6	\$33,905	7	\$34,304
	8	\$34,701	9	\$35,101	10	\$35,500	11	\$35,898	12	\$36,299	13	\$36,696	14	\$37,094
	15	\$37,493	16	\$37,892	17	\$38,291	18	\$38,690	19	\$39,088	20	\$39,486	21	\$39,887
	22	\$40,284	23	\$40,684	24	\$41,082	25	\$41,480	26	\$41,879	27	\$42,279	28	\$42,677
	29	\$43,076	30	\$43,474	31	\$43,873	32	\$44,272	33	\$44,671	34	\$45,069	35	\$45,467
	36	\$45,867	37	\$46,264	38	\$46,663	39	\$47,062	40	\$47,459	41	\$47,859	42	\$48,257
	43	\$48,655												

19	1	\$33,506	2	\$33,925	3	\$34,343	4	\$34,763	5	\$35,182	6	\$35,598	7	\$36,017
	8	\$36,436	9	\$36,855	10	\$37,274	11	\$37,693	12	\$38,112	13	\$38,529	14	\$38,948
	15	\$39,368	16	\$39,785	17	\$40,204	18	\$40,625	19	\$41,042	20	\$41,460	21	\$41,879
	22	\$42,297	23	\$42,717	24	\$43,136	25	\$43,553	26	\$43,972	27	\$44,391	28	\$44,810
	29	\$45,229	30	\$45,648	31	\$46,065	32	\$46,483	33	\$46,903	34	\$47,320	35	\$47,739
	36	\$48,158	37	\$48,576	38	\$48,996	39	\$49,427	40	\$49,834	41	\$50,253	42	\$50,673
	43	\$51,091												

20	1	\$35,182	2	\$35,620	3	\$36,060	4	\$36,502	5	\$36,941	6	\$37,381	7	\$37,822
	8	\$38,267	9	\$38,701	10	\$39,140	11	\$39,580	12	\$40,021	13	\$40,461	14	\$40,901
	15	\$41,341	16	\$41,781	17	\$42,220	18	\$42,662	19	\$43,101	20	\$43,542	21	\$43,980
	22	\$44,421	23	\$44,860	24	\$45,302	25	\$45,742	26	\$46,182	27	\$46,620	28	\$47,062
	29	\$47,500	30	\$47,941	31	\$48,382	32	\$48,821	33	\$49,261	34	\$49,702	35	\$50,140
	36	\$50,582	37	\$51,021	38	\$51,461	39	\$51,900	40	\$52,340	41	\$52,780	42	\$53,220
	43	\$53,659												

21	1	\$36,941	2	\$37,402	3	\$37,864	4	\$38,327	5	\$38,790	6	\$39,253	7	\$39,713
	8	\$40,176	9	\$40,637	10	\$41,101	11	\$41,562	12	\$42,024	13	\$42,487	14	\$42,948
	15	\$43,410	16	\$43,872	17	\$44,334	18	\$44,796	19	\$45,258	20	\$45,722	21	\$46,183
	22	\$46,646	23	\$47,107	24	\$47,570	25	\$48,032	26	\$48,494	27	\$48,956	28	\$49,418
	29	\$49,880	30	\$50,342	31	\$50,804	32	\$51,265	33	\$51,728	34	\$52,191	35	\$52,651
	36	\$53,114	37	\$53,573	38	\$54,032	39	\$54,490	40	\$54,950	41	\$55,408	42	\$55,867
	43	\$56,325												

22	1	\$38,790	2	\$39,274	3	\$39,760	4	\$40,244	5	\$40,730	6	\$41,214	7	\$41,698
	8	\$42,184	9	\$42,669	10	\$43,154	11	\$43,639	12	\$44,124	13	\$44,610	14	\$45,094
	15	\$45,579	16	\$46,063	17	\$46,548	18	\$47,033	19	\$47,519	20	\$48,003	21	\$48,489
	22	\$48,973	23	\$49,460	24	\$49,944	25	\$50,428	26	\$50,913	27	\$51,398	28	\$51,883
	29	\$52,368	30	\$52,853	31	\$53,337	32	\$53,824	33	\$54,309	34	\$54,793	35	\$55,277
	36	\$55,761	37	\$56,248	38	\$56,732	39	\$57,217	40	\$57,701	41	\$58,186	42	\$58,672
	43	\$59,157												

APPENDIX G
NJIT/PSA Salary Matrices
II. Professional Staff
(July 8, 2001 - January 5, 2002)

23	1	\$40,730	2	\$41,239	3	\$41,749	4	\$42,257	5	\$42,767	6	\$43,277	7	\$43,786
	8	\$44,294	9	\$44,804	10	\$45,312	11	\$45,822	12	\$46,330	13	\$46,840	14	\$47,350
	15	\$47,860	16	\$48,367	17	\$48,877	18	\$49,387	19	\$49,896	20	\$50,406	21	\$50,914
	22	\$51,424	23	\$51,934	24	\$52,443	25	\$52,951	26	\$53,462	27	\$53,970	28	\$54,480
	29	\$54,988	30	\$55,498	31	\$56,008	32	\$56,518	33	\$57,026	34	\$57,536	35	\$58,046
	36	\$58,555	37	\$59,064	38	\$59,573	39	\$60,083	40	\$60,593	41	\$61,103	42	\$61,611
	43	\$62,122												

24	1	\$42,767	2	\$43,299	3	\$43,835	4	\$44,369	5	\$44,903	6	\$45,439	7	\$45,971
	8	\$46,506	9	\$47,040	10	\$47,576	11	\$48,110	12	\$48,645	13	\$49,178	14	\$49,713
	15	\$50,247	16	\$50,782	17	\$51,316	18	\$51,851	19	\$52,384	20	\$52,921	21	\$53,453
	22	\$53,987	23	\$54,522	24	\$55,056	25	\$55,590	26	\$56,124	27	\$56,659	28	\$57,193
	29	\$57,729	30	\$58,262	31	\$58,796	32	\$59,331	33	\$59,866	34	\$60,399	35	\$60,935
	36	\$61,469	37	\$62,005	38	\$62,539	39	\$63,074	40	\$63,609	41	\$64,143	42	\$64,678
	43	\$65,214												

25	1	\$44,903	2	\$45,464	3	\$46,026	4	\$46,589	5	\$47,150	6	\$47,712	7	\$48,274
	8	\$48,835	9	\$49,397	10	\$49,958	11	\$50,520	12	\$51,082	13	\$51,643	14	\$52,205
	15	\$52,767	16	\$53,328	17	\$53,890	18	\$54,452	19	\$55,013	20	\$55,575	21	\$56,136
	22	\$56,698	23	\$57,260	24	\$57,821	25	\$58,383	26	\$58,945	27	\$59,505	28	\$60,067
	29	\$60,629	30	\$61,190	31	\$61,752	32	\$62,314	33	\$62,875	34	\$63,438	35	\$63,999
	36	\$64,560	37	\$65,122	38	\$65,684	39	\$66,246	40	\$66,807	41	\$67,369	42	\$67,931
	43	\$68,493												

26	1	\$47,150	2	\$47,739	3	\$48,331	4	\$48,919	5	\$49,509	6	\$50,098	7	\$50,687
	8	\$51,277	9	\$51,867	10	\$52,457	11	\$53,047	12	\$53,636	13	\$54,225	14	\$54,815
	15	\$55,405	16	\$55,996	17	\$56,585	18	\$57,174	19	\$57,764	20	\$58,352	21	\$58,943
	22	\$59,532	23	\$60,122	24	\$60,712	25	\$61,301	26	\$61,892	27	\$62,482	28	\$63,071
	29	\$63,661	30	\$64,249	31	\$64,838	32	\$65,430	33	\$66,018	34	\$66,608	35	\$67,199
	36	\$67,787	37	\$68,378	38	\$68,967	39	\$69,557	40	\$70,147	41	\$70,736	42	\$71,326
	43	\$71,917												

27	1	\$49,509	2	\$50,128	3	\$50,746	4	\$51,366	5	\$51,985	6	\$52,603	7	\$53,223
	8	\$53,843	9	\$54,462	10	\$55,082	11	\$55,699	12	\$56,318	13	\$56,937	14	\$57,557
	15	\$58,177	16	\$58,795	17	\$59,415	18	\$60,033	19	\$60,652	20	\$61,272	21	\$61,891
	22	\$62,510	23	\$63,130	24	\$63,749	25	\$64,367	26	\$64,985	27	\$65,605	28	\$66,226
	29	\$66,844	30	\$67,464	31	\$68,082	32	\$68,701	33	\$69,321	34	\$69,945	35	\$70,568
	36	\$71,196	37	\$71,819	38	\$72,451	39	\$73,070	40	\$73,695	41	\$74,320	42	\$74,945
	43	\$75,571												

28	1	\$51,985	2	\$52,635	3	\$53,285	4	\$53,936	5	\$54,585	6	\$55,235	7	\$55,886
	8	\$56,536	9	\$57,185	10	\$57,836	11	\$58,486	12	\$59,136	13	\$59,785	14	\$60,436
	15	\$61,086	16	\$61,736	17	\$62,385	18	\$63,036	19	\$63,687	20	\$64,337	21	\$64,985
	22	\$65,836	23	\$66,487	24	\$67,136	25	\$67,785	26	\$68,436	27	\$69,088	28	\$69,737
	29	\$70,188	30	\$70,838	31	\$71,488	32	\$72,137	33	\$72,787	34	\$73,437	35	\$74,089
	36	\$74,738	37	\$75,387	38	\$76,038	39	\$76,688	40	\$77,336	41	\$77,986	42	\$78,636
	43	\$79,287												

29	1	\$54,585	2	\$55,268	3	\$55,951	4	\$56,632	5	\$57,315	6	\$57,998	7	\$58,682
	8	\$59,362	9	\$60,045	10	\$60,728	11	\$61,410	12	\$62,093	13	\$62,775	14	\$63,457
	15	\$64,140	16	\$64,823	17	\$65,504	18	\$66,187	19	\$66,870	20	\$67,553	21	\$68,235
	22	\$68,917	23	\$69,601	24	\$70,282	25	\$70,964	26	\$71,647	27	\$72,329	28	\$73,012
	29	\$73,695	30	\$74,377	31	\$75,059	32	\$75,742	33	\$76,426	34	\$77,108	35	\$77,789
	36	\$78,472	37	\$79,155	38	\$79,837	39	\$80,519	40	\$81,202	41	\$81,885	42	\$82,568
	43	\$83,250												

30	1	\$57,315	2	\$58,032	3	\$58,748	4	\$59,465	5	\$60,180	6	\$60,897	7	\$61,612
	8	\$62,330	9	\$63,047	10	\$63,763	11	\$64,479	12	\$65,195	13	\$65,912	14	\$66,628
	15	\$67,346	16	\$68,061	17	\$68,778	18	\$69,495	19	\$70,211	20	\$70,928	21	\$71,643
	22	\$72,360	23	\$73,075	24	\$73,792	25	\$74,509	26	\$75,225	27	\$75,942	28	\$76,658
	29	\$77,374	30	\$78,090	31	\$78,808	32	\$79,524	33	\$80,240	34	\$80,956	35	\$81,671
	36	\$82,389	37	\$83,105	38	\$83,822	39	\$84,537	40	\$85,253	41	\$85,968	42	\$86,685
	43	\$87,401												

APPENDIX G
NJIT/PSA Salary Matrices
II. Professional Staff
(July 8, 2001 - January 5, 2002)

31	1	\$60,180	2	\$60,934	3	\$61,686	4	\$62,438	5	\$63,191	6	\$63,943	7	\$64,696
	8	\$65,448	9	\$66,201	10	\$66,953	11	\$67,706	12	\$68,459	13	\$69,210	14	\$69,963
	15	\$70,717	16	\$71,467	17	\$72,221	18	\$72,973	19	\$73,727	20	\$74,478	21	\$75,231
	22	\$75,983	23	\$76,736	24	\$77,487	25	\$78,241	26	\$78,994	27	\$79,746	28	\$80,499
	29	\$81,250	30	\$82,004	31	\$82,757	32	\$83,508	33	\$84,261	34	\$85,014	35	\$85,766
	36	\$86,517	37	\$87,270	38	\$88,024	39	\$88,776	40	\$89,527	41	\$90,281	42	\$91,033
	43	\$91,787												

32	1	\$63,191	2	\$63,981	3	\$64,770	4	\$65,562	5	\$66,351	6	\$67,142	7	\$67,931
	8	\$68,721	9	\$69,512	10	\$70,301	11	\$71,091	12	\$71,882	13	\$72,673	14	\$73,462
	15	\$74,252	16	\$75,042	17	\$75,833	18	\$76,623	19	\$77,414	20	\$78,203	21	\$78,993
	22	\$79,782	23	\$80,574	24	\$81,363	25	\$82,152	26	\$82,943	27	\$83,734	28	\$84,523
	29	\$85,313	30	\$86,103	31	\$86,895	32	\$87,684	33	\$88,474	34	\$89,263	35	\$90,056
	36	\$90,845	37	\$91,635	38	\$92,424	39	\$93,215	40	\$94,005	41	\$94,795	42	\$95,584
	43	\$96,380												

33	1	\$66,351	2	\$67,181	3	\$68,009	4	\$68,839	5	\$69,668	6	\$70,498	7	\$71,326
	8	\$72,155	9	\$72,984	10	\$73,813	11	\$74,644	12	\$75,473	13	\$76,302	14	\$77,130
	15	\$77,960	16	\$78,788	17	\$79,617	18	\$80,447	19	\$81,277	20	\$82,106	21	\$82,934
	22	\$83,763	23	\$84,593	24	\$85,423	25	\$86,252	26	\$87,080	27	\$87,909	28	\$88,739
	29	\$89,568	30	\$90,396	31	\$91,226	32	\$92,056	33	\$92,885	34	\$93,714	35	\$94,543
	36	\$95,372	37	\$96,202	38	\$97,031	39	\$97,859	40	\$98,689	41	\$99,517	42	\$100,347
	43	\$101,177												

34	1	\$69,668	2	\$70,538	3	\$71,411	4	\$72,281	5	\$73,152	6	\$74,023	7	\$74,895
	8	\$75,766	9	\$76,638	10	\$77,508	11	\$78,380	12	\$79,250	13	\$80,122	14	\$80,993
	15	\$81,864	16	\$82,735	17	\$83,607	18	\$84,477	19	\$85,350	20	\$86,220	21	\$87,091
	22	\$87,962	23	\$88,833	24	\$89,704	25	\$90,576	26	\$91,447	27	\$92,319	28	\$93,189
	29	\$94,060	30	\$94,931	31	\$95,802	32	\$96,675	33	\$97,546	34	\$98,416	35	\$99,288
	36	\$100,160	37	\$101,031	38	\$101,900	39	\$102,771	40	\$103,645	41	\$104,514	42	\$105,385
	43	\$106,256												

35	1	\$73,152	2	\$74,066	3	\$74,979	4	\$75,894	5	\$76,808	6	\$77,722	7	\$78,636
	8	\$79,550	9	\$80,463	10	\$81,378	11	\$82,292	12	\$83,204	13	\$84,118	14	\$85,033
	15	\$85,947	16	\$86,862	17	\$87,775	18	\$88,688	19	\$89,603	20	\$90,517	21	\$91,430
	22	\$92,344	23	\$93,260	24	\$94,174	25	\$95,086	26	\$96,000	27	\$96,914	28	\$97,828
	29	\$98,742	30	\$99,655	31	\$100,570	32	\$101,485	33	\$102,398	34	\$103,313	35	\$104,227
	36	\$105,141	37	\$106,055	38	\$106,967	39	\$107,882	40	\$108,797	41	\$109,710	42	\$110,626
	43	\$111,539												

36	1	\$76,808	2	\$77,768	3	\$78,728	4	\$79,688	5	\$80,646	6	\$81,606	7	\$82,566
	8	\$83,526	9	\$84,486	10	\$85,444	11	\$86,404	12	\$87,363	13	\$88,324	14	\$89,284
	15	\$90,243	16	\$91,203	17	\$92,161	18	\$93,121	19	\$94,082	20	\$95,042	21	\$96,000
	22	\$96,960	23	\$97,919	24	\$98,879	25	\$99,840	26	\$100,799	27	\$101,759	28	\$102,717
	29	\$103,677	30	\$104,637	31	\$105,598	32	\$106,556	33	\$107,516	34	\$108,475	35	\$109,435
	36	\$110,396	37	\$111,355	38	\$112,315	39	\$113,273	40	\$114,234	41	\$115,193	42	\$116,154
	43	\$117,113												

37	1	\$80,646	2	\$81,655	3	\$82,664	4	\$83,672	5	\$84,679	6	\$85,689	7	\$86,696
	8	\$87,705	9	\$88,712	10	\$89,722	11	\$90,729	12	\$91,737	13	\$92,747	14	\$93,753
	15	\$94,761	16	\$95,771	17	\$96,779	18	\$97,787	19	\$98,796	20	\$99,804	21	\$100,812
	22	\$101,820	23	\$102,829	24	\$103,837	25	\$104,844	26	\$105,854	27	\$106,861	28	\$107,870
	29	\$108,878	30	\$109,887	31	\$110,895	32	\$111,903	33	\$112,911	34	\$113,920	35	\$114,926
	36	\$115,935	37	\$116,944	38	\$117,952	39	\$118,960	40	\$119,968	41	\$120,976	42	\$121,984
	43	\$122,994												

38	1	\$84,679	2	\$85,738	3	\$86,796	4	\$87,855	5	\$88,912	6	\$89,972	7	\$91,030
	8	\$92,089	9	\$93,146	10	\$94,205	11	\$95,264	12	\$96,322	13	\$97,380	14	\$98,439
	15	\$99,498	16	\$100,556	17	\$101,614	18	\$102,672	19	\$103,731	20	\$104,789	21	\$105,846
	22	\$106,905	23	\$107,963	24	\$109,022	25	\$110,079	26	\$111,139	27	\$112,198	28	\$113,257
	29	\$114,314	30	\$115,373	31	\$116,431	32	\$117,489	33	\$118,547	34	\$119,605	35	\$120,665
	36	\$121,723	37	\$122,783	38	\$123,861	39	\$124,923	40	\$125,991	41	\$127,056	42	\$128,123
	43	\$129,192												

APPENDIX G
NJIT/PSA Salary Matrices
II. Professional Staff
(July 8, 2001 - January 5, 2002)

39	1	\$88,912	2	\$90,025	3	\$91,137	4	\$92,248	5	\$93,359	6	\$94,471	7	\$95,582
	8	\$96,693	9	\$97,806	10	\$98,916	11	\$100,027	12	\$101,139	13	\$102,250	14	\$103,363
	15	\$104,472	16	\$105,583	17	\$106,696	18	\$107,808	19	\$108,919	20	\$110,030	21	\$111,142
	22	\$112,253	23	\$113,365	24	\$114,478	25	\$115,587	26	\$116,699	27	\$117,811	28	\$118,923
	29	\$120,035	30	\$121,144	31	\$122,256	32	\$123,368	33	\$124,480	34	\$125,591	35	\$126,701
	36	\$127,813	37	\$128,924	38	\$130,035	39	\$131,147	40	\$132,257	41	\$133,368	42	\$134,480
	43	\$135,591												

40	1	\$93,359	2	\$94,526	3	\$95,692	4	\$96,859	5	\$98,026	6	\$99,193	7	\$100,360
	8	\$101,527	9	\$102,694	10	\$103,860	11	\$105,026	12	\$106,193	13	\$107,359	14	\$108,526
	15	\$109,693	16	\$110,859	17	\$112,027	18	\$113,192	19	\$114,360	20	\$115,526	21	\$116,693
	22	\$117,861	23	\$119,027	24	\$120,194	25	\$121,360	26	\$122,528	27	\$123,694	28	\$124,860
	29	\$126,028	30	\$127,195	31	\$128,362	32	\$129,528	33	\$130,694	34	\$131,861	35	\$133,027
	36	\$134,194	37	\$135,360	38	\$136,527	39	\$137,695	40	\$138,862	41	\$140,029	42	\$141,195
	43	\$142,361												

41	1	\$98,027	2	\$99,251	3	\$100,478	4	\$101,703	5	\$102,928	6	\$104,154	7	\$105,379
	8	\$106,606	9	\$107,831	10	\$109,057	11	\$110,282	12	\$111,508	13	\$112,736	14	\$113,960
	15	\$115,186	16	\$116,412	17	\$117,638	18	\$118,864	19	\$120,088	20	\$121,315	21	\$122,541
	22	\$123,766	23	\$124,992	24	\$126,216	25	\$127,443	26	\$128,669	27	\$129,895	28	\$131,119
	29	\$132,345	30	\$133,571	31	\$134,797	32	\$136,023	33	\$137,248	34	\$138,474	35	\$139,701
	36	\$140,926	37	\$142,152	38	\$143,378	39	\$144,603	40	\$145,829	41	\$147,054	42	\$148,281
	43	\$149,505												

42	1	\$102,927	2	\$104,214	3	\$105,501	4	\$106,788	5	\$108,075	6	\$109,362	7	\$110,649
	8	\$111,936	9	\$113,224	10	\$114,510	11	\$115,797	12	\$117,084	13	\$118,372	14	\$119,658
	15	\$120,944	16	\$122,233	17	\$123,520	18	\$124,805	19	\$126,093	20	\$127,380	21	\$128,668
	22	\$129,953	23	\$131,240	24	\$132,529	25	\$133,815	26	\$135,101	27	\$136,389	28	\$137,676
	29	\$138,963	30	\$140,250	31	\$141,539	32	\$142,823	33	\$144,111	34	\$145,399	35	\$146,685
	36	\$147,972	37	\$149,260	38	\$150,547	39	\$151,833	40	\$153,121	41	\$154,408	42	\$155,695
	43	\$156,983												

43	1	\$108,074	2	\$109,426	3	\$110,776	4	\$112,128	5	\$113,479	6	\$114,830	7	\$116,182
	8	\$117,534	9	\$118,884	10	\$120,236	11	\$121,587	12	\$122,939	13	\$124,290	14	\$125,641
	15	\$126,992	16	\$128,344	17	\$129,695	18	\$131,048	19	\$132,397	20	\$133,749	21	\$135,100
	22	\$136,453	23	\$137,803	24	\$139,154	25	\$140,505	26	\$141,857	27	\$143,209	28	\$144,561
	29	\$145,910	30	\$147,261	31	\$148,613	32	\$149,966	33	\$151,317	34	\$152,667	35	\$154,019
	36	\$155,372	37	\$156,723	38	\$158,075	39	\$159,425	40	\$160,775	41	\$162,128	42	\$163,479
	43	\$164,831												

44	1	\$113,478	2	\$114,898	3	\$116,316	4	\$117,734	5	\$119,152	6	\$120,571	7	\$121,990
	8	\$123,409	9	\$124,830	10	\$126,248	11	\$127,667	12	\$129,084	13	\$130,503	14	\$131,923
	15	\$133,343	16	\$134,760	17	\$136,180	18	\$137,599	19	\$139,018	20	\$140,437	21	\$141,855
	22	\$143,273	23	\$144,693	24	\$146,112	25	\$147,531	26	\$148,950	27	\$150,369	28	\$151,788
	29	\$153,206	30	\$154,625	31	\$156,044	32	\$157,463	33	\$158,881	34	\$160,303	35	\$161,721
	36	\$163,140	37	\$164,560	38	\$165,977	39	\$167,395	40	\$168,815	41	\$170,235	42	\$171,654
	43	\$173,073												

APPENDIX G
NJIT/PSA Salary Matrices
II. Professional Staff
(January 6, 2002 - July 6, 2002)

15	1	\$28,108	2	\$28,458	3	\$28,808	4	\$29,160	5	\$29,511	6	\$29,861	7	\$30,212
	8	\$30,564	9	\$30,912	10	\$31,264	11	\$31,615	12	\$31,966	13	\$32,315	14	\$32,667
	15	\$33,020	16	\$33,371	17	\$33,723	18	\$34,072	19	\$34,424	20	\$34,775	21	\$35,124
	22	\$35,475	23	\$35,827	24	\$36,178	25	\$36,528	26	\$36,879	27	\$37,231	28	\$37,583
	29	\$37,935	30	\$38,282	31	\$38,634	32	\$38,985	33	\$39,335	34	\$39,686	35	\$40,038
	36	\$40,389	37	\$40,739	38	\$41,090	39	\$41,442	40	\$41,793	41	\$42,141	42	\$42,493
	43	\$42,844												

16	1	\$29,511	2	\$29,879	3	\$30,249	4	\$30,618	5	\$30,987	6	\$31,355	7	\$31,724
	8	\$32,092	9	\$32,461	10	\$32,831	11	\$33,199	12	\$33,571	13	\$33,939	14	\$34,307
	15	\$34,676	16	\$35,044	17	\$35,414	18	\$35,783	19	\$36,152	20	\$36,521	21	\$36,888
	22	\$37,259	23	\$37,628	24	\$37,998	25	\$38,366	26	\$38,736	27	\$39,104	28	\$39,471
	29	\$39,841	30	\$40,209	31	\$40,580	32	\$40,948	33	\$41,319	34	\$41,688	35	\$42,055
	36	\$42,424	37	\$42,793	38	\$43,161	39	\$43,531	40	\$43,900	41	\$44,268	42	\$44,636
	43	\$45,007												

17	1	\$30,987	2	\$31,373	3	\$31,762	4	\$32,148	5	\$32,537	6	\$32,925	7	\$33,313
	8	\$33,701	9	\$34,088	10	\$34,476	11	\$34,863	12	\$35,252	13	\$35,639	14	\$36,027
	15	\$36,414	16	\$36,804	17	\$37,190	18	\$37,580	19	\$37,965	20	\$38,355	21	\$38,742
	22	\$39,131	23	\$39,517	24	\$39,903	25	\$40,293	26	\$40,680	27	\$41,069	28	\$41,455
	29	\$41,844	30	\$42,232	31	\$42,620	32	\$43,007	33	\$43,395	34	\$43,783	35	\$44,170
	36	\$44,559	37	\$44,944	38	\$45,334	39	\$45,721	40	\$46,111	41	\$46,497	42	\$46,885
	43	\$47,272												

18	1	\$32,537	2	\$32,944	3	\$33,350	4	\$33,756	5	\$34,163	6	\$34,570	7	\$34,977
	8	\$35,381	9	\$35,789	10	\$36,196	11	\$36,602	12	\$37,011	13	\$37,416	14	\$37,821
	15	\$38,228	16	\$38,635	17	\$39,042	18	\$39,449	19	\$39,854	20	\$40,260	21	\$40,669
	22	\$41,074	23	\$41,482	24	\$41,888	25	\$42,293	26	\$42,700	27	\$43,108	28	\$43,514
	29	\$43,921	30	\$44,326	31	\$44,733	32	\$45,140	33	\$45,547	34	\$45,953	35	\$46,359
	36	\$46,766	37	\$47,171	38	\$47,578	39	\$47,985	40	\$48,390	41	\$48,797	42	\$49,203
	43	\$49,609												

19	1	\$34,163	2	\$34,590	3	\$35,016	4	\$35,445	5	\$35,872	6	\$36,296	7	\$36,723
	8	\$37,150	9	\$37,578	10	\$38,005	11	\$38,432	12	\$38,859	13	\$39,284	14	\$39,712
	15	\$40,140	16	\$40,565	17	\$40,992	18	\$41,422	19	\$41,847	20	\$42,273	21	\$42,700
	22	\$43,126	23	\$43,555	24	\$43,982	25	\$44,407	26	\$44,834	27	\$45,261	28	\$45,689
	29	\$46,116	30	\$46,543	31	\$46,968	32	\$47,394	33	\$47,823	34	\$48,248	35	\$48,675
	36	\$49,102	37	\$49,528	38	\$49,957	39	\$50,396	40	\$50,811	41	\$51,238	42	\$51,667
	43	\$52,093												

20	1	\$35,872	2	\$36,318	3	\$36,767	4	\$37,218	5	\$37,665	6	\$38,114	7	\$38,564
	8	\$39,017	9	\$39,460	10	\$39,907	11	\$40,356	12	\$40,806	13	\$41,254	14	\$41,703
	15	\$42,152	16	\$42,600	17	\$43,048	18	\$43,499	19	\$43,946	20	\$44,396	21	\$44,842
	22	\$45,292	23	\$45,740	24	\$46,190	25	\$46,639	26	\$47,088	27	\$47,534	28	\$47,985
	29	\$48,431	30	\$48,881	31	\$49,331	32	\$49,778	33	\$50,227	34	\$50,677	35	\$51,123
	36	\$51,574	37	\$52,021	38	\$52,470	39	\$52,918	40	\$53,366	41	\$53,815	42	\$54,264
	43	\$54,711												

21	1	\$37,665	2	\$38,135	3	\$38,606	4	\$39,079	5	\$39,551	6	\$40,023	7	\$40,492
	8	\$40,964	9	\$41,434	10	\$41,907	11	\$42,377	12	\$42,848	13	\$43,320	14	\$43,790
	15	\$44,261	16	\$44,732	17	\$45,203	18	\$45,674	19	\$46,145	20	\$46,619	21	\$47,089
	22	\$47,561	23	\$48,031	24	\$48,503	25	\$48,974	26	\$49,445	27	\$49,916	28	\$50,387
	29	\$50,858	30	\$51,329	31	\$51,800	32	\$52,270	33	\$52,742	34	\$53,214	35	\$53,683
	36	\$54,155	37	\$54,623	38	\$55,091	39	\$55,558	40	\$56,027	41	\$56,494	42	\$56,962
	43	\$57,429												

22	1	\$39,551	2	\$40,044	3	\$40,540	4	\$41,033	5	\$41,529	6	\$42,022	7	\$42,516
	8	\$43,011	9	\$43,506	10	\$44,000	11	\$44,495	12	\$44,989	13	\$45,485	14	\$45,978
	15	\$46,473	16	\$46,966	17	\$47,461	18	\$47,955	19	\$48,451	20	\$48,944	21	\$49,440
	22	\$49,933	23	\$50,430	24	\$50,923	25	\$51,417	26	\$51,911	27	\$52,406	28	\$52,900
	29	\$53,395	30	\$53,889	31	\$54,383	32	\$54,879	33	\$55,374	34	\$55,867	35	\$56,361
	36	\$56,854	37	\$57,351	38	\$57,844	39	\$58,339	40	\$58,832	41	\$59,327	42	\$59,822
	43	\$60,317												

APPENDIX G
NJIT/PSA Salary Matrices
II. Professional Staff
(January 6, 2002 - July 6, 2002)

23	1	\$41,529	2	\$42,048	3	\$42,568	4	\$43,086	5	\$43,606	6	\$44,126	7	\$44,645
	8	\$45,163	9	\$45,683	10	\$46,200	11	\$46,720	12	\$47,238	13	\$47,758	14	\$48,278
	15	\$48,798	16	\$49,315	17	\$49,835	18	\$50,355	19	\$50,874	20	\$51,394	21	\$51,912
	22	\$52,432	23	\$52,952	24	\$53,471	25	\$53,989	26	\$54,510	27	\$55,028	28	\$55,548
	29	\$56,066	30	\$56,586	31	\$57,106	32	\$57,626	33	\$58,144	34	\$58,664	35	\$59,184
	36	\$59,703	37	\$60,222	38	\$60,741	39	\$61,261	40	\$61,781	41	\$62,301	42	\$62,819
	43	\$63,340												

24	1	\$43,606	2	\$44,148	3	\$44,695	4	\$45,239	5	\$45,783	6	\$46,330	7	\$46,872
	8	\$47,418	9	\$47,962	10	\$48,509	11	\$49,053	12	\$49,599	13	\$50,142	14	\$50,688
	15	\$51,232	16	\$51,778	17	\$52,322	18	\$52,868	19	\$53,411	20	\$53,959	21	\$54,501
	22	\$55,046	23	\$55,591	24	\$56,136	25	\$56,680	26	\$57,224	27	\$57,770	28	\$58,314
	29	\$58,861	30	\$59,404	31	\$59,949	32	\$60,494	33	\$61,040	34	\$61,583	35	\$62,130
	36	\$62,674	37	\$63,221	38	\$63,765	39	\$64,311	40	\$64,856	41	\$65,401	42	\$65,946
	43	\$66,493												

25	1	\$45,783	2	\$46,355	3	\$46,928	4	\$47,503	5	\$48,075	6	\$48,648	7	\$49,221
	8	\$49,793	9	\$50,366	10	\$50,938	11	\$51,511	12	\$52,084	13	\$52,656	14	\$53,229
	15	\$53,802	16	\$54,374	17	\$54,947	18	\$55,520	19	\$56,092	20	\$56,665	21	\$57,237
	22	\$57,810	23	\$58,383	24	\$58,955	25	\$59,528	26	\$60,101	27	\$60,672	28	\$61,245
	29	\$61,818	30	\$62,390	31	\$62,963	32	\$63,536	33	\$64,108	34	\$64,682	35	\$65,254
	36	\$65,826	37	\$66,399	38	\$66,972	39	\$67,545	40	\$68,117	41	\$68,690	42	\$69,263
	43	\$69,836												

26	1	\$48,075	2	\$48,675	3	\$49,279	4	\$49,878	5	\$50,480	6	\$51,080	7	\$51,681
	8	\$52,282	9	\$52,884	10	\$53,486	11	\$54,087	12	\$54,688	13	\$55,288	14	\$55,890
	15	\$56,491	16	\$57,094	17	\$57,695	18	\$58,295	19	\$58,897	20	\$59,496	21	\$60,099
	22	\$60,699	23	\$61,301	24	\$61,902	25	\$62,503	26	\$63,106	27	\$63,707	28	\$64,308
	29	\$64,909	30	\$65,509	31	\$66,109	32	\$66,713	33	\$67,312	34	\$67,914	35	\$68,517
	36	\$69,116	37	\$69,719	38	\$70,319	39	\$70,921	40	\$71,522	41	\$72,123	42	\$72,725
	43	\$73,327												

27	1	\$50,480	2	\$51,111	3	\$51,741	4	\$52,373	5	\$53,004	6	\$53,634	7	\$54,267
	8	\$54,899	9	\$55,530	10	\$56,162	11	\$56,791	12	\$57,422	13	\$58,053	14	\$58,686
	15	\$59,318	16	\$59,948	17	\$60,580	18	\$61,210	19	\$61,841	20	\$62,473	21	\$63,105
	22	\$63,736	23	\$64,368	24	\$64,999	25	\$65,629	26	\$66,259	27	\$66,891	28	\$67,525
	29	\$68,155	30	\$68,787	31	\$69,417	32	\$70,048	33	\$70,680	34	\$71,316	35	\$71,952
	36	\$72,592	37	\$73,227	38	\$73,872	39	\$74,503	40	\$75,140	41	\$75,777	42	\$76,415
	43	\$77,053												

28	1	\$53,004	2	\$53,667	3	\$54,330	4	\$54,994	5	\$55,655	6	\$56,318	7	\$56,982
	8	\$57,645	9	\$58,306	10	\$58,970	11	\$59,633	12	\$60,296	13	\$60,957	14	\$61,621
	15	\$62,284	16	\$62,947	17	\$63,608	18	\$64,272	19	\$64,936	20	\$65,599	21	\$66,259
	22	\$66,923	23	\$67,587	24	\$68,248	25	\$68,910	26	\$69,576	27	\$70,239	28	\$70,900
	29	\$71,564	30	\$72,227	31	\$72,890	32	\$73,551	33	\$74,214	34	\$74,877	35	\$75,542
	36	\$76,203	37	\$76,865	38	\$77,529	39	\$78,192	40	\$78,852	41	\$79,515	42	\$80,178
	43	\$80,842												

29	1	\$55,655	2	\$56,352	3	\$57,048	4	\$57,742	5	\$58,439	6	\$59,135	7	\$59,833
	8	\$60,526	9	\$61,222	10	\$61,919	11	\$62,614	12	\$63,311	13	\$64,006	14	\$64,701
	15	\$65,398	16	\$66,094	17	\$66,788	18	\$67,485	19	\$68,181	20	\$68,878	21	\$69,573
	22	\$70,268	23	\$70,966	24	\$71,660	25	\$72,355	26	\$73,052	27	\$73,747	28	\$74,444
	29	\$75,140	30	\$75,835	31	\$76,531	32	\$77,227	33	\$77,925	34	\$78,620	35	\$79,314
	36	\$80,011	37	\$80,707	38	\$81,402	39	\$82,098	40	\$82,794	41	\$83,491	42	\$84,187
	43	\$84,882												

30	1	\$58,439	2	\$59,170	3	\$59,900	4	\$60,631	5	\$61,360	6	\$62,091	7	\$62,820
	8	\$63,552	9	\$64,283	10	\$65,013	11	\$65,743	12	\$66,473	13	\$67,204	14	\$67,934
	15	\$68,667	16	\$69,396	17	\$70,127	18	\$70,858	19	\$71,588	20	\$72,319	21	\$73,048
	22	\$73,779	23	\$74,508	24	\$75,239	25	\$75,970	26	\$76,700	27	\$77,431	28	\$78,161
	29	\$78,891	30	\$79,621	31	\$80,353	32	\$81,083	33	\$81,813	34	\$82,543	35	\$83,272
	36	\$84,004	37	\$84,735	38	\$85,466	39	\$86,195	40	\$86,925	41	\$87,654	42	\$88,385
	43	\$89,115												

APPENDIX G
NJIT/PSA Salary Matrices

II. Professional Staff
(January 6, 2002 - July 6, 2002)

31	1	\$61,360	2	\$62,129	3	\$62,896	4	\$63,662	5	\$64,430	6	\$65,197	7	\$65,965
	8	\$66,731	9	\$67,499	10	\$68,266	11	\$69,034	12	\$69,801	13	\$70,567	14	\$71,335
	15	\$72,104	16	\$72,868	17	\$73,637	18	\$74,404	19	\$75,173	20	\$75,938	21	\$76,706
	22	\$77,473	23	\$78,241	24	\$79,006	25	\$79,775	26	\$80,543	27	\$81,310	28	\$82,077
	29	\$82,843	30	\$83,612	31	\$84,380	32	\$85,145	33	\$85,913	34	\$86,681	35	\$87,448
	36	\$88,213	37	\$88,981	38	\$89,750	39	\$90,517	40	\$91,282	41	\$92,051	42	\$92,818
	43	\$93,587												

32	1	\$64,430	2	\$65,236	3	\$66,040	4	\$66,848	5	\$67,652	6	\$68,459	7	\$69,263
	8	\$70,068	9	\$70,875	10	\$71,679	11	\$72,485	12	\$73,291	13	\$74,098	14	\$74,902
	15	\$75,708	16	\$76,513	17	\$77,320	18	\$78,125	19	\$78,932	20	\$79,736	21	\$80,542
	22	\$81,346	23	\$82,154	24	\$82,958	25	\$83,763	26	\$84,569	27	\$85,376	28	\$86,180
	29	\$86,986	30	\$87,791	31	\$88,599	32	\$89,403	33	\$90,209	34	\$91,013	35	\$91,822
	36	\$92,626	37	\$93,432	38	\$94,236	39	\$95,043	40	\$95,848	41	\$96,654	42	\$97,458
	43	\$98,270												

33	1	\$67,652	2	\$68,498	3	\$69,343	4	\$70,189	5	\$71,034	6	\$71,880	7	\$72,725
	8	\$73,570	9	\$74,415	10	\$75,260	11	\$76,108	12	\$76,953	13	\$77,798	14	\$78,642
	15	\$79,489	16	\$80,333	17	\$81,178	18	\$82,024	19	\$82,871	20	\$83,716	21	\$84,560
	22	\$85,405	23	\$86,252	24	\$87,098	25	\$87,943	26	\$88,787	27	\$89,633	28	\$90,479
	29	\$91,324	30	\$92,168	31	\$93,015	32	\$93,861	33	\$94,706	34	\$95,552	35	\$96,397
	36	\$97,242	37	\$98,088	38	\$98,934	39	\$99,778	40	\$100,624	41	\$101,468	42	\$102,315
	43	\$103,161												

34	1	\$71,034	2	\$71,921	3	\$72,811	4	\$73,698	5	\$74,586	6	\$75,474	7	\$76,364
	8	\$77,252	9	\$78,141	10	\$79,028	11	\$79,917	12	\$80,804	13	\$81,693	14	\$82,581
	15	\$83,469	16	\$84,357	17	\$85,246	18	\$86,133	19	\$87,024	20	\$87,911	21	\$88,799
	22	\$89,687	23	\$90,575	24	\$91,463	25	\$92,352	26	\$93,240	27	\$94,129	28	\$95,016
	29	\$95,904	30	\$96,792	31	\$97,680	32	\$98,571	33	\$99,459	34	\$100,346	35	\$101,235
	36	\$102,124	37	\$103,012	38	\$103,898	39	\$104,786	40	\$105,677	41	\$106,563	42	\$107,451
	43	\$108,339												

35	1	\$74,586	2	\$75,518	3	\$76,449	4	\$77,382	5	\$78,314	6	\$79,246	7	\$80,178
	8	\$81,110	9	\$82,041	10	\$82,974	11	\$83,906	12	\$84,835	13	\$85,767	14	\$86,700
	15	\$87,632	16	\$88,565	17	\$89,496	18	\$90,427	19	\$91,360	20	\$92,292	21	\$93,223
	22	\$94,155	23	\$95,089	24	\$96,021	25	\$96,950	26	\$97,882	27	\$98,814	28	\$99,746
	29	\$100,678	30	\$101,609	31	\$102,542	32	\$103,475	33	\$104,406	34	\$105,339	35	\$106,271
	36	\$107,203	37	\$108,135	38	\$109,064	39	\$109,997	40	\$110,930	41	\$111,861	42	\$112,795
	43	\$113,726												

36	1	\$78,314	2	\$79,293	3	\$80,272	4	\$81,251	5	\$82,227	6	\$83,206	7	\$84,185
	8	\$85,164	9	\$86,143	10	\$87,119	11	\$88,098	12	\$89,076	13	\$90,056	14	\$91,035
	15	\$92,012	16	\$92,991	17	\$93,968	18	\$94,947	19	\$95,927	20	\$96,906	21	\$97,882
	22	\$98,861	23	\$99,839	24	\$100,818	25	\$101,798	26	\$102,775	27	\$103,754	28	\$104,731
	29	\$105,710	30	\$106,689	31	\$107,669	32	\$108,645	33	\$109,624	34	\$110,602	35	\$111,581
	36	\$112,561	37	\$113,538	38	\$114,517	39	\$115,494	40	\$116,474	41	\$117,452	42	\$118,432
	43	\$119,409												

37	1	\$82,227	2	\$83,256	3	\$84,285	4	\$85,313	5	\$86,339	6	\$87,369	7	\$88,396
	8	\$89,425	9	\$90,451	10	\$91,481	11	\$92,508	12	\$93,536	13	\$94,566	14	\$95,591
	15	\$96,619	16	\$97,649	17	\$98,677	18	\$99,704	19	\$100,733	20	\$101,761	21	\$102,789
	22	\$103,816	23	\$104,845	24	\$105,873	25	\$106,900	26	\$107,930	27	\$108,956	28	\$109,985
	29	\$111,013	30	\$112,042	31	\$113,069	32	\$114,097	33	\$115,125	34	\$116,154	35	\$117,179
	36	\$118,208	37	\$119,237	38	\$120,265	39	\$121,293	40	\$122,320	41	\$123,348	42	\$124,376
	43	\$125,406												

38	1	\$86,339	2	\$87,419	3	\$88,498	4	\$89,578	5	\$90,655	6	\$91,736	7	\$92,815
	8	\$93,895	9	\$94,972	10	\$96,052	11	\$97,132	12	\$98,211	13	\$99,289	14	\$100,369
	15	\$101,449	16	\$102,528	17	\$103,606	18	\$104,685	19	\$105,765	20	\$106,844	21	\$107,921
	22	\$109,001	23	\$110,080	24	\$111,160	25	\$112,237	26	\$113,318	27	\$114,398	28	\$115,478
	29	\$116,555	30	\$117,635	31	\$118,714	32	\$119,793	33	\$120,871	34	\$121,950	35	\$123,031
	36	\$124,110	37	\$125,191	38	\$126,290	39	\$127,372	40	\$128,461	41	\$129,547	42	\$130,635
	43	\$131,725												

APPENDIX G
NJIT/PSA Salary Matrices

II. Professional Staff
(January 6, 2002 - July 6, 2002)

39	1	\$90,655	2	\$91,790	3	\$92,924	4	\$94,057	5	\$95,190	6	\$96,323	7	\$97,456
	8	\$98,589	9	\$99,724	10	\$100,856	11	\$101,988	12	\$103,122	13	\$104,255	14	\$105,390
	15	\$106,520	16	\$107,653	17	\$108,788	18	\$109,922	19	\$111,055	20	\$112,187	21	\$113,321
	22	\$114,454	23	\$115,588	24	\$116,723	25	\$117,853	26	\$118,987	27	\$120,121	28	\$121,255
	29	\$122,389	30	\$123,519	31	\$124,653	32	\$125,787	33	\$126,921	34	\$128,054	35	\$129,185
	36	\$130,319	37	\$131,452	38	\$132,585	39	\$133,719	40	\$134,850	41	\$135,983	42	\$137,117
	43	\$138,250												

40	1	\$95,190	2	\$96,379	3	\$97,568	4	\$98,758	5	\$99,948	6	\$101,138	7	\$102,328
	8	\$103,518	9	\$104,708	10	\$105,896	11	\$107,085	12	\$108,275	13	\$109,464	14	\$110,654
	15	\$111,844	16	\$113,033	17	\$114,224	18	\$115,411	19	\$116,602	20	\$117,791	21	\$118,981
	22	\$120,172	23	\$121,361	24	\$122,551	25	\$123,740	26	\$124,931	27	\$126,119	28	\$127,308
	29	\$128,499	30	\$129,689	31	\$130,879	32	\$132,068	33	\$133,257	34	\$134,447	35	\$135,635
	36	\$136,825	37	\$138,014	38	\$139,204	39	\$140,395	40	\$141,585	41	\$142,775	42	\$143,964
	43	\$145,152												

41	1	\$99,949	2	\$101,197	3	\$102,448	4	\$103,697	5	\$104,946	6	\$106,196	7	\$107,445
	8	\$108,696	9	\$109,945	10	\$111,195	11	\$112,444	12	\$113,694	13	\$114,947	14	\$116,195
	15	\$117,445	16	\$118,695	17	\$119,945	18	\$121,195	19	\$122,443	20	\$123,694	21	\$124,944
	22	\$126,193	23	\$127,443	24	\$128,691	25	\$129,942	26	\$131,192	27	\$132,442	28	\$133,690
	29	\$134,940	30	\$136,190	31	\$137,440	32	\$138,690	33	\$139,939	34	\$141,189	35	\$142,440
	36	\$143,689	37	\$144,939	38	\$146,189	39	\$147,438	40	\$148,688	41	\$149,937	42	\$151,188
	43	\$152,436												

42	1	\$104,945	2	\$106,257	3	\$107,570	4	\$108,882	5	\$110,194	6	\$111,506	7	\$112,819
	8	\$114,131	9	\$115,444	10	\$116,755	11	\$118,068	12	\$119,380	13	\$120,693	14	\$122,004
	15	\$123,315	16	\$124,630	17	\$125,942	18	\$127,252	19	\$128,565	20	\$129,878	21	\$131,191
	22	\$132,501	23	\$133,813	24	\$135,128	25	\$136,439	26	\$137,750	27	\$139,063	28	\$140,376
	29	\$141,688	30	\$143,000	31	\$144,314	32	\$145,623	33	\$146,937	34	\$148,250	35	\$149,561
	36	\$150,873	37	\$152,187	38	\$153,499	39	\$154,810	40	\$156,123	41	\$157,436	42	\$158,748
	43	\$160,061												

43	1	\$110,193	2	\$111,572	3	\$112,948	4	\$114,327	5	\$115,704	6	\$117,082	7	\$118,460
	8	\$119,839	9	\$121,215	10	\$122,594	11	\$123,971	12	\$125,350	13	\$126,727	14	\$128,105
	15	\$129,482	16	\$130,861	17	\$132,238	18	\$133,618	19	\$134,993	20	\$136,372	21	\$137,749
	22	\$139,129	23	\$140,505	24	\$141,883	25	\$143,260	26	\$144,639	27	\$146,017	28	\$147,396
	29	\$148,771	30	\$150,148	31	\$151,527	32	\$152,907	33	\$154,284	34	\$155,660	35	\$157,039
	36	\$158,419	37	\$159,796	38	\$161,175	39	\$162,551	40	\$163,927	41	\$165,307	42	\$166,684
	43	\$168,063												

44	1	\$115,703	2	\$117,151	3	\$118,597	4	\$120,043	5	\$121,488	6	\$122,935	7	\$124,382
	8	\$125,829	9	\$127,278	10	\$128,723	11	\$130,170	12	\$131,615	13	\$133,062	14	\$134,510
	15	\$135,958	16	\$137,402	17	\$138,850	18	\$140,297	19	\$141,744	20	\$143,191	21	\$144,636
	22	\$146,082	23	\$147,530	24	\$148,977	25	\$150,424	26	\$151,871	27	\$153,317	28	\$154,764
	29	\$156,210	30	\$157,657	31	\$159,104	32	\$160,551	33	\$161,996	34	\$163,446	35	\$164,892
	36	\$166,339	37	\$167,787	38	\$169,231	39	\$170,677	40	\$172,125	41	\$173,573	42	\$175,020
	43	\$176,467												

APPENDIX G
NJIT/PSA Salary Matrices
II. Professional Staff
(July 7, 2002 - January 4, 2003)

15	1	\$28,670	2	\$29,027	3	\$29,384	4	\$29,743	5	\$30,101	6	\$30,458	7	\$30,816	
	8	\$31,175	9	\$31,530	10	\$31,889	11	\$32,247	12	\$32,605	13	\$32,961	14	\$33,320	
	15	\$33,680	16	\$34,038	17	\$34,397	18	\$34,753	19	\$35,112	20	\$35,471	21	\$35,826	
	22	\$36,185	23	\$36,544	24	\$36,902	25	\$37,259	26	\$37,617	27	\$37,976	28	\$38,335	
	29	\$38,694	30	\$39,048	31	\$39,407	32	\$39,765	33	\$40,122	34	\$40,480	35	\$40,839	
	36	\$41,197	37	\$41,554	38	\$41,912	39	\$42,271	40	\$42,629	41	\$42,984	42	\$43,343	
	43	\$43,701													

16	1	\$30,101	2	\$30,477	3	\$30,854	4	\$31,230	5	\$31,607	6	\$31,982	7	\$32,358	
	8	\$32,734	9	\$33,110	10	\$33,488	11	\$33,863	12	\$34,242	13	\$34,618	14	\$34,993	
	15	\$35,370	16	\$35,745	17	\$36,122	18	\$36,499	19	\$36,875	20	\$37,251	21	\$37,626	
	22	\$38,004	23	\$38,381	24	\$38,758	25	\$39,133	26	\$39,511	27	\$39,886	28	\$40,260	
	29	\$40,638	30	\$41,013	31	\$41,392	32	\$41,767	33	\$42,145	34	\$42,522	35	\$42,896	
	36	\$43,272	37	\$43,649	38	\$44,024	39	\$44,402	40	\$44,778	41	\$45,153	42	\$45,529	
	43	\$45,907													

17	1	\$31,607	2	\$32,000	3	\$32,397	4	\$32,791	5	\$33,188	6	\$33,584	7	\$33,979	
	8	\$34,375	9	\$34,770	10	\$35,166	11	\$35,560	12	\$35,957	13	\$36,352	14	\$36,748	
	15	\$37,142	16	\$37,540	17	\$37,934	18	\$38,332	19	\$38,724	20	\$39,122	21	\$39,517	
	22	\$39,914	23	\$40,307	24	\$40,701	25	\$41,099	26	\$41,494	27	\$41,890	28	\$42,284	
	29	\$42,681	30	\$43,077	31	\$43,472	32	\$43,867	33	\$44,263	34	\$44,659	35	\$45,053	
	36	\$45,450	37	\$45,843	38	\$46,241	39	\$46,635	40	\$47,033	41	\$47,427	42	\$47,823	
	43	\$48,217													

18	1	\$33,188	2	\$33,603	3	\$34,017	4	\$34,431	5	\$34,846	6	\$35,261	7	\$35,677	
	8	\$36,089	9	\$36,505	10	\$36,920	11	\$37,334	12	\$37,751	13	\$38,164	14	\$38,577	
	15	\$38,993	16	\$39,408	17	\$39,823	18	\$40,238	19	\$40,651	20	\$41,065	21	\$41,482	
	22	\$41,895	23	\$42,312	24	\$42,726	25	\$43,139	26	\$43,554	27	\$43,970	28	\$44,384	
	29	\$44,799	30	\$45,213	31	\$45,628	32	\$46,043	33	\$46,458	34	\$46,872	35	\$47,286	
	36	\$47,701	37	\$48,114	38	\$48,530	39	\$48,945	40	\$49,358	41	\$49,773	42	\$50,187	
	43	\$50,601													

19	1	\$34,846	2	\$35,282	3	\$35,716	4	\$36,154	5	\$36,589	6	\$37,022	7	\$37,457	
	8	\$37,893	9	\$38,330	10	\$38,765	11	\$39,201	12	\$39,636	13	\$40,070	14	\$40,506	
	15	\$40,943	16	\$41,376	17	\$41,812	18	\$42,250	19	\$42,684	20	\$43,118	21	\$43,554	
	22	\$43,989	23	\$44,426	24	\$44,862	25	\$45,295	26	\$45,731	27	\$46,166	28	\$46,603	
	29	\$47,038	30	\$47,474	31	\$47,907	32	\$48,342	33	\$48,779	34	\$49,213	35	\$49,649	
	36	\$50,084	37	\$50,519	38	\$50,956	39	\$51,404	40	\$51,827	41	\$52,263	42	\$52,700	
	43	\$53,135													

20	1	\$36,589	2	\$37,044	3	\$37,502	4	\$37,962	5	\$38,418	6	\$38,876	7	\$39,335	
	8	\$39,797	9	\$40,249	10	\$40,705	11	\$41,163	12	\$41,622	13	\$42,079	14	\$42,537	
	15	\$42,995	16	\$43,452	17	\$43,909	18	\$44,369	19	\$44,825	20	\$45,284	21	\$45,739	
	22	\$46,198	23	\$46,655	24	\$47,114	25	\$47,572	26	\$48,030	27	\$48,485	28	\$48,945	
	29	\$49,400	30	\$49,859	31	\$50,318	32	\$50,774	33	\$51,232	34	\$51,691	35	\$52,145	
	36	\$52,605	37	\$53,061	38	\$53,519	39	\$53,976	40	\$54,433	41	\$54,891	42	\$55,349	
	43	\$55,805													

21	1	\$38,418	2	\$38,898	3	\$39,378	4	\$39,861	5	\$40,342	6	\$40,823	7	\$41,302	
	8	\$41,783	9	\$42,263	10	\$42,745	11	\$43,225	12	\$43,705	13	\$44,186	14	\$44,666	
	15	\$45,146	16	\$45,627	17	\$46,107	18	\$46,587	19	\$47,068	20	\$47,551	21	\$48,031	
	22	\$48,512	23	\$48,992	24	\$49,473	25	\$49,953	26	\$50,434	27	\$50,914	28	\$51,395	
	29	\$51,875	30	\$52,356	31	\$52,836	32	\$53,315	33	\$53,797	34	\$54,278	35	\$54,757	
	36	\$55,238	37	\$55,715	38	\$56,193	39	\$56,669	40	\$57,148	41	\$57,624	42	\$58,101	
	43	\$58,578													

22	1	\$40,342	2	\$40,845	3	\$41,351	4	\$41,854	5	\$42,360	6	\$42,862	7	\$43,366	
	8	\$43,871	9	\$44,376	10	\$44,880	11	\$45,385	12	\$45,889	13	\$46,395	14	\$46,898	
	15	\$47,402	16	\$47,905	17	\$48,410	18	\$48,914	19	\$49,420	20	\$49,923	21	\$50,429	
	22	\$50,932	23	\$51,439	24	\$51,941	25	\$52,445	26	\$52,949	27	\$53,454	28	\$53,958	
	29	\$54,463	30	\$54,967	31	\$55,471	32	\$55,977	33	\$56,481	34	\$56,984	35	\$57,488	
	36	\$57,991	37	\$58,498	38	\$59,001	39	\$59,506	40	\$60,009	41	\$60,514	42	\$61,018	
	43	\$61,523													

APPENDIX G
NJIT/PSA Salary Matrices
II. Professional Staff
(July 7, 2002 - January 4, 2003)

23	1	\$42,360	2	\$42,889	3	\$43,419	4	\$43,948	5	\$44,478	6	\$45,009	7	\$45,538
	8	\$46,066	9	\$46,597	10	\$47,124	11	\$47,654	12	\$48,183	13	\$48,713	14	\$49,244
	15	\$49,774	16	\$50,301	17	\$50,832	18	\$51,362	19	\$51,891	20	\$52,422	21	\$52,950
	22	\$53,481	23	\$54,011	24	\$54,540	25	\$55,069	26	\$55,600	27	\$56,129	28	\$56,659
	29	\$57,187	30	\$57,718	31	\$58,248	32	\$58,779	33	\$59,307	34	\$59,837	35	\$60,368
	36	\$60,897	37	\$61,426	38	\$61,956	39	\$62,486	40	\$63,017	41	\$63,547	42	\$64,075
	43	\$64,607												

24	1	\$44,478	2	\$45,031	3	\$45,589	4	\$46,144	5	\$46,699	6	\$47,257	7	\$47,809
	8	\$48,366	9	\$48,921	10	\$49,479	11	\$50,034	12	\$50,591	13	\$51,145	14	\$51,702
	15	\$52,257	16	\$52,814	17	\$53,368	18	\$53,925	19	\$54,479	20	\$55,038	21	\$55,591
	22	\$56,147	23	\$56,703	24	\$57,259	25	\$57,814	26	\$58,368	27	\$58,925	28	\$59,480
	29	\$60,038	30	\$60,592	31	\$61,148	32	\$61,704	33	\$62,261	34	\$62,815	35	\$63,373
	36	\$63,927	37	\$64,485	38	\$65,040	39	\$65,597	40	\$66,153	41	\$66,709	42	\$67,265
	43	\$67,823												

25	1	\$46,699	2	\$47,282	3	\$47,867	4	\$48,453	5	\$49,037	6	\$49,621	7	\$50,205
	8	\$50,789	9	\$51,373	10	\$51,957	11	\$52,541	12	\$53,126	13	\$53,709	14	\$54,294
	15	\$54,878	16	\$55,461	17	\$56,046	18	\$56,630	19	\$57,214	20	\$57,798	21	\$58,382
	22	\$58,966	23	\$59,551	24	\$60,134	25	\$60,719	26	\$61,303	27	\$61,885	28	\$62,470
	29	\$63,054	30	\$63,638	31	\$64,222	32	\$64,807	33	\$65,390	34	\$65,976	35	\$66,559
	36	\$67,143	37	\$67,727	38	\$68,311	39	\$68,896	40	\$69,479	41	\$70,064	42	\$70,648
	43	\$71,233												

26	1	\$49,037	2	\$49,649	3	\$50,265	4	\$50,876	5	\$51,490	6	\$52,102	7	\$52,715
	8	\$53,328	9	\$53,942	10	\$54,556	11	\$55,169	12	\$55,782	13	\$56,394	14	\$57,008
	15	\$57,621	16	\$58,236	17	\$58,849	18	\$59,461	19	\$60,075	20	\$60,686	21	\$61,301
	22	\$61,913	23	\$62,527	24	\$63,140	25	\$63,753	26	\$64,368	27	\$64,981	28	\$65,594
	29	\$66,207	30	\$66,819	31	\$67,431	32	\$68,047	33	\$68,658	34	\$69,272	35	\$69,887
	36	\$70,498	37	\$71,113	38	\$71,725	39	\$72,339	40	\$72,952	41	\$73,565	42	\$74,180
	43	\$74,794												

27	1	\$51,490	2	\$52,133	3	\$52,776	4	\$53,420	5	\$54,064	6	\$54,707	7	\$55,352
	8	\$55,997	9	\$56,641	10	\$57,285	11	\$57,927	12	\$58,570	13	\$59,214	14	\$59,860
	15	\$60,504	16	\$61,147	17	\$61,792	18	\$62,434	19	\$63,078	20	\$63,722	21	\$64,367
	22	\$65,011	23	\$65,655	24	\$66,299	25	\$66,942	26	\$67,584	27	\$68,229	28	\$68,876
	29	\$69,518	30	\$70,163	31	\$70,805	32	\$71,449	33	\$72,094	34	\$72,742	35	\$73,391
	36	\$74,044	37	\$74,692	38	\$75,349	39	\$75,993	40	\$76,643	41	\$77,293	42	\$77,943
	43	\$78,594												

28	1	\$54,064	2	\$54,740	3	\$55,417	4	\$56,094	5	\$56,768	6	\$57,444	7	\$58,122
	8	\$58,798	9	\$59,472	10	\$60,149	11	\$60,826	12	\$61,502	13	\$62,176	14	\$62,853
	15	\$63,530	16	\$64,206	17	\$64,880	18	\$65,557	19	\$66,235	20	\$66,911	21	\$67,584
	22	\$68,261	23	\$68,939	24	\$69,613	25	\$70,288	26	\$70,968	27	\$71,644	28	\$72,318
	29	\$72,995	30	\$73,672	31	\$74,348	32	\$75,022	33	\$75,698	34	\$76,375	35	\$77,053
	36	\$77,727	37	\$78,402	38	\$79,080	39	\$79,756	40	\$80,429	41	\$81,105	42	\$81,782
	43	\$82,459												

29	1	\$56,768	2	\$57,479	3	\$58,189	4	\$58,897	5	\$59,608	6	\$60,318	7	\$61,030
	8	\$61,737	9	\$62,446	10	\$63,157	11	\$63,866	12	\$64,577	13	\$65,286	14	\$65,995
	15	\$66,706	16	\$67,416	17	\$68,124	18	\$68,835	19	\$69,545	20	\$70,256	21	\$70,964
	22	\$71,673	23	\$72,385	24	\$73,093	25	\$73,802	26	\$74,513	27	\$75,222	28	\$75,933
	29	\$76,643	30	\$77,352	31	\$78,062	32	\$78,772	33	\$79,484	34	\$80,192	35	\$80,900
	36	\$81,611	37	\$82,321	38	\$83,030	39	\$83,740	40	\$84,450	41	\$85,161	42	\$85,871
	43	\$86,580												

30	1	\$59,608	2	\$60,353	3	\$61,098	4	\$61,844	5	\$62,587	6	\$63,333	7	\$64,076
	8	\$64,823	9	\$65,569	10	\$66,313	11	\$67,058	12	\$67,802	13	\$68,548	14	\$69,293
	15	\$70,040	16	\$70,784	17	\$71,530	18	\$72,275	19	\$73,020	20	\$73,765	21	\$74,509
	22	\$75,255	23	\$75,998	24	\$76,744	25	\$77,489	26	\$78,234	27	\$78,980	28	\$79,724
	29	\$80,469	30	\$81,213	31	\$81,960	32	\$82,705	33	\$83,449	34	\$84,194	35	\$84,937
	36	\$85,684	37	\$86,430	38	\$87,175	39	\$87,919	40	\$88,664	41	\$89,407	42	\$90,153
	43	\$90,897												

APPENDIX G
NJIT/PSA Salary Matrices
II. Professional Staff
(July 7, 2002 - January 4, 2003)

31	1	\$62,587	2	\$63,372	3	\$64,154	4	\$64,935	5	\$65,719	6	\$66,501	7	\$67,284
	8	\$68,066	9	\$68,849	10	\$69,631	11	\$70,415	12	\$71,197	13	\$71,978	14	\$72,762
	15	\$73,546	16	\$74,325	17	\$75,110	18	\$75,892	19	\$76,676	20	\$77,457	21	\$78,240
	22	\$79,022	23	\$79,806	24	\$80,586	25	\$81,371	26	\$82,154	27	\$82,936	28	\$83,719
	29	\$84,500	30	\$85,284	31	\$86,068	32	\$86,848	33	\$87,631	34	\$88,415	35	\$89,197
	36	\$89,977	37	\$90,761	38	\$91,545	39	\$92,327	40	\$93,108	41	\$93,892	42	\$94,674
	43	\$95,459												

32	1	\$65,719	2	\$66,541	3	\$67,361	4	\$68,185	5	\$69,005	6	\$69,828	7	\$70,648
	8	\$71,469	9	\$72,293	10	\$73,113	11	\$73,935	12	\$74,757	13	\$75,580	14	\$76,400
	15	\$77,222	16	\$78,043	17	\$78,866	18	\$79,688	19	\$80,511	20	\$81,331	21	\$82,153
	22	\$82,973	23	\$83,797	24	\$84,617	25	\$85,438	26	\$86,260	27	\$87,084	28	\$87,904
	29	\$88,726	30	\$89,547	31	\$90,371	32	\$91,191	33	\$92,013	34	\$92,833	35	\$93,658
	36	\$94,479	37	\$95,301	38	\$96,121	39	\$96,944	40	\$97,765	41	\$98,587	42	\$99,407
	43	\$100,235												

33	1	\$69,005	2	\$69,868	3	\$70,730	4	\$71,593	5	\$72,455	6	\$73,318	7	\$74,180
	8	\$75,041	9	\$75,903	10	\$76,765	11	\$77,630	12	\$78,492	13	\$79,354	14	\$80,215
	15	\$81,079	16	\$81,940	17	\$82,802	18	\$83,664	19	\$84,528	20	\$85,390	21	\$86,251
	22	\$87,113	23	\$87,977	24	\$88,840	25	\$89,702	26	\$90,563	27	\$91,426	28	\$92,289
	29	\$93,150	30	\$94,011	31	\$94,875	32	\$95,738	33	\$96,600	34	\$97,463	35	\$98,325
	36	\$99,187	37	\$100,050	38	\$100,913	39	\$101,774	40	\$102,636	41	\$103,497	42	\$104,361
	43	\$105,224												

34	1	\$72,455	2	\$73,359	3	\$74,267	4	\$75,172	5	\$76,078	6	\$76,983	7	\$77,891
	8	\$78,797	9	\$79,704	10	\$80,609	11	\$81,515	12	\$82,420	13	\$83,327	14	\$84,233
	15	\$85,138	16	\$86,044	17	\$86,951	18	\$87,856	19	\$88,764	20	\$89,669	21	\$90,575
	22	\$91,481	23	\$92,387	24	\$93,292	25	\$94,199	26	\$95,105	27	\$96,012	28	\$96,916
	29	\$97,822	30	\$98,728	31	\$99,634	32	\$100,542	33	\$101,448	34	\$102,353	35	\$103,260
	36	\$104,166	37	\$105,072	38	\$105,976	39	\$106,882	40	\$107,791	41	\$108,694	42	\$109,600
	43	\$110,506												

35	1	\$76,078	2	\$77,028	3	\$77,978	4	\$78,930	5	\$79,880	6	\$80,831	7	\$81,782
	8	\$82,732	9	\$83,682	10	\$84,633	11	\$85,584	12	\$86,532	13	\$87,482	14	\$88,434
	15	\$89,385	16	\$90,336	17	\$91,286	18	\$92,236	19	\$93,187	20	\$94,138	21	\$95,087
	22	\$96,038	23	\$96,991	24	\$97,941	25	\$98,889	26	\$99,840	27	\$100,790	28	\$101,741
	29	\$102,692	30	\$103,641	31	\$104,593	32	\$105,545	33	\$106,494	34	\$107,446	35	\$108,396
	36	\$109,347	37	\$110,298	38	\$111,245	39	\$112,197	40	\$113,149	41	\$114,098	42	\$115,051
	43	\$116,001												

36	1	\$79,880	2	\$80,879	3	\$81,877	4	\$82,876	5	\$83,872	6	\$84,870	7	\$85,869
	8	\$86,867	9	\$87,866	10	\$88,861	11	\$89,860	12	\$90,858	13	\$91,857	14	\$92,856
	15	\$93,852	16	\$94,851	17	\$95,847	18	\$96,846	19	\$97,846	20	\$98,844	21	\$99,840
	22	\$100,838	23	\$101,836	24	\$102,834	25	\$103,834	26	\$104,831	27	\$105,829	28	\$106,826
	29	\$107,824	30	\$108,823	31	\$109,822	32	\$110,818	33	\$111,816	34	\$112,814	35	\$113,813
	36	\$114,812	37	\$115,809	38	\$116,807	39	\$117,804	40	\$118,803	41	\$119,801	42	\$120,801
	43	\$121,797												

37	1	\$83,872	2	\$84,921	3	\$85,971	4	\$87,019	5	\$88,066	6	\$89,116	7	\$90,164
	8	\$91,214	9	\$92,260	10	\$93,311	11	\$94,358	12	\$95,407	13	\$96,457	14	\$97,503
	15	\$98,551	16	\$99,602	17	\$100,651	18	\$101,698	19	\$102,748	20	\$103,796	21	\$104,845
	22	\$105,892	23	\$106,942	24	\$107,990	25	\$109,038	26	\$110,089	27	\$111,135	28	\$112,185
	29	\$113,233	30	\$114,283	31	\$115,330	32	\$116,379	33	\$117,428	34	\$118,477	35	\$119,523
	36	\$120,572	37	\$121,622	38	\$122,670	39	\$123,719	40	\$124,766	41	\$125,815	42	\$126,864
	43	\$127,914												

38	1	\$88,066	2	\$89,167	3	\$90,268	4	\$91,370	5	\$92,468	6	\$93,571	7	\$94,671
	8	\$95,773	9	\$96,871	10	\$97,973	11	\$99,075	12	\$100,175	13	\$101,275	14	\$102,376
	15	\$103,478	16	\$104,579	17	\$105,678	18	\$106,779	19	\$107,880	20	\$108,981	21	\$110,079
	22	\$111,181	23	\$112,282	24	\$113,383	25	\$114,482	26	\$115,584	27	\$116,686	28	\$117,788
	29	\$118,886	30	\$119,988	31	\$121,088	32	\$122,189	33	\$123,288	34	\$124,389	35	\$125,492
	36	\$126,592	37	\$127,695	38	\$128,816	39	\$129,919	40	\$131,030	41	\$132,138	42	\$133,248
	43	\$134,360												

APPENDIX G
NJIT/PSA Salary Matrices
II. Professional Staff
(July 7, 2002 - January 4, 2003)

39	1	\$92,468	2	\$93,626	3	\$94,782	4	\$95,938	5	\$97,094	6	\$98,249	7	\$99,405
	8	\$100,561	9	\$101,718	10	\$102,873	11	\$104,028	12	\$105,184	13	\$106,340	14	\$107,498
	15	\$108,650	16	\$109,806	17	\$110,964	18	\$112,120	19	\$113,276	20	\$114,431	21	\$115,587
	22	\$116,743	23	\$117,900	24	\$119,057	25	\$120,210	26	\$121,367	27	\$122,523	28	\$123,680
	29	\$124,837	30	\$125,989	31	\$127,146	32	\$128,303	33	\$129,459	34	\$130,615	35	\$131,769
	36	\$132,925	37	\$134,081	38	\$135,237	39	\$136,393	40	\$137,547	41	\$138,703	42	\$139,859
	43	\$141,015												

40	1	\$97,094	2	\$98,307	3	\$99,519	4	\$100,733	5	\$101,947	6	\$103,161	7	\$104,375
	8	\$105,588	9	\$106,802	10	\$108,014	11	\$109,227	12	\$110,441	13	\$111,653	14	\$112,867
	15	\$114,081	16	\$115,294	17	\$116,508	18	\$117,719	19	\$118,934	20	\$120,147	21	\$121,361
	22	\$122,575	23	\$123,788	24	\$125,002	25	\$126,215	26	\$127,430	27	\$128,641	28	\$129,854
	29	\$131,069	30	\$132,283	31	\$133,497	32	\$134,709	33	\$135,922	34	\$137,136	35	\$138,348
	36	\$139,562	37	\$140,774	38	\$141,988	39	\$143,203	40	\$144,417	41	\$145,631	42	\$146,843
	43	\$148,055												

41	1	\$101,948	2	\$103,221	3	\$104,497	4	\$105,771	5	\$107,045	6	\$108,320	7	\$109,594
	8	\$110,870	9	\$112,144	10	\$113,419	11	\$114,693	12	\$115,968	13	\$117,246	14	\$118,519
	15	\$119,794	16	\$121,069	17	\$122,344	18	\$123,619	19	\$124,892	20	\$126,168	21	\$127,443
	22	\$128,717	23	\$129,992	24	\$131,265	25	\$132,541	26	\$133,816	27	\$135,091	28	\$136,364
	29	\$137,639	30	\$138,914	31	\$140,189	32	\$141,464	33	\$142,738	34	\$144,013	35	\$145,289
	36	\$146,563	37	\$147,838	38	\$149,113	39	\$150,387	40	\$151,662	41	\$152,936	42	\$154,212
	43	\$155,485												

42	1	\$107,044	2	\$108,382	3	\$109,721	4	\$111,060	5	\$112,398	6	\$113,736	7	\$115,075
	8	\$116,414	9	\$117,753	10	\$119,090	11	\$120,429	12	\$121,768	13	\$123,107	14	\$124,444
	15	\$125,781	16	\$127,123	17	\$128,461	18	\$129,797	19	\$131,136	20	\$132,476	21	\$133,815
	22	\$135,151	23	\$136,489	24	\$137,831	25	\$139,168	26	\$140,505	27	\$141,844	28	\$143,184
	29	\$144,522	30	\$145,860	31	\$147,200	32	\$148,535	33	\$149,876	34	\$151,215	35	\$152,552
	36	\$153,890	37	\$155,231	38	\$156,569	39	\$157,906	40	\$159,245	41	\$160,585	42	\$161,923
	43	\$163,262												

43	1	\$112,397	2	\$113,803	3	\$115,207	4	\$116,614	5	\$118,018	6	\$119,424	7	\$120,829
	8	\$122,236	9	\$123,639	10	\$125,046	11	\$126,450	12	\$127,857	13	\$129,262	14	\$130,667
	15	\$132,072	16	\$133,478	17	\$134,883	18	\$136,290	19	\$137,693	20	\$139,099	21	\$140,504
	22	\$141,912	23	\$143,315	24	\$144,721	25	\$146,125	26	\$147,532	27	\$148,937	28	\$150,344
	29	\$151,746	30	\$153,151	31	\$154,558	32	\$155,965	33	\$157,370	34	\$158,773	35	\$160,180
	36	\$161,587	37	\$162,992	38	\$164,399	39	\$165,802	40	\$167,206	41	\$168,613	42	\$170,018
	43	\$171,424												

44	1	\$118,017	2	\$119,494	3	\$120,969	4	\$122,444	5	\$123,918	6	\$125,394	7	\$126,870
	8	\$128,346	9	\$129,824	10	\$131,297	11	\$132,773	12	\$134,247	13	\$135,723	14	\$137,200
	15	\$138,677	16	\$140,150	17	\$141,627	18	\$143,103	19	\$144,579	20	\$146,055	21	\$147,529
	22	\$149,004	23	\$150,481	24	\$151,957	25	\$153,432	26	\$154,908	27	\$156,383	28	\$157,859
	29	\$159,334	30	\$160,810	31	\$162,286	32	\$163,762	33	\$165,236	34	\$166,715	35	\$168,190
	36	\$169,666	37	\$171,143	38	\$172,616	39	\$174,091	40	\$175,568	41	\$177,044	42	\$178,520
	43	\$179,996												

APPENDIX G
NJIT/PSA Salary Matrices
II. Professional Staff
(January 5, 2003 - June 30, 2003)

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												

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												

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												

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												

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												

20	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												

21	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												

22	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												

APPENDIX G
NJIT/PSA Salary Matrices
II. Professional Staff
(January 5, 2003 - June 30, 2003)

23	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												

24	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												

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												

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												

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												

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												

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												

30	1	\$61,069	2	\$61,832	3	\$62,596	4	\$63,360	5	\$64,121	6	\$64,885	7	\$65,647
	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												

APPENDIX G
NJIT/PSA Salary Matrices
II. Professional Staff
(January 5, 2003 - June 30, 2003)

31	1	\$64,121	2	\$64,925	3	\$65,726	4	\$66,527	5	\$67,330	6	\$68,131	7	\$68,933
	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												

32	1	\$67,330	2	\$68,172	3	\$69,012	4	\$69,856	5	\$70,696	6	\$71,539	7	\$72,380
	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												

33	1	\$70,696	2	\$71,580	3	\$72,464	4	\$73,348	5	\$74,231	6	\$75,115	7	\$75,998
	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												

34	1	\$74,231	2	\$75,157	3	\$76,087	4	\$77,014	5	\$77,943	6	\$78,870	7	\$79,800
	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												

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												

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												

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												

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												

APPENDIX G
NJIT/PSA Salary Matrices
II. Professional Staff
(January 5, 2003 - June 30, 2003)

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
	43	\$144,471												

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												

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												

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												

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												

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												

APPENDIX G
NJIT/PSA SALARY MATRICES

III. FACULTY
(July 8, 2001 – January 5, 2002)
(January 6, 2002 – July 6, 2002)
(July 7, 2002 – January 4, 2003)
(January 5, 2003 – June 30, 2003)

APPENDIX G
NJIT/PSA SALARY MATRICES
FACULTY

APPENDIX C
NJIT/PSA Salary Matrices
III. Faculty
(July 8, 2001 - January 5, 2002)

ASSISTANT PROFESSOR

Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary \$36,941	\$37,471	\$38,001	\$38,531	\$39,061	\$39,591	\$40,121	\$40,651	\$41,181	\$41,711	\$42,241	\$42,771	\$43,301	\$43,831
Step 15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary \$44,361	\$44,891	\$45,421	\$45,951	\$46,481	\$47,011	\$47,541	\$48,071	\$48,601	\$49,131	\$49,661	\$50,191	\$50,721	\$51,251
Step 29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary \$51,781	\$52,311	\$52,841	\$53,371	\$53,901	\$54,431	\$54,961	\$55,491	\$56,021	\$56,551	\$57,081	\$57,611	\$58,141	\$58,671
Step 43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary \$59,201	\$59,731	\$60,261	\$60,791	\$61,321	\$61,851	\$62,381	\$62,911	\$63,441	\$63,971	\$64,501	\$65,031	\$65,561	\$66,091
Step 57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary \$66,621	\$67,151	\$67,681	\$68,211	\$68,741	\$69,271	\$69,801	\$70,331	\$70,861	\$71,391	\$71,921	\$72,451	\$72,981	\$73,511
Step 71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary \$74,041	\$74,571	\$75,101	\$75,631	\$76,161	\$76,691	\$77,221	\$77,751	\$78,281	\$78,811	\$79,341	\$79,871	\$80,401	\$80,931
Step 85	86	87	88	89	90	91							
Salary \$81,461	\$81,991	\$82,521	\$83,051	\$83,581	\$84,111	\$84,641							

ASSOCIATE PROFESSOR

Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary \$44,903	\$45,547	\$46,191	\$46,835	\$47,479	\$48,123	\$48,767	\$49,411	\$50,055	\$50,699	\$51,343	\$51,987	\$52,631	\$53,275
Step 15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary \$53,919	\$54,563	\$55,207	\$55,851	\$56,495	\$57,139	\$57,783	\$58,427	\$59,071	\$59,715	\$60,359	\$61,003	\$61,647	\$62,291
Step 29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary \$62,935	\$63,579	\$64,223	\$64,867	\$65,511	\$66,155	\$66,799	\$67,443	\$68,087	\$68,731	\$69,375	\$70,019	\$70,663	\$71,307
Step 43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary \$71,951	\$72,595	\$73,239	\$73,883	\$74,527	\$75,171	\$75,815	\$76,459	\$77,103	\$77,747	\$78,391	\$79,035	\$79,679	\$80,323
Step 57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary \$80,967	\$81,611	\$82,255	\$82,899	\$83,543	\$84,187	\$84,831	\$85,475	\$86,119	\$86,763	\$87,407	\$88,051	\$88,695	\$89,339
Step 71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary \$89,983	\$90,627	\$91,271	\$91,915	\$92,559	\$93,203	\$93,847	\$94,491	\$95,135	\$95,779	\$96,423	\$97,067	\$97,711	\$98,355
Step 85	86	87	88	89	90	91							
Salary \$98,999	\$99,643	\$100,287	\$100,931	\$101,575	\$102,219	\$102,863							

APPENDIX G
NJIT/PSA Salary Matrices

III. Faculty

(July 8, 2001 - January 5, 2002)

PROFESSOR

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	\$57,315	\$58,067	\$58,819	\$59,571	\$60,323	\$61,075	\$61,827	\$62,579	\$63,331	\$64,083	\$64,835	\$65,587	\$66,339	\$67,091
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	\$67,843	\$68,595	\$69,347	\$70,099	\$70,851	\$71,603	\$72,355	\$73,107	\$73,859	\$74,611	\$75,363	\$76,115	\$76,867	\$77,619
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	\$78,371	\$79,123	\$79,875	\$80,627	\$81,379	\$82,131	\$82,883	\$83,635	\$84,387	\$85,139	\$85,891	\$86,643	\$87,395	\$88,147
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	\$88,899	\$89,651	\$90,403	\$91,155	\$91,907	\$92,659	\$93,411	\$94,163	\$94,915	\$95,667	\$96,419	\$97,171	\$97,923	\$98,675
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	\$99,427	\$100,179	\$100,931	\$101,683	\$102,435	\$103,187	\$103,939	\$104,691	\$105,443	\$106,195	\$106,947	\$107,699	\$108,451	\$109,203
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	\$109,955	\$110,707	\$111,459	\$112,211	\$112,963	\$113,715	\$114,467	\$115,219	\$115,971	\$116,723	\$117,475	\$118,227	\$118,979	\$119,731
Step	85	86	87	88	89	90	91							
Salary	\$120,483	\$121,235	\$121,987	\$122,739	\$123,491	\$124,243	\$124,995							

DISTINGUISHED PROFESSOR

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	\$66,351	\$67,302	\$68,253	\$69,204	\$70,155	\$71,106	\$72,057	\$73,008	\$73,959	\$74,910	\$75,861	\$76,812	\$77,763	\$78,714
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	\$79,665	\$80,616	\$81,567	\$82,518	\$83,469	\$84,420	\$85,371	\$86,322	\$87,273	\$88,224	\$89,175	\$90,126	\$91,077	\$92,028
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	\$92,979	\$93,930	\$94,881	\$95,832	\$96,783	\$97,734	\$98,685	\$99,636	\$100,587	\$101,538	\$102,489	\$103,440	\$104,391	\$105,342
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	\$106,293	\$107,244	\$108,195	\$109,146	\$110,097	\$111,048	\$111,999	\$112,950	\$113,901	\$114,852	\$115,803	\$116,754	\$117,705	\$118,656
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	\$119,607	\$120,558	\$121,509	\$122,460	\$123,411	\$124,362	\$125,313	\$126,264	\$127,215	\$128,166	\$129,117	\$130,068	\$131,019	\$131,970
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	\$132,921	\$133,872	\$134,823	\$135,774	\$136,725	\$137,676	\$138,627	\$139,578	\$140,529	\$141,480	\$142,431	\$143,382	\$144,333	\$145,284
Step	85	86	87	88	89	90	91							
Salary	\$146,235	\$147,186	\$148,137	\$149,088	\$150,039	\$150,990	\$151,941							

APPENDIX G
 NJIT/PSA Salary Matrices
 III. Faculty
 (January 6, 2002 - July 6, 2002)

ASSISTANT PROFESSOR

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	\$37,665	\$38,205	\$38,745	\$39,285	\$39,825	\$40,365	\$40,905	\$41,445	\$41,985	\$42,525	\$43,065	\$43,605	\$44,145	\$44,685
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	\$45,225	\$45,765	\$46,305	\$46,845	\$47,385	\$47,925	\$48,465	\$49,005	\$49,545	\$50,085	\$50,625	\$51,165	\$51,705	\$52,245
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	\$52,785	\$53,325	\$53,865	\$54,405	\$54,945	\$55,485	\$56,025	\$56,565	\$57,105	\$57,645	\$58,185	\$58,725	\$59,265	\$59,805
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	\$60,345	\$60,885	\$61,425	\$61,965	\$62,505	\$63,045	\$63,585	\$64,125	\$64,665	\$65,205	\$65,745	\$66,285	\$66,825	\$67,365
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	\$67,905	\$68,445	\$68,985	\$69,525	\$70,065	\$70,605	\$71,145	\$71,685	\$72,225	\$72,765	\$73,305	\$73,845	\$74,385	\$74,925
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	\$75,465	\$76,005	\$76,545	\$77,085	\$77,625	\$78,165	\$78,705	\$79,245	\$79,785	\$80,325	\$80,865	\$81,405	\$81,945	\$82,485
Step	85	86	87	88	89	90	91							
Salary	\$83,025	\$83,565	\$84,105	\$84,645	\$85,185	\$85,725	\$86,265							

ASSOCIATE PROFESSOR

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	\$45,783	\$46,439	\$47,095	\$47,751	\$48,407	\$49,063	\$49,719	\$50,375	\$51,031	\$51,687	\$52,343	\$52,999	\$53,655	\$54,311
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	\$54,967	\$55,623	\$56,279	\$56,935	\$57,591	\$58,247	\$58,903	\$59,559	\$60,215	\$60,871	\$61,527	\$62,183	\$62,839	\$63,495
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	\$64,151	\$64,807	\$65,463	\$66,119	\$66,775	\$67,431	\$68,087	\$68,743	\$69,399	\$70,055	\$70,711	\$71,367	\$72,023	\$72,679
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	\$73,335	\$73,991	\$74,647	\$75,303	\$75,959	\$76,615	\$77,271	\$77,927	\$78,583	\$79,239	\$79,895	\$80,551	\$81,207	\$81,863
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	\$82,519	\$83,175	\$83,831	\$84,487	\$85,143	\$85,799	\$86,455	\$87,111	\$87,767	\$88,423	\$89,079	\$89,735	\$90,391	\$91,047
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	\$91,703	\$92,359	\$93,015	\$93,671	\$94,327	\$94,983	\$95,639	\$96,295	\$96,951	\$97,607	\$98,263	\$98,919	\$99,575	\$100,231
Step	85	86	87	88	89	90	91							
Salary	\$100,887	\$101,543	\$102,199	\$102,855	\$103,511	\$104,167	\$104,823							

APPENDIX C
NJIT/PSA Salary Matrices
III. Faculty
(January 6, 2002 - July 6, 2002)

PROFESSOR

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	\$58,439	\$59,206	\$59,973	\$60,740	\$61,507	\$62,274	\$63,041	\$63,808	\$64,575	\$65,342	\$66,109	\$66,876	\$67,643	\$68,410
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	\$69,177	\$69,944	\$70,711	\$71,478	\$72,245	\$73,012	\$73,779	\$74,546	\$75,313	\$76,080	\$76,847	\$77,614	\$78,381	\$79,148
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	\$79,915	\$80,682	\$81,449	\$82,216	\$82,983	\$83,750	\$84,517	\$85,284	\$86,051	\$86,818	\$87,585	\$88,352	\$89,119	\$89,886
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	\$90,653	\$91,420	\$92,187	\$92,954	\$93,721	\$94,488	\$95,255	\$96,022	\$96,789	\$97,556	\$98,323	\$99,090	\$99,857	\$100,624
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	\$101,391	\$102,158	\$102,925	\$103,692	\$104,459	\$105,226	\$105,993	\$106,760	\$107,527	\$108,294	\$109,061	\$109,828	\$110,595	\$111,362
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	\$112,129	\$112,896	\$113,663	\$114,430	\$115,197	\$115,964	\$116,731	\$117,498	\$118,265	\$119,032	\$119,799	\$120,566	\$121,333	\$122,100
Step	85	86	87	88	89	90	91							
Salary	\$122,867	\$123,634	\$124,401	\$125,168	\$125,935	\$126,702	\$127,469							

DISTINGUISHED PROFESSOR

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	\$67,652	\$68,622	\$69,592	\$70,562	\$71,532	\$72,502	\$73,472	\$74,442	\$75,412	\$76,382	\$77,352	\$78,322	\$79,292	\$80,262
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	\$81,232	\$82,202	\$83,172	\$84,142	\$85,112	\$86,082	\$87,052	\$88,022	\$88,992	\$89,962	\$90,932	\$91,902	\$92,872	\$93,842
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	\$94,812	\$95,782	\$96,752	\$97,722	\$98,692	\$99,662	\$100,632	\$101,602	\$102,572	\$103,542	\$104,512	\$105,482	\$106,452	\$107,422
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	\$108,392	\$109,362	\$110,332	\$111,302	\$112,272	\$113,242	\$114,212	\$115,182	\$116,152	\$117,122	\$118,092	\$119,062	\$120,032	\$121,002
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	\$121,972	\$122,942	\$123,912	\$124,882	\$125,852	\$126,822	\$127,792	\$128,762	\$129,732	\$130,702	\$131,672	\$132,642	\$133,612	\$134,582
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	\$135,552	\$136,522	\$137,492	\$138,462	\$139,432	\$140,402	\$141,372	\$142,342	\$143,312	\$144,282	\$145,252	\$146,222	\$147,192	\$148,162
Step	85	86	87	88	89	90	91							
Salary	\$149,132	\$150,102	\$151,072	\$152,042	\$153,012	\$153,982	\$154,952							

APPENDIX G
NJIT/PISA Salary Matrices

III. Faculty

(July 7, 2002 - January 4, 2003)

ASSISTANT PROFESSOR

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	\$38,418	\$38,969	\$39,520	\$40,071	\$40,622	\$41,173	\$41,724	\$42,275	\$42,826	\$43,377	\$43,928	\$44,479	\$45,030	\$45,581
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	\$46,132	\$46,683	\$47,234	\$47,785	\$48,336	\$48,887	\$49,438	\$49,989	\$50,540	\$51,091	\$51,642	\$52,193	\$52,744	\$53,295
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	\$53,846	\$54,397	\$54,948	\$55,499	\$56,050	\$56,601	\$57,152	\$57,703	\$58,254	\$58,805	\$59,356	\$59,907	\$60,458	\$61,009
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	\$61,560	\$62,111	\$62,662	\$63,213	\$63,764	\$64,315	\$64,866	\$65,417	\$65,968	\$66,519	\$67,070	\$67,621	\$68,172	\$68,723
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	\$69,274	\$69,825	\$70,376	\$70,927	\$71,478	\$72,029	\$72,580	\$73,131	\$73,682	\$74,233	\$74,784	\$75,335	\$75,886	\$76,437
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	\$76,988	\$77,539	\$78,090	\$78,641	\$79,192	\$79,743	\$80,294	\$80,845	\$81,396	\$81,947	\$82,498	\$83,049	\$83,600	\$84,151
Step	85	86	87	88	89	90	91							
Salary	\$84,702	\$85,253	\$85,804	\$86,355	\$86,906	\$87,457	\$88,008							

ASSOCIATE PROFESSOR

Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary	\$46,699	\$47,368	\$48,037	\$48,706	\$49,375	\$50,044	\$50,713	\$51,382	\$52,051	\$52,720	\$53,389	\$54,058	\$54,727	\$55,396
Step	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary	\$56,065	\$56,734	\$57,403	\$58,072	\$58,741	\$59,410	\$60,079	\$60,748	\$61,417	\$62,086	\$62,755	\$63,424	\$64,093	\$64,762
Step	29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary	\$65,431	\$66,100	\$66,769	\$67,438	\$68,107	\$68,776	\$69,445	\$70,114	\$70,783	\$71,452	\$72,121	\$72,790	\$73,459	\$74,128
Step	43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary	\$74,797	\$75,466	\$76,135	\$76,804	\$77,473	\$78,142	\$78,811	\$79,480	\$80,149	\$80,818	\$81,487	\$82,156	\$82,825	\$83,494
Step	57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary	\$84,163	\$84,832	\$85,501	\$86,170	\$86,839	\$87,508	\$88,177	\$88,846	\$89,515	\$90,184	\$90,853	\$91,522	\$92,191	\$92,860
Step	71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary	\$93,529	\$94,198	\$94,867	\$95,536	\$96,205	\$96,874	\$97,543	\$98,212	\$98,881	\$99,550	\$100,219	\$100,888	\$101,557	\$102,226
Step	85	86	87	88	89	90	91							
Salary	\$102,895	\$103,564	\$104,233	\$104,902	\$105,571	\$106,240	\$106,909							

APPENDIX G
NJIT/PSA Salary Matrices

III. Faculty

(July 7, 2002 - January 4, 2003)

PROFESSOR

Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary \$59,608	\$60,390	\$61,172	\$61,954	\$62,736	\$63,518	\$64,300	\$65,082	\$65,864	\$66,646	\$67,428	\$68,210	\$68,992	\$69,774
Step 15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary \$70,556	\$71,338	\$72,120	\$72,902	\$73,684	\$74,466	\$75,248	\$76,030	\$76,812	\$77,594	\$78,376	\$79,158	\$79,940	\$80,722
Step 29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary \$81,504	\$82,286	\$83,068	\$83,850	\$84,632	\$85,414	\$86,196	\$86,978	\$87,760	\$88,542	\$89,324	\$90,106	\$90,888	\$91,670
Step 43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary \$92,452	\$93,234	\$94,016	\$94,798	\$95,580	\$96,362	\$97,144	\$97,926	\$98,708	\$99,490	\$100,272	\$101,054	\$101,836	\$102,618
Step 57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary \$103,400	\$104,182	\$104,964	\$105,746	\$106,528	\$107,310	\$108,092	\$108,874	\$109,656	\$110,438	\$111,220	\$112,002	\$112,784	\$113,566
Step 71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary \$114,348	\$115,130	\$115,912	\$116,694	\$117,476	\$118,258	\$119,040	\$119,822	\$120,604	\$121,386	\$122,168	\$122,950	\$123,732	\$124,514
Step 85	86	87	88	89	90	91							
Salary \$125,296	\$126,078	\$126,860	\$127,642	\$128,424	\$129,206	\$129,988							

DISTINGUISHED PROFESSOR

Step 1	2	3	4	5	6	7	8	9	10	11	12	13	14
Salary \$69,005	\$69,994	\$70,983	\$71,972	\$72,961	\$73,950	\$74,939	\$75,928	\$76,917	\$77,906	\$78,895	\$79,884	\$80,873	\$81,862
Step 15	16	17	18	19	20	21	22	23	24	25	26	27	28
Salary \$82,851	\$83,840	\$84,829	\$85,818	\$86,807	\$87,796	\$88,785	\$89,774	\$90,763	\$91,752	\$92,741	\$93,730	\$94,719	\$95,708
Step 29	30	31	32	33	34	35	36	37	38	39	40	41	42
Salary \$96,697	\$97,686	\$98,675	\$99,664	\$100,653	\$101,642	\$102,631	\$103,620	\$104,609	\$105,598	\$106,587	\$107,576	\$108,565	\$109,554
Step 43	44	45	46	47	48	49	50	51	52	53	54	55	56
Salary \$110,543	\$111,532	\$112,521	\$113,510	\$114,499	\$115,488	\$116,477	\$117,466	\$118,455	\$119,444	\$120,433	\$121,422	\$122,411	\$123,400
Step 57	58	59	60	61	62	63	64	65	66	67	68	69	70
Salary \$124,389	\$125,378	\$126,367	\$127,356	\$128,345	\$129,334	\$130,323	\$131,312	\$132,301	\$133,290	\$134,279	\$135,268	\$136,257	\$137,246
Step 71	72	73	74	75	76	77	78	79	80	81	82	83	84
Salary \$138,235	\$139,224	\$140,213	\$141,202	\$142,191	\$143,180	\$144,169	\$145,158	\$146,147	\$147,136	\$148,125	\$149,114	\$150,103	\$151,092
Step 85	86	87	88	89	90	91							
Salary \$152,081	\$153,070	\$154,059	\$155,048	\$156,037	\$157,026	\$158,015							

APPENDIX
NJIT/PSA Salary Matrices
III. Faculty
(January 5, 2003 - June 30, 2003)

ASSISTANT PROFESSOR

Step 1	\$39,364	\$39,928	\$40,492	\$41,056	\$41,620	\$42,184	\$42,748	\$43,312	\$43,876	\$44,440	\$45,004	\$45,568	\$46,132	\$46,696
Step 15	\$47,260	\$47,824	\$48,388	\$48,952	\$49,516	\$50,080	\$50,644	\$51,208	\$51,772	\$52,336	\$52,900	\$53,464	\$54,028	\$54,592
Step 29	\$55,156	\$55,720	\$56,284	\$56,848	\$57,412	\$57,976	\$58,540	\$59,104	\$59,668	\$60,232	\$60,796	\$61,360	\$61,924	\$62,488
Step 43	\$63,052	\$63,616	\$64,180	\$64,744	\$65,308	\$65,872	\$66,436	\$67,000	\$67,564	\$68,128	\$68,692	\$69,256	\$69,820	\$70,384
Step 57	\$70,948	\$71,512	\$72,076	\$72,640	\$73,204	\$73,768	\$74,332	\$74,896	\$75,460	\$76,024	\$76,588	\$77,152	\$77,716	\$78,280
Step 71	\$78,844	\$79,408	\$79,972	\$80,536	\$81,100	\$81,664	\$82,228	\$82,792	\$83,356	\$83,920	\$84,484	\$85,048	\$85,612	\$86,176
Step 85	\$86,740	\$87,304	\$87,868	\$88,432	\$88,996	\$89,560	\$90,124	\$90,688	\$91,252	\$91,816	\$92,380	\$92,944	\$93,508	\$94,072

ASSOCIATE PROFESSOR

Step 1	\$47,848	\$48,534	\$49,220	\$49,906	\$50,592	\$51,278	\$51,964	\$52,650	\$53,336	\$54,022	\$54,708	\$55,394	\$56,080	\$56,766
Step 15	\$57,452	\$58,138	\$58,824	\$59,510	\$60,196	\$60,882	\$61,568	\$62,254	\$62,940	\$63,626	\$64,312	\$64,998	\$65,684	\$66,370
Step 29	\$67,056	\$67,742	\$68,428	\$69,114	\$69,800	\$70,486	\$71,172	\$71,858	\$72,544	\$73,230	\$73,916	\$74,602	\$75,288	\$75,974
Step 43	\$76,660	\$77,346	\$78,032	\$78,718	\$79,404	\$80,090	\$80,776	\$81,462	\$82,148	\$82,834	\$83,520	\$84,206	\$84,892	\$85,578
Step 57	\$86,264	\$86,950	\$87,636	\$88,322	\$89,008	\$89,694	\$90,380	\$91,066	\$91,752	\$92,438	\$93,124	\$93,810	\$94,496	\$95,182
Step 71	\$95,868	\$96,554	\$97,240	\$97,926	\$98,612	\$99,298	\$99,984	\$100,670	\$101,356	\$102,042	\$102,728	\$103,414	\$104,100	\$104,786
Step 85	\$105,472	\$106,158	\$106,844	\$107,530	\$108,216	\$108,902	\$109,588	\$110,274	\$110,960	\$111,646	\$112,332	\$113,018	\$113,704	\$114,390

APPENDIX
NJIT/PSA Salary Matrices
III. Faculty
(January 5, 2003 - June 30, 2003)

PROFESSOR

Step 1	\$61,072	\$61,873	\$62,674	\$63,475	\$64,276	\$65,077	\$65,878	\$66,679	\$67,480	\$68,281	\$69,082	\$69,883	\$70,684	\$71,485
Step 15	\$72,286	\$73,087	\$73,888	\$74,689	\$75,490	\$76,291	\$77,092	\$77,893	\$78,694	\$79,495	\$80,296	\$81,097	\$81,898	\$82,699
Step 29	\$83,500	\$84,301	\$85,102	\$85,903	\$86,704	\$87,505	\$88,306	\$89,107	\$89,908	\$90,709	\$91,510	\$92,311	\$93,112	\$93,913
Step 43	\$94,714	\$95,515	\$96,316	\$97,117	\$97,918	\$98,719	\$99,520	\$100,321	\$101,122	\$101,923	\$102,724	\$103,525	\$104,326	\$105,127
Step 57	\$105,928	\$106,729	\$107,530	\$108,331	\$109,132	\$109,933	\$110,734	\$111,535	\$112,336	\$113,137	\$113,938	\$114,739	\$115,540	\$116,341
Step 71	\$117,142	\$117,943	\$118,744	\$119,545	\$120,346	\$121,147	\$121,948	\$122,749	\$123,550	\$124,351	\$125,152	\$125,953	\$126,754	\$127,555
Step 85	\$128,356	\$129,157	\$129,958	\$130,759	\$131,560	\$132,361	\$133,162							

DISTINGUISHED PROFESSOR

Step 1	\$70,698	\$71,711	\$72,724	\$73,737	\$74,750	\$75,763	\$76,776	\$77,789	\$78,802	\$79,815	\$80,828	\$81,841	\$82,854	\$83,867
Step 15	\$84,880	\$85,893	\$86,906	\$87,919	\$88,932	\$89,945	\$90,958	\$91,971	\$92,984	\$93,997	\$95,010	\$96,023	\$97,036	\$98,049
Step 29	\$99,062	\$100,075	\$101,088	\$102,101	\$103,114	\$104,127	\$105,140	\$106,153	\$107,166	\$108,179	\$109,192	\$110,205	\$111,218	\$112,231
Step 43	\$113,244	\$114,257	\$115,270	\$116,283	\$117,296	\$118,309	\$119,322	\$120,335	\$121,348	\$122,361	\$123,374	\$124,387	\$125,400	\$126,413
Step 57	\$127,426	\$128,439	\$129,452	\$130,465	\$131,478	\$132,491	\$133,504	\$134,517	\$135,530	\$136,543	\$137,556	\$138,569	\$139,582	\$140,595
Step 71	\$141,608	\$142,621	\$143,634	\$144,647	\$145,660	\$146,673	\$147,686	\$148,699	\$149,712	\$150,725	\$151,738	\$152,751	\$153,764	\$154,777
Step 85	\$155,790	\$156,803	\$157,816	\$158,829	\$159,842	\$160,855	\$161,868							

APPENDIX H

**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.

APPENDIX I

LETTER OF UNDERSTANDING
TRAVEL REIMBURSEMENT

New Jersey Institute of Technology (NJIT) and Professional Staff Association, Inc./AAUP (PSA) agree that for the period July 1, 1999 through June 30, 2003 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.

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.

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.

Finally, the remuneration provided for under this Letter of Understanding 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 policy'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 provision would be more accurately served thereby.

APPENDIX J

**LETTER OF UNDERSTANDING
RESERVED SPACE PARKING**

New Jersey Institute of Technology (NJIT) and New Jersey Institute of Technology Professional Staff Association Inc./AAUP (PSA) hereby agree to the following:

- 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.