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# AGREEMENT

July 1, 1989 - June 30, 1992

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



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This Agreement made and entered into this 7th day of March, 1991, by and between New Jersey Institute of Technology, hereinafter referred to as the "Employer", and New Jersey Institute of Technology Professional Staff Association, Inc./AAUP, hereinafter referred to as the "Association", witnesseth: Whereas the parties hereto have entered into collective negotiations and desire to reduce the results thereof to writing. Now therefore, it is mutually agreed as follows:

## ARTICLE I

### PURPOSE

The parties recognize and declare that it is their mutual goal to maintain a harmonious relationship in determining conditions of employment. To this end they mutually enter into this Agreement intended to state the employment relations between the Employer and the Association as hereinafter defined.

## ARTICLE II

### RECOGNITION

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

A. All full time teaching staff with the following ranks:

1. Distinguished Professor
2. Professor
3. Associate Professor
4. Assistant Professor
5. Instructor
6. Special Lecturer (full time)

Excluding all Deans, Associate Deans, Assistant Deans, Visiting Professors, Special Lecturers (part-time), Adjunct Teaching Staff, Temporary, Part-Time and term appointment teaching and/or research staff.

B. All full time administrative personnel below the level of departmental, office, program or center director or administrative or professional head and specifically 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; and Assistants to Department Heads, program or

function managers, professional Librarians, program; function; or Center Supervisors, and operational Specialists in professional fields.

C. Excluding, in addition to all those position exclusions outlined above, all clerical employees, security officers/dispatchers, police employees, craft employees, confidential employees, managerial executives, part-time employees, student employees, all employees formally represented in all other collective negotiation units and all others not specifically included under provisions A and B above.

D. 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 an adverse decision, by the Employer, such decision shall be resolved in accordance with the rules and regulations of the Public Employment Relations Commission relating to unit determinations.

### 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 by 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 Institute.

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 (15) 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 (b) below, all eligible nonmember employees in this unit 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, 1992. 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 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, 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 benefitting only its members, but in no event shall such fee exceed 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 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 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 for Employee Relations. 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-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. The Employer agrees to recognize those members of the

negotiating unit (not to exceed five) 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.

D. 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 Institute is normally open provided that they shall not interfere with or interrupt normal Institute operations.

E. 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.

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

G. 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. Any member of the negotiating unit or the Association on behalf of any member of the negotiating unit may appeal the interpretation, application, or alleged violation of policies, agreements in writing, and administrative decisions made without just cause affecting him.

B. The only grievances which may be processed beyond Step

Three and which may be arbitrated are (a) those based upon an allegation that there has been a violation of this locally negotiated Agreement, (b) those which allege that there is a violation of procedure or capricious or discriminatory treatment of the grievant pertaining to reappointment of non-tenured faculty, tenure or promotion. In such cases the power of the Arbitrator shall be limited to remanding this matter for compliance with established procedures. It shall be the Arbitrator's first responsibility to rule as to whether or not the grievance relates to procedure rather than academic judgment. In no instance shall the Arbitrator substitute his judgment for academic judgment rendered by the persons charged with making such judgments.

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

2. Normal administrative channels will be utilized for any situation arising out of failure or refusal to renew the contract of any teaching staff member in a position eligible for tenure, pursuant to the Board of Trustees' regulations (Faculty Handbook) with only the following exceptions:

a. A teaching staff member in his second, third, fourth, or fifth year of employment may be considered for a three-year contract, but the non-renewal of such three-year contract shall not be subject to the provision that it may only be for just cause. This does not preclude consideration for tenure or a terminal contract.

b. A teaching staff member who enters his sixth year of eligibility for which tenure is available, and who has not received or been granted a terminal contract may be granted tenure, a one-year contract, or a terminal contract. However, such employee, if granted a one-year contract must, if not granted tenure in the succeeding year, be granted a terminal contract.

c. If a teaching staff member is in or beyond his eighth year of employment in a position which carries consideration of tenure on September 1, 1977 and such employee has not received notice or been granted a terminal contract then the failure or refusal to renew the contract of such teaching staff member shall be for just cause and subject to the grievance procedure.

3. In the event there is a grievance or arbitration as specified in this Article which extends beyond a teaching staff member's eighth year such member shall not be deemed to achieve any tenure or three-year contract rights by virtue of any time spent in such grievance or arbitration.

4. The grievance procedure shall be available only through Step Three (3) in cases involving decisions related to salary increments except in the event of a withholding of one annual salary increment to those at Steps 1 through 25 of the salary range applicable to the employee.

C. The purpose of this procedure 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 procedures below will constitute a waiver of his rights to claim grievance on the bases 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.

#### D. Procedure for Handling Grievances

##### 1. (Step One)

a. The Professional Staff Association Governing Board Members shall not participate in support of grievances concerning members of their own Department.

b. A grievant shall first discuss his grievance informally with the appropriate Dean or Director.

##### 2. (Step Two)

a. Within thirty (30) calendar days 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 is not satisfied through the informal discussion provided for in Step 1, submit in writing to the designee of the President of the Institute the facts of the grievance and the desired adjustment. These thirty (30) calendar

days and all subsequent references to calendar days, shall exclude school holidays and recesses.

b. The Association shall be notified by the designee of the President of the Institute, in the event the grievant is not represented by the Association, and a representative shall have the right to be present at this and all subsequent steps in the grievance procedure and to present his views. The designee of the President of the Institute within ten (10) calendar days after receipt 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 three (3) calendar days of said meeting to the grievant and the Association.

3. (Step Three)

If the grievance is such that no satisfactory solution is reached at step two of this procedure, the grievant or the Association shall within seven (7) university business days, from the date of the "noticed disposition" by the President's designee, deliver the grievance to the President. The "noticed disposition" shall occur upon actual delivery of the decision by the President's designee to the departmental office of the Professional Staff Association President. Additionally, a copy of the step two decision shall be mailed to the grievant at the time of notice to the Professional Staff Association President. The President shall review the record of his designee's meeting and shall dispose of the grievance within twenty (20) calendar days, in writing, to the grievant and the Association.

4. (Step Four)

If the grievance is one which can be carried beyond Step Three (3) and no satisfactory solution has been reached, and the Association desires to institute binding arbitration proceedings, it must, within fourteen (14) calendar days of receipt of the President's reply give proper notice to the New Jersey Public Employment Relations Commission with a copy to the President. Such binding arbitration proceedings shall be in accordance with the rules and regulations of the New Jersey Public Employment Relations Commission.

5. 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 agreement secured through faculty governance.

6. Fees and expenses of the Arbitrator, if such occur,

shall be shared equally by the Employer and the Association. Only with prior written agreement of the parties shall any other expense or fee contained in the grievance procedure be shared.

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

E. Copies of the written decision reached at each formal step of the grievance procedure together with all written documents specifically referenced, and relied on in the decision shall be provided to the Association.

## 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 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 subject, but he should be careful to present the various scholarly views related to his 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 speaks or writes as a citizen, he should be free from institutional censorship or discipline, but his special position in the community imposes special obligations. As a man of learning and an educational officer, he should remember that the public may judge his profession and his institution by his utterances and should make every effort to indicate that he is not an institutional spokesman.



## ARTICLE IX

### ADMINISTRATIVE PERSONNEL

#### A. Administrative Personnel

1. An administrative member of the bargaining unit 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.

2. All administrative members of the bargaining unit who enter their second and third year of employment on their anniversary date, between July 1, 1977 and July 1, 1978, and all those hired thereafter, shall serve a one-year probationary period. Thereafter, unless otherwise terminated, they shall be offered one-year contracts through the fourth year of employment at which time they shall be eligible for either one-year or multi-year agreements.

B. At least once each year, and on or before May 1, each administrative employee shall have an evaluation conference with his/her or Supervisor. At the conference, the employee's total performance and professional progress shall be reviewed. Following this conference, the Supervisor shall prepare a record of the evaluation discussion, a copy of which shall be given to the employee within ten (10) working days following the conference. The employee may write a rebuttal or comment on the evaluation, and after signing the evaluation, return both memoranda to the Supervisor for his/her signature, and subsequent inclusion in the employee's personnel file. The initial merit recommendations for administrators are to be identified as part of said evaluation and forwarded, where necessary, to the area departmental or office Head or Dean on or before May 15th of years' two and three of this Agreement.

C. An employee may have a leave of absence without pay for a maximum period of one year. Such leave may be granted only by the President.

#### D. Vacation Leave:

1. Administrative members of the bargaining unit below range 24 shall be entitled to vacation leave earned at the rate of 1-1/4 days per month from the date of hire, not to exceed 15 days per year through the fourth year of continuous employment.

Thereafter, they shall be entitled to vacation leave earned at the rate of 1-2/3 days per month not to exceed 20 days per year.

2. Administrative members of the bargaining unit at range 24 or above shall be entitled to vacation leave earned at the rate of 1-2/3 days per month of employment, from the date of hire, not to exceed 20 days per year.

3. Administrative members of the bargaining unit shall be entitled to accrue up to a maximum of 25 vacation days at the end of any calendar year.

E. Holidays:

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

1. New Year's Day
2. Martin Luther King Jr. Day
3. Good Friday
4. Memorial Day
5. Independence Day
6. Labor Day
7. Thanksgiving Day
8. Friday after Thanksgiving Day
9. Christmas Day

2. In the event any one 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 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 administrative 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 F., 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, beginning December 1, 1990.

4. The nine (9) named holidays provided under provision E. 1., herein, and the other four (4) holidays provided under provision E. 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 administrative members of the bargaining unit, except as expressly provided by other provisions of this Agreement.

6. Administrative 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 administrator 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 day prior to and one day after the holiday benefit sought.

F. Administrative Leave:

1. A newly hired administrative 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 administrative employment.

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

3. Administrative members of the bargaining unit employed on less than a twelve 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 administrator is in unpaid employment status with the university. Further, in order to utilize a banked administrative day, the administrator must be in paid employment status at least one day prior to and one day after the administrative leave benefit sought.

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

G. Sick Leave:

1. Sick leave will consist of fifteen (15) days per fiscal year for full-time administrative employees on twelve (12) month contracts. New employees shall earn one (1) working day per month to the end of the first fiscal year of their employment and one and one quarter (1-1/4) working days or fifteen (15) working days per fiscal year thereafter. Full-time administrative employees on contracts of less than twelve months shall earn and be entitled to prorated sick leave annual benefits.

2. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness; accident; exposure to contagious disease; emergency attendance on a member of the immediate family (mother, father, spouse, child, foster child, sister, brother, grandmother or grandfather, or relatives residing in the same household); dental, optical or medical examination or treatment; or death in the employee's immediate family (father, mother, spouse, child, foster child, sister, brother or relatives residing in the same household).

a. 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.

b. 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 Department of Employee Relations.

3. All unused sick leave may be accrued with no maximum limit. Sick leave may be charged on an hourly basis, and all time of one hour or more, utilized pursuant to this Article, must be charged.

4. 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.

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

6. Unused Sick Leave Upon Retirement:

a. Subject to the provisions and continued validity of N.J.S.A. 11:14-9, as may be amended, and rules and regulations promulgated thereunder, a full-time administrative employee who enters retirement, pursuant to the provisions of a qualifying 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.

b. 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/her employment prior to the effective date of his/her retirement, provided, however, that no such supplemental compensation payment shall exceed \$15,000.00. 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 year of the effective date of retirement.

H. Administrator Sabbatical Leave:

1. Non-teaching staff bargaining unit members shall continue to be eligible for sabbatical leaves for a period of three (3) months or one semester. The individual shall submit requests for such leave 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.

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

ARTICLE X

TIME STANDARDS FOR NON REAPPOINTMENT

A. The following time standards shall be applied by the Employer for written notification of non-reappointment under normal circumstances of full time non-tenured members of the teaching staff:

1. Not later than April first during the first year of service shall an academic appointment be notified of non-reappointment at the completion of that first academic year.

2. Not later than January fifteenth during the second year of service shall an academic appointment be notified of non-reappointment at the completion of that academic year.

3. Not later than June thirtieth during the third, fourth or, fifth year of service shall an academic appointment be notified of non-reappointment in which event he shall receive a terminal contract ending the subsequent academic year.

B. The following time standards shall be applied by the Employer for notification of termination for administrative members of the bargaining unit:

1. Except for just cause, an administrative member of the bargaining unit shall not be terminated with less than thirty (30) days notice and such notice may be waived by payment of thirty (30) days payment.

## 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 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 1977-79 Agreement, Appendix A.  
Memorandum of Understanding, Appendix B.  
The Range/Matrix Policy, Appendix C.  
Administrative Deletion, Appendix D.  
Discrimination Clause, Appendix E.  
Salary Guide - Step Progression Table, Appendix F  
NJIT/PSA Salary Matrix, Appendix G

C. Compensation Plan:

1. Across The Board Salary Guide Adjustments

a. 1989/90 (Year 1): There shall be a four percent (4%) across the board increase to the current base salaries of all bargaining unit members, effected in the 15th pay period of fiscal year 1990 for twelve (12) month employees and the 17th pay period of fiscal year 1990 for ten (10) month employees.

b. 1990/91 (Year 2): There shall be a four and one-half percent (4-1/2%) across the board increase to the 1989/90 adjusted base salaries of all bargaining unit members, effected in the 8th pay period of fiscal year 1991 for twelve (12) month employees and the 9th pay period for ten (10) month employees.

c. 1991/92 (Year 3): There shall be a five and one-half percent (5-1/2%) across the board increase to the 1990/91 adjusted base salaries of all bargaining unit members, effective in the first full pay period of fiscal year 1991/92 for ten (10) and twelve (12) month employees.

d. The salary guide shall be adjusted, as set forth in Appendix G, to incorporate the increases set forth in provision C. 1. a, b, and c, supra, 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.

2. Salary Step Progression:

a. See Appendix F.

b. Salary increments shall be paid to all members of the bargaining unit on a range and step and eligible for such increments within the policies of the compensation plan during the term of this Agreement as follows:

1989/90 (Year 1):

There shall be an eighteen (18) month delay in normal step progression for all members of the bargaining unit on a salary range and step, at step 29 of the appended salary guide. There shall be no normal step progression, to those otherwise eligible, beyond step 32 of the salary guide.

Assistant Professors, and Associate Professors, subject to the step 29 and step 32 limitations set out supra, shall receive an incremental adjustment of four (4) steps on the salary guide.

Full Professors, except those at salary ranges 34 and 37, and Administrators below salary range 34, subject to the step 29 and step 32 limitations set out supra, shall receive an incremental adjustment of four (4) steps on the salary guide.

Full Professors at salary ranges 34 and 37, Administrators at salary range 34 or higher, and all Distinguished Professors, subject to the step 29 and step 32 limitations set out supra, shall receive an incremental adjustment of two (2) steps on the salary guide.

1990/91 (Year 2):

There shall be an eighteen (18) month delay in normal step progression for all members of the bargaining unit on a salary range and step, at step 29 of the appended salary guide. There shall be no normal step progression, to those otherwise eligible, beyond step 33 of the salary guide.

All Assistant Professors, and all Associate Professors, subject to the step 29 and step 33 limitations set out supra, shall receive an incremental adjustment of four (4) steps on the salary guide.

All Full Professors, except those at salary ranges 34 and 37, and Administrators below salary range 34, subject to the step 29 and step 33 limitations set out supra, shall receive an incremental adjustment of four (4) steps on the salary guide.

Full Professors at salary ranges 34 and 37, Administrators at salary range 34 or higher, and all Distinguished Professors, subject to the step 29 and step 33, limitations set out, supra, shall receive an incremental adjustment of two (2) steps on the salary guide.

1991/92 (Year 3):

There shall be an eighteen (18) month delay in normal step progression for all members of the bargaining unit on a salary range and step, at step 29 and at step 33 of the appended salary guide. There shall be no normal step progression, to those otherwise eligible beyond step 35 of the salary guide.

All Assistant Professors and Administrators at salary ranges below range 32, subject to the step 29, step 33, and step 35 limitations, set out supra, shall receive an incremental adjustment of three (3) steps on the salary guide.

Associate Professors, subject to the step 29, step 33, and step 35 limitations set out supra, shall receive an incremental adjustment of two (2) steps on the salary guide.

All Full Professors, and Administrators at salary range 32 or higher, subject to the step 29, step 33 and step 35 limitations set out, supra, shall receive an incremental adjustment of one (1) step on the salary guide.

Distinguished Professors shall not receive any normal incremental adjustments on the salary guide.

c. Step Progression Cap: For all bargaining unit members on range and step, there shall be a maximum step limitation at step 37 for each of the three (3) years of this Agreement. Step progression above step 32 in Year 1 (1989/90), step 33 in Year 2 (1990/91), and step 35 in Year 3 (1991/92), shall only be available pursuant to special salary actions and/or merit awards as expressly provided herein, infra.

3. Special Salary Actions:

a. Special salary actions 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, and to recognize extraordinary achievement, and equity salary adjustments. The maximum number of faculty subject to special salary actions shall not exceed the percentage shown in 1989-90 Salary Regulations (SR9) for those faculty below the "Salary Cap" in SR9 and above "Range and Step".

4. Merit Program (Policy & Procedure):

There shall be a special merit compensation program, applicable to those bargaining unit members on a salary range and step, for each of the three (3) years of this Agreement. In the first year of the Agreement (1989/90) all merit compensation shall consist of a maximum of one thousand dollar (\$1,000) cash awards that shall not constitute an addition to the base salary of the merit recipient. For years two (2) and three (3) of this Agreement (1990/91 and 1991/92) all merit compensation shall be committed to the base salary of the merit recipient. Each year of this Agreement, a stipulated pool of money shall be redistributed, in full, to eligible members of the bargaining unit as follows:

a. 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 twenty-five (25) of the university's two hundred and

fifty eligible 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 50% of each department's initial allocation. This adjusted allocation shall, thereafter be awarded as follows:

1. Sixty percent (60%) of said final allocation shall be distributed to the nominated faculty as determined and rank ordered by the Departmental Promotion and Tenure Committee (with Promotion and Tenure Committee Members added by the Department Chair). Unless and until 60% of the final allocation is awarded, the rank ordered list must be utilized, without alteration, to distribute the awards.

2. Twenty percent (20%) of said final allocation shall be distributed to those nominated and rank ordered faculty as prepared by the Departmental Promotion and Tenure Committees except that the university need not make award based upon the rank ordering provided, but may select any eligible faculty member duly appearing on the rank ordered listing, without regard to the ranking.

3. 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 20% of adjusted allocation is utilized for award, pursuant hereto.

4. In any event, a minimum expenditure of forty percent (40%) 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: a. Merit Pool = \$100,000; Eligible Faculty = 250. Department A's Eligible Faculty = 25.  
b. Initial Allocation to Department = \$10,000  
c. University Discretionary Reallocation = less \$5,000.  
d. Department A's Adjusted Final Merit Pool Allocation = \$5,000.  
e. 60% or \$3,000 in Awards shall be distributed to highest ranked and eligible

faculty member. (i.e. - in 1989/90 the top three (3) ranked faculty shall receive \$1,000 cash awards.)

- f. 20% or \$1,000 in Awards shall be distributed to any ranked and eligible faculty member.
- g. 20% or \$1,000 in Awards shall be distributed to any eligible faculty member in any department in the university.

**b. Administrative Merit Allocation:**

The stipulated merit pool for administrators 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 Vice President for Administration and Finance. The qualifying size of one functional grouping to the total number of eligible administrators 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:

1. The Departmental or Office Head shall provide each functional group head (area Vice Presidents and the President) with a rank ordered listing of recommended and eligible administrators for formula award distribution.
2. Where numerous reporting departments provide multiple equivalent rank orderings to the Vice Presidents and/or President, the Vice Presidents and the President shall, without altering the relative rank ordering of any listing, retain and exercise their prerogative to select one equivalently ranked administrator over another and to partially or fully exhaust one rank ordered listing, through formula awarding, prior to selection of higher ranked administrators from a separate departmental or office rank ordered listing.

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

Dept. 1	Dept. 2	Dept. 3
1. X	1. B	1. E
2. Y	2. C	2. F
3. Z	3. D	

If three (3) awards will exhaust the first 60% of rank ordered funding, the following actions, as illustrative, are all appropriate:

- a. Awards to X, B and E.
- b. Awards to X, Y and Z.
- c. Awards to X, Y and E.

On or before October 1st of the fiscal year immediately succeeding both the second and third years of this Agreement, the administrator merit selection and awards, based on the previous 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.

For the first year of this Agreement (July 1, 1989 - June 30, 1990) the notification of an actual awarding of merit shall be made as soon as practicable following formal ratification of this Agreement and attention to those merit selection procedures identified, supra.

c. Merit Award Limits:

1989/90 (Year 1)

All cash awards  
 \$1,000.00 limit on each award  
 Limit of one award per bargaining unit member

1990/91 (Year 2)

All step increments  
 2 step limit on each award  
 Limit of one award per bargaining unit member

1991/92 (Year 3)

Limit of one award - All step increments

Assistant Professors, step limit = 3 steps maximum.  
Associate Professors, step limit = 4 steps maximum.  
Professors, step limit = 4 steps maximum.  
Distinguished Professors, step limit = 3 steps maximum.  
Administrators, (range 18 - 31), step limit = 3 steps maximum.  
Administrators, (range 32 and greater), step limit = 4 steps maximum.

d. Merit Pool Funding & Stipulated Annual Pools:

The Association and the university agree that each year's merit funding commitment shall be a stipulated amount of money based upon a formula funding ideology of salary step increment withholding and, in years 1 and 2 of this Agreement, based additionally upon an above normal maximum step funding formula, as described hereafter: For year 1 (1989/90), the stipulated merit pool is \$180,000. Should the Association and the university fail to reach stipulation on the pool for years 2 and 3 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.

1. 1989/90 Funding Formula:

\$180,000.00 Stipulated Merit Pool (To be divided into faculty and administrator merit pools)

2. 1990/91 Funding Formula:

i. The monetary equivalent of the following individual step increments on the 1990/91 salary matrix shall form the basis of the stipulated merit pool for 1990/91:

- a. Assistant Professors - 0 steps, unless at steps 33 or 34.
- b. Associate Professors - 0 steps, unless at steps 33 or 34.
- c. Professors, except those at Range 34 or 37 - 0 steps, unless at steps 33 or 34.

- d. Professors at Range 34 or 37  
- 2 steps.
- e. Distinguished Professors - 2 steps.
- f. Administrators at Range 33 or below  
- 0 steps, unless at steps 33 or 34.
- g. Administrators at Range 34 or above  
- 2 steps.

ii. The step equivalents identified, supra, at 2.i. a - g, are available to fund the stipulated merit pool only, when on an individual basis, it represents the step(s) withheld from a four step annual guide progression. Specifically, it does not represent step progression of less than 4 steps where the step 29, 18 month hold results in an interruption of said progression, as monies theoretically withheld by such hold are not appropriated by the State. Neither do those identified steps result in merit pool funding where the employee's salary is at the last step available, for normal progression or less than the contractually provided number of steps per identified rank status from the last step available for normal progression.

Examples:

- a. Faculty member X moves from step 29 to step 33 in 1990/91. X generates \$0.00 in 1990/91.
- b. Administrator Y moves from step 32 to step 33 in 1990/91. Y generates 2 steps for merit pool.
- c. Faculty member Z moves from step 30 to step 33 in 1990/91. Z generates 1 step for merit pool.

3. 1991/92 Funding Formula:

i. The monetary equivalent of the following individual step increments on the 1991/92 salary matrix shall form the basis of the stipulated merit pool for 1991/92:

- a. Assistant Professors - 1 step.
- b. Associate Professors - 2 steps.
- c. Professors - 3 steps.
- d. Distinguished Professors - 4 steps.
- e. Administrators < R32 - 1 step.
- f. Administrators > R31 - 3 steps.



ii. The step equivalents identified, supra, at 3.i. a - f, are available to fund the stipulated merit pool only, when on an individualized basis, it represents the step(s) withheld from a four step annual guide progression. Specifically, it does not represent step progression of less than 4 steps where either the Step 29 or Step 33, 18 month hold results in an interruption of said progression as monies theoretically withheld by such hold are not appropriated by the State. Neither do those identified steps result in merit pool funding where the employee's salary is at the last step available, for normal progression or less than the contractually provided number of steps per identified rank status from the last step available for normal progression.

Examples:

a. Assistant Professor is at Step 30 following 1990/91 year. For 1991/92, movement is to step 33 for 18 months. There is no contribution to the merit pool at this time.

b. Administrator is at step 33 following 1990/91 year. For 1991/92, movement is to step 35; in July, if administrator was at 33 for preceding 18 months; in January, if administrator moved to step 33 for the 1990/91 year. In either event, this movement to step 35 generates \$0.00 to the merit pool as neither the hold, nor the end of the salary guide for normal step progression generate a withholding for purposes of merit fund pooling.

e. Additional Considerations - Merit Program:

i. Normal, annual step increments are applied to base salary prior to annual merit awards.

ii. The fact that an employee is at the final step of his/her salary range shall not preclude him/her from consideration for a merit award, subject to the step 37 ceiling.

iii. The recommendations, judgments and determinations of those authorized to make same, concerning merit compensation, are not grievable.

iv. Where a bargaining unit member receives a merit award that results in step progression beyond either the step 29 or the step 33, 18 month hold, that hold is waived.

v. For years 2 and 3 of this Agreement, 1990/91 and 1991/92, as merit step increments vary in value from salary range to salary range and as numerous combinations of incremental awards may not match that fund available for distribution to the faculty or administrators, the formula distribution shall be committed and paid to the nearest step increment as follows: For the first 80% of merit awarding, pursuant to authorized formula, supra; the payment shall be rounded up, where necessary, to fully award those authorized merit recipients at least the 80% formula allocation. For example, if Department X's final allocation is \$8,000 and the formula awarding results in step awards to \$7,745.00 and the next award is an increment of \$700.00, the awarding of the last step would result in an over expenditure of \$415 but will be paid and reduced from the remaining 20% allocation. For the final 20% of merit awarding pursuant to formula, supra, the payment to the nearest step increment shall be rounded down, when the available allocation and the step awards are not exact. For example, if the final 20% allocation is \$2,000.00 and the awarding of merit steps reaches \$1,400.00, the \$415.00 overpayment is added to the expenditure and \$1,815.00 is therefore awarded. No increment value is less than \$185.00 and, therefore, the 20% formula awarding has been met. Further, 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.

#### 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. All employee benefits specifically applicable to the

individual employee under the State Health Benefits Program will be made available to each employee without cost to the individual if in accordance with the provisions of that program. Coverage for dependents will also be available.

3. Health Benefits Program:

a. The current coverage shall be continued for eligible employees covered by this Contract.

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 State paying the cost.

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 a. 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. The staff member shall be informed in writing prior to his/her leave of absence (1) if his/her leave time is to be credited to his/her years of service, (2) whether or not such time shall constitute an interruption of continuity of service, and (3) the step and the salary range upon which he/she will be placed upon his/her return.

e. Full time employees and their eligible dependents shall continue to participate in the existing State Eye Care Program. The coverage shall be changed to \$35 for regular glasses and \$40 for bifocal glasses with all other conditions for eligibility as in the current plan. Full time employees and eligible dependents shall be eligible for a maximum payment of \$35 or the cost, whichever is less, of an eye examination by an Ophthalmologist or an Optometrist.

Each eligible employee and dependent may receive only one payment for glasses and one payment for examinations during each of the two fiscal periods, namely, July 1, 1989 to June 30, 1991 and July 1, 1991 to June 30, 1993. Proper affidavit and submission of receipts are required of the employee in order to receive payment.

f. Full time employees and their eligible dependents shall continue to be eligible for participation in the existing Dental Care Program subject to the applicable rules and regulations governing the program for Institute Employees.

g. The Prescription Drug Plan in effect at the time of the signing of this Agreement shall be continued during the period of this Agreement, except that the co-payment of the Prescription Drug Plan shall be in keeping with the legislative appropriation.

h. If an employee is absent on sick leave for one-half (1/2) or more of his normally scheduled work days in any one work month he shall not earn accumulated sick leave for such month.

i. 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.

j. 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 Institute 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 \$7,500, 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 regulations.

2. a. Members of the negotiating unit are permitted to review their Institute file upon receipt of written application to the Director of Personnel. They may forward material for inclusion in their Institute file; however, only material reasonably expected to contribute to the administration of the Institute will be included.

b. Material which is derogatory will not be placed in the Institute file unless the employee has been

afforded an opportunity to review it and attach any comment he 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 Administration of any vacancy prior to any general advertisement of the vacancy.

#### F. Parking

1. Effective July 1, 1989 through June 30, 1991, reserved parking fees will be forty-five dollars (\$45) each semester and parking tokens will be fifty cents (50c) each. Effective July 1, 1991, and thereafter for the duration of this Agreement, reserved parking fees will be seventy-five dollars (\$75.00) per semester and parking tokens will be fifty cents (50c) each.

2. Reserved parking spaces in Lots #1 and 2 shall be allocated to members of the negotiating unit on a basis proportional to all employees. As reserved spaces become available, they shall be proportionally allocated in such a manner as to provide at least this proportional representation.

3. A Parking Committee, upon which the Association shall have representation, shall be formed to make recommendations in the event the total number of parking spaces is increased. Such recommendations shall be made to the President who shall respond in writing.

4. A list of the names of all employees with reserved parking spaces shall be compiled as of January 1st of each year and such list shall be made available to the Association.

5. The PSA will participate in a committee established by the administration to study the future of parking at the university.

#### G. Thesis Advisement Reimbursement

For the term of this Agreement, faculty load credit shall continue to be recognized, subject to the provisions of the Dean's Supervision Memorandum and the following conditions:

1. Each semester a faculty member may use 6 hours or less of accumulated credit load time due to "thesis supervision". The

department chair or designee will grant the credit load time consistent with the teaching load of the department. Administrative approval will normally be granted for such credit load time. "Thesis supervision" includes masters thesis, masters project, professional degree project or research courses, and doctoral dissertation.

a. Pursuant to the Dean's Supervision Memorandum, in the first two years of this Agreement (July 1, 1989 - June 30, 1991) thesis supervision credit load time shall be computed at the rate of three (3) hours of release credit for each twenty-seven (27) credit hours of thesis supervision registration.

b. Effective in the third year of this Agreement (July 1, 1991 - June 30 1992) thesis supervision credit load time shall be computed at the rate of three (3) hours of release credit for each twenty four (24) credit hours of thesis supervision registration.

2. Faculty will be allowed to accumulate up to a total of 12 hours of credit load per academic year which may be used for load reduction no later than four semesters following accumulation, effective the second year of this Agreement. For the first year of the Agreement, the accumulated load had to be taken within two semesters following accumulation. Credit load hours above 12 which are accumulated during an academic year may not be used for reduction in teaching duties and must be paid for at a rate described in H.3, infra.

3. Unused credit hours at or below 12 accumulated during an academic year shall be reimbursed at the rate of \$500 per hour in 1989/90 (YEAR 1); \$543 per hour in 1990/91 (YEAR 2) and \$573 per hour in 1991/92 (YEAR 3).

4. Unused credit hours above 12 banked by faculty will be reimbursed at the following rates:

Credit hours	1989/90	1990/91	1991/92
13 & 14	\$500	\$543	\$573
15 & 16	\$400	\$435	\$459
17 & 18	\$300	\$326	\$344
19 & 20	\$200	\$217	\$229
21 & Up	\$100	\$109	\$115

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 the Employer and Association representatives may meet for the purpose of reviewing matters of general interest 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 for Employee Relations. 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) administrative employee representatives of the Association may attend such meetings.

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 signing of this Agreement by both parties,

five hundred (500) 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 Institute. 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 for legitimate Association business, each year of this Agreement.

2. The Association shall be entitled to three (3) credit hours total of release time for allocation to Association designated faculty, other than the President, for each of the last two (2) years of this Agreement (1990/91 and 1991/92). Allocation must be in at least one credit hour increments per semester.

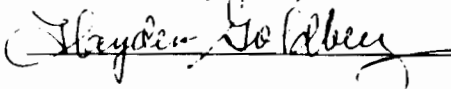
3. The Association shall be entitled to a total of twelve (12) days per year, the last two (2) years of this Agreement (1990/91 and 1991/92), for allocation to bargaining unit members to attend conferences and/or educational seminars. Utilization is subject to prior request of and approval from the relevant bargaining unit member's supervisor, and it will not be unreasonably denied.

ARTICLE XVII

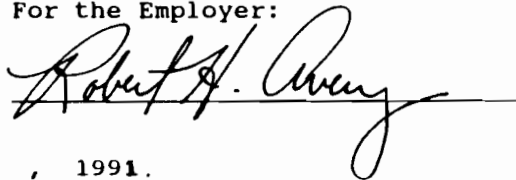
DURATION

This Agreement shall become effective July 1, 1989 and shall terminate as of June 30, 1992.

For the Professional Staff  
Association, Inc./AAUP:



For the Employer:



Signed this 7th day of March, 1991.



APPENDIX A

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

1. 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.

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

B. The President of the Institute 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

NEWARK COLLEGE OF ENGINEERING and the NEWARK COLLEGE OF ENGINEERING PROFESSIONAL STAFF ASSOCIATION, hereby mutually set forth this Memorandum of Understanding.

1. The proposal for the establishment of appropriate guidelines in the use of the multiple range matrix (attached), acceptable to both parties as a basis for seeking further approval by appropriate agencies of the State.

2. The administration of the College will attempt to gain acceptance and establishment of these guidelines by appropriate State agencies.

3. The Professional Staff Association will render all reasonable assistance to the administration in gaining such acceptance.

4. The College and the Professional Staff Association understand that the two basic objectives of the proposal are to establish guidelines which provide for continuing management judgments and evaluations which could result in:

a. members of the faculty remaining indefinitely at less than the maximum range; or

b. making orderly movement from lower to higher ranges and eventual progression to the highest range available within the title.

5. The Professional Staff Association understands that the administration may, in order to gain acceptance of the two basic objectives, alter the present language and procedures contained in the proposal; however, if possible, consultation shall take place with the Professional Staff Association before such alterations are made.

This Memorandum of Understanding is entered into this date 27 June 1974.

For the Professional Staff Association

For the College

L/S Martin J Levy

L/S William Hazell

APPENDIX B 2

SALARY SCHEDULES

<u>10 month appointments:</u>	<u>Ranges</u>
Instructor	17-22
*Assistant Professor	21-28
Associate Professor	25-30
Professor	30-34
Distinguished Professor	33-38

<u>12 month appointments:</u>	<u>Ranges</u>
Instructor	20-25
*Assistant Professor	24-31
Associate Professor	28-33
Professor	33-37
Distinguished Professor	36-41

\*Placement beyond ranges 26 (10 month) and 29 (12 month) is at the sole discretion of management.

The available step placement within the applicable range is as follows:

1989/90

1-32 Normal Progression, subject to terms of the Agreement  
33-37 Special Salary Action(s) and/or Merit only

1990/91

1-33 Normal Progression, subject to terms of the Agreement  
34-37 Special Salary Action(s) and/or Merit only

1991/92

1-35 Normal Progression, subject to terms of the Agreement  
36-37 Special Salary Action(s) and/or Merit only

## APPENDIX C

The following policies apply to the administration of the multiple range salary schedule:

### A. PROMOTION

1. When a member of the faculty is promoted, his 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, add the amount of four steps on the old range; then (2) beginning at step 1 of the lowest available range, choose from 1 - 13 steps in that range that lowest step which meets or exceeds the amount determined in step 1 above. If step 13 of the minimum range does not meet or exceed the salary required, go to step 9 of the next higher range and then to step 13 of that range, continue the procedure, using steps 9 and 13, until the salary requirement is met or exceeded. If this treatment results in the member being placed on the maximum available range, and steps 9 and 13 are not sufficient to accommodate the salary requirements, the step 13 limitation would not apply.

### B. MULTIPLE RANGE MOVEMENT

A faculty member where entitled will move within his range to the next higher step at his anniversary. Members who reach steps 21 - 33 will be considered for movement to the next higher range within the rank in lieu of a step increase. Such movement to a higher range will be considered for those faculty members below the rank of full professor who, using judgments and evaluations set forth in paragraph C below, are recommended by the Departmental Promotion and Tenure Committees, affirmed by the Institute Committee on Promotion and Tenure and approved by the Institute. Recommendations and approval for movement of full professors will be by procedures as set forth in the Faculty Handbook, subject to the general concepts set forth in paragraph C below.

C. Consideration of movement from range within a rank will be based upon continuing management judgments and evaluations which could result in individual faculty members:

1. remaining at less than the maximum range within a rank; or,  
2. making orderly movement from lower to higher ranges and eventual progression to the highest range available within a rank.

APPENDIX D

ADMINISTRATIVE DELETION

Any administrative member of the bargaining unit, who had just cause protection pursuant to previous contract between the Professional Staff Association and the Institute, and who have been deleted from the bargaining unit shall not be terminated without just cause. Where the Institute 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 Institute.

For the Professional Staff  
Association, Inc.:

For the Employer:

\_\_\_\_\_

\_\_\_\_\_

Signed this \_\_\_\_\_ day of \_\_\_\_\_ 1978

APPENDIX E

DISCRIMINATION CLAUSE

The willingness of the parties to continue the nondiscrimination 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.

L/S Paul L. Flatow  
For the Professional Staff  
Association, Inc.

L/S Aaron R. Pulhamus  
For the Administration,  
New Jersey Institute of  
Technology

April 11, 1984

## APPENDIX F

STEP PROGRESSION TABLE

## Step Progression: Annual Increments &amp; Merit Step Limitations

1989/90

Rank	Normal Increment	Maximum Merit Steps	Maximum Total Available Steps
Assist. Prof.	4	0	4
Assoc. Prof.	4	0	4
Admin. <R34	4	0	4
Prof. R34, 37	2	0	2
Dist. Prof.	2	0	2
Prof. Other	4	0	4
Admin. >R33	2	0	2

1990/91

Asst. Prof.	4	2	6
Assoc. Prof.	4	2	6
Admin. <R34	4	2	6
Prof. R34, 37	2	2	4
Dist. Prof.	2	2	4
Prof. Other	4	2	6
Admin. >R33	2	2	4

1991/92

Asst. Prof.	3	3	6
Assoc. Prof.	2	4	6
Admin. <R32	3	3	6
Admin. >R31	1	4	5
Prof. R30 - 37	1	4	5
Dist. Prof.	0	3	3

(Subject to Rounding to Nearest Dollar)

YEAR	RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
		Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
		Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32
		Step 33	Step 34	Step 35	Step 36	Step 37			
89	15 A	18,787.60	19,022.12	19,256.64	19,491.42	19,725.94	19,960.46	20,195.24	20,429.76
89	15 B	20,664.28	20,898.80	21,133.58	21,368.10	21,602.62	21,837.14	22,071.92	22,306.44
89	15 C	22,540.96	22,775.48	23,010.26	23,244.78	23,479.30	23,714.08	23,948.60	24,183.12
89	15 D	24,417.64	24,652.42	24,886.94	25,121.46	25,355.98	25,590.76	25,825.28	26,059.80
89	15 E	26,294.58	26,529.10	26,763.62	26,998.14	27,232.66			
89	16 A	19,725.94	19,972.68	20,219.16	20,465.90	20,712.64	20,959.12	21,205.86	21,452.60
89	16 B	21,699.08	21,945.82	22,192.56	22,439.04	22,685.78	22,932.52	23,179.00	23,425.74
89	16 C	23,672.48	23,918.96	24,165.70	24,412.44	24,658.92	24,905.66	25,152.40	25,398.88
89	16 D	25,645.62	25,892.36	26,138.84	26,385.58	26,632.32	26,878.80	27,125.54	27,372.28
89	16 E	27,618.76	27,865.24	28,111.72	28,358.20	28,604.68			
89	17 A	20,712.64	20,971.86	21,231.08	21,490.30	21,749.52	22,008.74	22,267.70	22,526.92
89	17 B	22,786.14	23,045.36	23,304.58	23,563.80	23,823.02	24,082.24	24,341.46	24,600.68
89	17 C	24,859.90	25,119.12	25,378.34	25,637.56	25,896.78	26,156.00	26,415.22	26,674.44
89	17 D	26,933.66	27,192.88	27,452.10	27,711.32	27,970.54	28,229.76	28,488.98	28,748.20
89	17 E	29,007.42	29,266.64	29,525.86	29,785.08	30,044.30			
89	18 A	21,749.26	22,021.22	22,292.92	22,564.62	22,836.32	23,108.02	23,379.98	23,651.68
89	18 B	23,923.38	24,195.08	24,467.04	24,738.74	25,010.44	25,282.14	25,554.10	25,825.80
89	18 C	26,097.50	26,369.20	26,640.90	26,912.86	27,184.56	27,456.26	27,727.96	27,999.92
89	18 D	28,271.62	28,543.32	28,815.02	29,086.98	29,358.68	29,630.38	29,902.08	30,173.78
89	18 E	30,445.74	30,717.70	30,989.66	31,261.62	31,533.58			
89	19 A	22,836.32	23,121.80	23,407.02	23,692.24	23,977.72	24,262.94	24,548.42	24,833.64
89	19 B	25,119.12	25,404.34	25,689.56	25,975.04	26,260.26	26,545.74	26,830.96	27,116.44
89	19 C	27,401.66	27,686.88	27,972.36	28,257.58	28,543.06	28,828.28	29,113.76	29,398.98
89	19 D	29,684.20	29,969.68	30,254.90	30,540.38	30,825.60	31,110.82	31,396.30	31,681.52
89	19 E	31,967.00	32,252.48	32,537.96	32,823.44	33,108.92			
89	20 A	23,977.72	24,277.50	24,577.54	24,877.32	25,177.36	25,477.14	25,777.18	26,076.96
89	20 B	26,377.00	26,676.78	26,976.82	27,276.60	27,576.38	27,876.42	28,176.20	28,476.24
89	20 C	28,776.02	29,076.06	29,375.84	29,675.88	29,975.66	30,275.70	30,575.48	30,875.52
89	20 D	31,175.30	31,475.08	31,775.12	32,074.90	32,374.94	32,674.72	32,974.76	33,274.54
89	20 E	33,574.58	33,874.62	34,174.66	34,474.70	34,774.74			
89	21 A	25,177.36	25,492.22	25,807.34	26,122.20	26,437.06	26,752.18	27,067.04	27,382.16
89	21 B	27,697.02	28,011.88	28,327.00	28,641.86	28,956.98	29,271.84	29,586.70	29,901.82
89	21 C	30,216.68	30,531.80	30,846.66	31,161.52	31,476.64	31,791.50	32,106.62	32,421.48
89	21 D	32,736.34	33,051.46	33,366.32	33,681.44	33,996.30	34,311.16	34,626.28	34,941.14
89	21 E	35,256.26	35,571.38	35,886.50	36,201.62	36,516.74			
89	22 A	26,437.06	26,767.78	27,098.24	27,428.70	27,759.42	28,089.88	28,420.34	28,750.80
89	22 B	29,081.52	29,411.98	29,742.44	30,073.16	30,403.62	30,734.08	31,064.80	31,395.26
89	22 C	31,725.72	32,056.44	32,386.90	32,717.36	33,047.82	33,378.54	33,709.00	34,039.46
89	22 D	34,370.18	34,700.64	35,031.10	35,361.82	35,692.28	36,022.74	36,353.46	36,683.92
89	22 E	37,014.38	37,344.84	37,675.30	38,005.76	38,336.22			
89	23 A	27,759.42	28,106.52	28,453.62	28,800.72	29,147.82	29,494.92	29,842.02	30,189.12
89	23 B	30,536.22	30,883.32	31,230.42	31,577.52	31,924.62	32,271.98	32,619.08	32,966.18
89	23 C	33,313.28	33,660.38	34,007.48	34,354.58	34,701.68	35,048.78	35,395.88	35,742.98
89	23 D	36,090.08	36,437.18	36,784.54	37,131.64	37,478.74	37,825.84	38,172.94	38,520.04
89	23 E	38,867.14	39,214.24	39,561.34	39,908.44	40,255.54			



NJIT SALARY MATRIX - PSA Bargaining Unit

YEAR	RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
		Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
		Step 25	Step 26	Step 27	Step 28	Step 29	step 30	Step 31	Step 32
		Step 33	Step 34	Step 35	Step 36	Step 37			
89	24 A	29,147.82	29,512.08	29,876.08	30,240.34	30,604.60	30,968.86	31,332.86	31,697.12
89	24 B	32,061.38	32,425.64	32,789.64	33,153.90	33,518.16	33,882.42	34,246.42	34,610.68
89	24 C	34,974.94	35,339.20	35,703.20	36,067.46	36,431.72	36,795.98	37,159.98	37,524.24
89	24 D	37,889.28	38,252.76	38,616.76	38,981.02	39,345.28	39,709.54	40,073.54	40,437.80
89	24 E	40,802.06	41,166.32	41,530.58	41,894.84	42,259.10			
89	25 A	30,604.60	30,987.32	31,370.04	31,752.76	32,135.74	32,518.46	32,901.18	33,283.90
89	25 B	33,666.88	34,049.60	34,432.32	34,815.04	35,198.02	35,580.74	35,963.46	36,346.18
89	25 C	36,728.90	37,111.88	37,494.60	37,877.32	38,260.04	38,643.02	39,025.74	39,408.46
89	25 D	39,791.18	40,174.16	40,556.88	40,939.60	41,322.32	41,705.04	42,088.02	42,470.74
89	25 E	42,853.46	43,236.18	43,618.90	44,001.62	44,384.34			
89	26 A	32,135.74	32,537.70	32,939.40	33,341.36	33,743.32	34,145.02	34,546.98	34,948.94
89	26 B	35,350.64	35,752.60	36,154.56	36,556.26	36,958.22	37,360.18	37,762.14	38,163.84
89	26 C	38,565.80	38,967.76	39,369.46	39,771.42	40,173.38	40,575.08	40,977.04	41,379.00
89	26 D	41,780.70	42,182.66	42,584.52	42,986.58	43,388.28	43,790.24	44,192.20	44,593.90
89	26 E	44,995.86	45,397.82	45,799.78	46,201.74	46,603.70			
89	27 A	33,743.06	34,165.04	34,587.02	35,009.00	35,430.98	35,852.96	36,274.94	36,696.92
89	27 B	37,118.90	37,540.88	37,962.86	38,384.84	38,806.82	39,228.80	39,650.78	40,072.76
89	27 C	40,494.48	40,916.46	41,338.44	41,760.42	42,182.40	42,604.38	43,026.36	43,448.34
89	27 D	43,870.32	44,292.30	44,714.28	45,136.26	45,558.24	45,980.22	46,402.20	46,824.18
89	27 E	47,246.16	47,668.14	48,090.12	48,512.10	48,934.08			
89	28 A	35,430.98	35,874.02	36,317.06	36,760.10	37,203.14	37,646.44	38,089.48	38,532.52
89	28 B	38,975.56	39,418.60	39,861.64	40,304.68	40,747.72	41,191.02	41,634.06	42,077.10
89	28 C	42,520.14	42,963.18	43,406.22	43,849.26	44,292.30	44,735.34	45,178.64	45,621.68
89	28 D	46,064.72	46,507.76	46,950.80	47,393.84	47,836.88	48,279.92	48,722.96	49,166.26
89	28 E	49,609.30	50,052.34	50,495.38	50,938.42	51,381.46			
89	29 A	37,203.14	37,668.28	38,133.68	38,598.82	39,063.96	39,529.10	39,994.24	40,459.38
89	29 B	40,924.52	41,389.66	41,854.80	42,319.94	42,785.08	43,250.22	43,715.36	44,180.76
89	29 C	44,645.90	45,111.04	45,576.18	46,041.32	46,506.46	46,971.60	47,436.74	47,901.88
89	29 D	48,367.02	48,832.16	49,297.30	49,762.44	50,227.84	50,692.98	51,158.12	51,623.26
89	29 E	52,088.40	52,553.54	53,018.68	53,483.82	53,948.96			
89	30 A	39,063.96	39,552.24	40,040.52	40,528.80	41,017.08	41,505.36	41,993.64	42,481.92
89	30 B	42,970.20	43,458.48	43,946.76	44,435.04	44,923.32	45,411.60	45,899.88	46,388.16
89	30 C	46,876.18	47,350.42	47,824.66	48,298.90	48,773.14	49,247.38	49,721.62	50,195.86
89	30 D	50,782.42	51,270.70	51,758.98	52,247.26	52,735.54	53,223.82	53,712.10	54,200.38
89	30 E	54,688.66	55,176.94	55,665.22	56,153.50	56,641.78			
89	31 A	41,017.08	41,529.80	42,042.78	42,555.50	43,068.48	43,581.46	44,094.18	44,607.16
89	31 B	45,120.14	45,632.86	46,145.84	46,658.82	47,171.54	47,684.52	48,197.24	48,710.22
89	31 C	49,223.20	49,735.92	50,248.90	50,761.88	51,274.60	51,787.58	52,300.30	52,813.28
89	31 D	53,326.26	53,838.98	54,351.96	54,864.94	55,377.66	55,890.64	56,403.62	56,916.34
89	31 E	57,429.32	57,942.30	58,455.28	58,968.26	59,481.24			
89	32 A	43,068.48	43,607.20	44,145.66	44,684.12	45,222.58	45,761.04	46,299.50	46,838.22
89	32 B	47,376.68	47,915.14	48,453.60	48,992.06	49,530.52	50,069.24	50,607.70	51,146.16
89	32 C	51,684.62	52,223.08	52,761.54	53,300.26	53,838.72	54,377.18	54,915.64	55,454.10
89	32 D	55,992.56	56,531.28	57,069.74	57,608.20	58,146.66	58,685.12	59,223.84	59,762.30
89	32 E	60,300.76	60,839.22	61,377.68	61,916.14	62,454.60			

NUIT SALARY MATRIX - PSA Bargaining Unit

YEAR	RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
		Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
		Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32
		Step 33	Step 34	Step 35	Step 36	Step 37			
89	33 A	45,222.58	45,787.82	46,352.80	46,918.04	47,483.02	48,048.26	48,613.24	49,178.48
89	33 B	49,743.72	50,308.70	50,873.94	51,438.92	52,004.16	52,569.14	53,134.38	53,699.62
89	33 C	54,264.60	54,829.84	55,394.82	55,960.06	56,525.04	57,090.28	57,655.52	58,220.50
89	33 D	58,785.74	59,350.72	59,915.96	60,481.20	61,046.18	61,611.42	62,176.40	62,741.64
89	33 E	63,306.62	63,871.60	64,436.58	65,001.56	65,566.54			
89	34 A	47,483.02	48,076.86	48,670.70	49,264.28	49,858.12	50,451.96	51,045.54	51,639.38
89	34 B	52,233.22	52,826.80	53,420.64	54,014.48	54,608.32	55,201.90	55,795.54	56,389.58
89	34 C	56,983.16	57,577.00	58,170.84	58,764.42	59,358.26	59,952.10	60,545.68	61,139.52
89	34 D	61,733.36	62,327.20	62,920.78	63,514.62	64,108.46	64,702.04	65,295.88	65,889.72
89	34 E	66,483.30	67,076.88	67,670.46	68,264.04	68,857.62			
89	35 A	49,858.12	50,481.08	51,103.78	51,726.74	52,349.70	52,972.66	53,595.36	54,218.32
89	35 B	54,541.28	55,164.24	55,786.94	56,409.90	57,032.86	57,655.82	58,278.52	58,901.48
89	35 C	59,224.44	60,447.40	61,070.10	61,693.06	62,316.02	62,938.98	63,561.68	64,184.64
89	35 D	64,207.60	65,430.56	66,053.26	66,676.22	67,299.18	67,922.14	68,544.84	69,167.80
89	35 E	69,190.76	70,413.72	71,036.68	71,659.64	72,282.60			
89	36 A	52,149.70	53,003.86	53,657.76	54,311.92	54,965.82	55,619.98	56,273.88	56,928.04
89	36 B	57,512.20	58,236.10	58,890.26	59,544.16	60,198.32	60,852.22	61,506.38	62,160.28
89	36 C	62,874.44	63,468.60	64,122.50	64,776.66	65,430.56	66,084.72	66,738.62	67,392.78
89	36 D	68,044.68	68,700.84	69,355.00	70,008.90	70,663.06	71,316.96	71,971.12	72,625.02
89	36 E	73,214.18	73,933.34	74,587.50	75,241.66	75,895.82			
89	37 A	54,965.82	55,653.00	56,340.18	57,027.62	57,714.80	58,401.98	59,089.16	59,776.34
89	37 B	60,463.52	61,150.70	61,837.88	62,525.06	63,212.24	63,899.42	64,586.60	65,273.78
89	37 C	65,961.22	66,648.40	67,335.58	68,022.76	68,709.94	69,397.12	70,084.30	70,771.48
89	37 D	71,458.66	72,145.84	72,833.02	73,520.20	74,207.38	74,894.82	75,582.00	76,269.18
89	37 E	76,956.36	77,643.54	78,330.72	79,017.90	79,705.08			
89	38 A	57,714.80	58,436.04	59,157.28	59,878.78	60,600.02	61,321.52	62,042.76	62,764.26
89	38 B	63,485.50	64,206.74	64,928.24	65,649.48	66,370.98	67,092.22	67,813.72	68,534.96
89	38 C	69,256.20	69,977.70	70,698.94	71,420.44	72,141.68	72,863.18	73,584.42	74,305.66
89	38 D	75,027.16	75,748.40	76,469.90	77,191.14	77,912.38	78,633.88	79,355.12	80,076.62
89	38 E	80,797.86	81,519.10	82,240.34	82,961.58	83,682.82			
89	39 A	60,600.28	61,357.66	62,115.30	62,872.68	63,630.32	64,387.70	65,145.34	65,902.72
89	39 B	66,660.36	67,417.74	68,175.38	68,932.76	69,690.40	70,448.04	71,205.42	71,963.06
89	39 C	72,720.44	73,478.08	74,235.46	74,993.10	75,750.48	76,508.12	77,265.50	78,023.14
89	39 D	78,780.52	79,538.16	80,295.80	81,053.18	81,810.82	82,568.20	83,325.84	84,083.22
89	39 E	84,840.86	85,598.50	86,356.14	87,113.78	87,871.42			
89	40 A	63,630.32	64,425.40	65,220.74	66,015.82	66,811.16	67,606.24	68,401.32	69,196.66
89	40 B	69,991.74	70,787.08	71,582.16	72,377.50	73,172.58	73,967.92	74,763.00	75,558.34
89	40 C	76,353.42	77,148.76	77,943.84	78,738.92	79,534.26	80,329.34	81,124.68	81,919.76
89	40 D	82,715.10	83,510.18	84,305.52	85,100.60	85,895.94	86,691.02	87,486.36	88,281.44
89	40 E	89,076.52	89,871.60	90,666.68	91,461.76	92,256.84			
89	41 A	66,811.16	67,646.54	68,481.92	69,317.30	70,152.68	70,988.06	71,823.44	72,658.82
89	41 B	73,494.20	74,329.58	75,164.96	76,000.34	76,835.72	77,671.10	78,506.48	79,341.86
89	41 C	80,177.50	81,012.88	81,848.26	82,683.64	83,519.02	84,354.40	85,189.78	86,025.16
89	41 D	86,860.54	87,695.92	88,531.30	89,366.68	90,202.06	91,037.44	91,872.82	92,708.20
89	41 E	93,543.58	94,378.96	95,214.34	96,049.72	96,885.10			

NJIT SALARY MATRIX - PSA Bargaining Unit

YEAR	RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
		Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
		Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32
		Step 33	Step 34	Step 35	Step 36	Step 37			
90	15 A	19,539.00	19,782.88	20,027.02	20,271.16	20,515.04	20,758.92	21,003.06	21,246.94
90	15 B	21,490.82	21,734.70	21,978.84	22,222.72	22,466.60	22,710.74	22,954.88	23,198.76
90	15 C	23,442.64	23,686.52	23,930.66	24,174.54	24,418.42	24,662.56	24,906.44	25,150.32
90	15 D	25,394.46	25,638.60	25,882.48	26,126.36	26,370.24	26,614.38	26,858.26	27,102.14
90	15 E	27,346.28	27,590.16	27,834.04	28,078.18	28,322.06			
90	16 A	20,515.04	20,771.66	21,028.02	21,284.64	21,541.26	21,797.36	22,053.98	22,310.60
90	16 B	22,566.96	22,823.58	23,080.20	23,336.56	23,593.18	23,849.80	24,106.16	24,362.78
90	16 C	24,619.40	24,875.76	25,132.38	25,389.00	25,645.36	25,901.98	26,158.60	26,414.96
90	16 D	26,671.32	26,927.94	27,184.30	27,440.92	27,697.54	27,953.90	28,210.52	28,467.14
90	16 E	28,723.50	28,979.86	29,236.22	29,492.58	29,748.94			
90	17 A	21,541.26	21,810.62	22,080.24	22,349.86	22,619.48	22,889.10	23,158.46	23,428.08
90	17 B	23,697.70	23,967.06	24,236.68	24,506.30	24,775.92	25,045.54	25,315.16	25,584.78
90	17 C	25,854.40	26,123.76	26,393.38	26,663.00	26,932.62	27,202.24	27,471.86	27,741.48
90	17 D	28,011.10	28,280.72	28,550.08	28,819.70	29,089.32	29,358.94	29,628.56	29,898.18
90	17 E	30,167.80	30,437.42	30,706.78	30,976.40	31,246.02			
90	18 A	22,619.22	22,902.10	23,184.72	23,467.08	23,749.70	24,032.32	24,315.20	24,597.82
90	18 B	24,880.44	25,162.80	25,445.68	25,728.30	26,010.92	26,293.54	26,576.16	26,858.78
90	18 C	27,141.40	27,424.02	27,706.64	27,989.26	28,271.88	28,554.50	28,837.12	29,119.74
90	18 D	29,402.36	29,684.98	29,967.60	30,250.48	30,533.10	30,815.72	31,098.08	31,380.70
90	18 E	31,663.58	31,946.46	32,229.34	32,511.96	32,794.84			
90	19 A	23,749.70	24,046.62	24,343.28	24,639.94	24,936.86	25,233.52	25,530.44	25,827.10
90	19 B	26,123.76	26,420.42	26,717.08	27,014.00	27,310.66	27,607.58	27,904.24	28,201.16
90	19 C	28,497.82	28,794.48	29,091.14	29,387.80	29,684.72	29,981.38	30,278.30	30,574.96
90	19 D	30,871.62	31,168.54	31,465.20	31,762.12	32,058.52	32,355.18	32,652.10	32,948.76
90	19 E	33,245.68	33,542.60	33,839.52	34,136.44	34,433.36			
90	20 A	24,936.86	25,248.60	25,560.60	25,872.34	26,184.34	26,496.34	26,808.34	27,120.08
90	20 B	27,432.08	27,743.82	28,055.82	28,367.56	28,679.56	28,991.56	29,303.30	29,615.30
90	20 C	29,927.04	30,239.04	30,550.78	30,863.04	31,174.78	31,486.78	31,798.52	32,110.52
90	20 D	32,422.26	32,734.00	33,046.00	33,358.00	33,670.00	33,981.74	34,293.74	34,605.48
90	20 E	34,917.48	35,229.48	35,541.74	35,853.74	36,165.74			
90	21 A	26,184.34	26,511.94	26,839.54	27,167.14	27,494.48	27,822.34	28,149.68	28,477.54
90	21 B	28,804.88	29,132.48	29,460.08	29,787.42	30,115.28	30,442.62	30,770.22	31,097.82
90	21 C	31,425.42	31,753.02	32,080.62	32,407.96	32,735.82	33,063.16	33,390.76	33,718.36
90	21 D	34,045.70	34,373.56	34,700.90	35,028.76	35,356.10	35,683.70	36,011.30	36,338.90
90	21 E	36,666.50	36,994.36	37,321.96	37,649.56	37,977.42			
90	22 A	27,494.48	27,838.46	28,182.18	28,525.90	28,869.88	29,213.60	29,557.06	29,900.78
90	22 B	30,244.76	30,588.48	30,932.20	31,276.18	31,619.64	31,963.36	32,307.34	32,651.06
90	22 C	32,994.78	33,338.76	33,682.48	34,025.94	34,369.66	34,713.64	35,057.36	35,401.08
90	22 D	35,745.06	36,088.78	36,432.24	36,776.22	37,119.94	37,463.66	37,807.64	38,151.36
90	22 E	38,495.08	38,838.54	39,182.26	39,525.98	39,869.70			
90	23 A	28,869.88	29,230.76	29,591.64	29,952.78	30,313.66	30,674.80	31,035.68	31,396.56
90	23 B	31,757.70	32,118.58	32,479.72	32,840.60	33,201.48	33,562.88	33,923.76	34,284.90
90	23 C	34,645.78	35,006.92	35,367.80	35,728.68	36,089.82	36,450.70	36,811.84	37,172.72
90	23 D	37,533.60	37,894.74	38,255.88	38,617.02	38,977.90	39,338.78	39,699.92	40,060.80
90	23 E	40,421.94	40,782.82	41,143.70	41,504.84	41,865.72			

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90	24 A	30,313.66	30,692.48	31,071.04	31,449.86	31,828.68	32,207.50	32,586.06	32,964.88
90	24 B	33,343.96	33,722.78	34,101.34	34,480.16	34,858.98	35,237.80	35,616.36	35,995.18
90	24 C	36,374.00	36,752.82	37,131.38	37,510.20	37,889.02	38,267.84	38,646.40	39,025.22
90	24 D	39,404.82	39,782.86	40,161.42	40,540.24	40,919.06	41,297.88	41,676.44	42,055.26
90	24 E	42,434.08	42,812.90	43,191.72	43,570.54	43,949.36			
90	25 A	31,828.68	32,226.74	32,624.80	33,022.86	33,421.18	33,819.24	34,217.30	34,615.36
90	25 B	35,013.68	35,411.48	35,809.54	36,207.60	36,605.92	37,003.98	37,402.04	37,800.10
90	25 C	38,198.16	38,596.48	38,994.28	39,392.34	39,790.40	40,188.72	40,586.78	40,984.84
90	25 D	41,382.90	41,781.22	42,179.28	42,577.08	42,975.14	43,373.20	43,771.52	44,169.58
90	25 E	44,567.64	44,965.70	45,363.76	45,761.56	46,159.62			
90	26 A	33,421.18	33,839.26	34,257.08	34,674.90	35,092.98	35,510.80	35,928.88	36,346.96
90	26 B	36,764.78	37,182.60	37,600.68	38,018.50	38,436.58	38,854.66	39,272.74	39,690.30
90	26 C	40,108.38	40,526.46	40,944.28	41,362.36	41,780.44	42,198.00	42,616.08	43,034.16
90	26 D	43,451.98	43,870.06	44,287.88	44,705.96	45,123.78	45,541.86	45,959.94	46,377.76
90	26 E	46,795.58	47,213.66	47,631.74	48,049.82	48,467.90			
90	27 A	35,092.72	35,531.60	35,970.48	36,409.36	36,848.24	37,287.12	37,726.00	38,164.88
90	27 B	38,603.76	39,042.64	39,481.26	39,920.14	40,359.02	40,797.90	41,236.78	41,675.66
90	27 C	42,114.28	42,553.16	42,992.04	43,430.92	43,869.80	44,308.68	44,747.30	45,186.18
90	27 D	45,625.06	46,063.94	46,502.82	46,941.70	47,380.58	47,819.46	48,258.34	48,697.22
90	27 E	49,136.10	49,574.98	50,013.60	50,452.48	50,891.36			
90	28 A	36,848.24	37,308.96	37,769.68	38,230.40	38,691.38	39,152.36	39,613.08	40,073.80
90	28 B	40,534.52	40,995.24	41,456.22	41,916.94	42,377.66	42,838.64	43,299.36	43,760.08
90	28 C	44,221.06	44,681.78	45,142.50	45,603.22	46,063.94	46,524.66	46,985.90	47,446.62
90	28 D	47,907.34	48,368.06	48,828.78	49,289.50	49,750.48	50,211.20	50,671.92	51,132.90
90	28 E	51,593.62	52,054.34	52,515.32	52,976.04	53,436.76			
90	29 A	38,691.38	39,174.98	39,659.10	40,142.70	40,626.56	41,110.16	41,594.02	42,077.88
90	29 B	42,561.48	43,045.34	43,528.94	44,012.80	44,496.40	44,980.26	45,463.86	45,947.98
90	29 C	46,431.84	46,915.44	47,399.30	47,882.80	48,366.76	48,850.36	49,334.22	49,818.08
90	29 D	50,301.68	50,785.54	51,269.14	51,753.00	52,236.86	52,720.72	53,204.32	53,688.18
90	29 E	54,172.04	54,655.64	55,139.50	55,623.10	56,106.96			
90	30 A	40,626.56	41,134.34	41,642.12	42,149.90	42,657.68	43,165.46	43,673.50	44,181.28
90	30 B	44,689.06	45,196.84	45,704.62	46,212.40	46,720.18	47,227.96	47,736.00	48,243.78
90	30 C	48,751.30	49,244.52	49,766.86	50,274.64	50,782.42	51,290.20	51,797.98	52,306.02
90	30 D	52,813.80	53,321.58	53,829.36	54,337.14	54,844.92	55,352.70	55,860.48	56,368.52
90	30 E	56,876.30	57,384.08	57,891.86	58,399.64	58,907.42			
90	31 A	42,657.68	43,190.94	43,724.46	44,257.72	44,791.24	45,324.76	45,858.02	46,391.54
90	31 B	46,925.06	47,458.06	47,991.58	48,525.10	49,058.36	49,591.88	50,125.14	50,658.66
90	31 C	51,192.18	51,725.44	52,258.96	52,792.48	53,325.48	53,859.00	54,392.26	54,925.78
90	31 D	55,459.30	55,992.56	56,526.08	57,059.60	57,592.86	58,126.38	58,659.64	59,192.90
90	31 E	59,726.42	60,259.94	60,793.46	61,326.98	61,860.50			
90	32 A	44,791.24	45,351.54	45,911.58	46,471.36	47,031.40	47,591.44	48,151.48	48,711.78
90	32 B	49,271.82	49,831.86	50,391.64	50,951.68	51,511.72	52,072.02	52,632.06	53,192.10
90	32 C	53,751.88	54,311.92	54,871.96	55,432.26	55,992.30	56,552.34	57,112.38	57,672.16
90	32 D	58,232.20	58,792.50	59,352.54	59,912.58	60,472.62	61,032.40	61,592.70	62,152.74
90	32 E	62,712.78	63,272.82	63,832.86	64,392.90	64,952.68			

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90	33 A	47,031.40	47,619.26	48,206.86	48,794.72	49,382.32	49,970.18	50,557.78	51,145.64
90	33 B	51,733.50	52,321.10	52,908.96	53,496.56	54,084.42	54,672.02	55,259.88	55,847.48
90	33 C	56,435.08	57,022.94	57,610.54	58,198.40	58,786.00	59,373.86	59,961.72	60,549.32
90	33 D	61,137.18	61,724.78	62,312.64	62,900.50	63,488.10	64,075.96	64,663.56	65,251.42
90	33 E	65,838.76	66,426.36	67,013.96	67,601.56	68,189.16			
90	34 A	49,382.32	49,999.82	50,617.58	51,234.82	51,852.32	52,470.08	53,087.32	53,705.08
90	34 B	54,322.58	54,939.82	55,557.58	56,175.08	56,792.58	57,410.08	58,027.58	58,645.08
90	34 C	59,262.58	59,880.08	60,497.58	61,115.08	61,732.58	62,350.08	62,967.58	63,585.08
90	34 D	64,202.58	64,820.34	65,437.58	66,055.08	66,672.84	67,290.08	67,907.84	68,525.34
90	34 E	69,142.58	69,760.08	70,377.32	70,994.56	71,611.80			
90	35 A	51,852.32	52,500.24	53,147.90	53,795.82	54,443.74	55,091.66	55,739.06	56,386.98
90	35 B	57,034.90	57,682.82	58,330.48	58,978.40	59,626.06	60,273.98	60,921.64	61,569.56
90	35 C	62,217.48	62,865.40	63,512.80	64,160.72	64,808.64	65,456.56	66,104.22	66,752.14
90	35 D	67,399.80	68,047.72	68,695.38	69,343.30	69,991.22	70,639.14	71,286.54	71,934.46
90	35 E	72,582.38	73,230.30	73,878.22	74,526.14	75,173.80			
90	36 A	54,443.74	55,123.90	55,804.06	56,484.48	57,164.38	57,844.80	58,524.96	59,205.12
90	36 B	59,885.34	60,565.44	61,245.86	61,926.02	62,606.18	63,286.34	63,966.76	64,646.66
90	36 C	65,327.08	66,007.24	66,687.40	67,367.82	68,047.72	68,728.14	69,408.04	70,088.46
90	36 D	70,768.62	71,448.78	72,129.20	72,809.36	73,489.52	74,169.68	74,849.84	75,530.00
90	36 E	76,210.42	76,890.58	77,571.00	78,251.42	78,931.58			
90	37 A	57,164.38	57,879.12	58,593.86	59,308.60	60,023.34	60,738.08	61,452.82	62,167.30
90	37 B	62,882.04	63,596.78	64,311.52	65,026.00	65,740.74	66,455.48	67,169.96	67,884.70
90	37 C	68,599.70	69,314.44	70,028.92	70,743.66	71,458.40	72,172.88	72,887.62	73,602.36
90	37 D	74,317.10	75,031.58	75,746.32	76,461.06	77,175.80	77,890.54	78,605.28	79,320.02
90	37 E	80,034.50	80,749.24	81,463.98	82,178.72	82,893.20			
90	38 A	60,023.34	60,773.44	61,523.54	62,273.90	63,024.00	63,774.36	64,524.46	65,274.82
90	38 B	66,024.92	66,775.02	67,525.38	68,275.48	69,025.84	69,775.94	70,526.30	71,276.40
90	38 C	72,026.50	72,776.86	73,526.96	74,277.32	75,027.42	75,777.78	76,527.88	77,277.98
90	38 D	78,028.34	78,778.44	79,528.80	80,278.90	81,029.00	81,779.36	82,529.20	83,279.56
90	38 E	84,029.66	84,779.76	85,529.86	86,279.96	87,030.06			
90	39 A	63,024.26	63,812.06	64,599.86	65,387.66	66,175.46	66,963.26	67,751.06	68,538.86
90	39 B	69,326.66	70,114.46	70,902.52	71,690.06	72,478.12	73,265.92	74,053.72	74,841.52
90	39 C	75,629.32	76,417.12	77,204.92	77,992.72	78,780.52	79,568.32	80,356.12	81,144.18
90	39 D	81,931.72	82,719.78	83,507.58	84,295.38	85,083.18	85,870.98	86,658.78	87,446.58
90	39 E	88,234.38	89,022.44	89,810.50	90,598.30	91,386.36			
90	40 A	66,175.46	67,002.52	67,829.58	68,656.38	69,483.70	70,310.50	71,137.30	71,964.62
90	40 B	72,791.42	73,618.48	74,445.54	75,272.60	76,099.40	76,926.72	77,753.52	78,580.58
90	40 C	79,407.64	80,234.70	81,061.50	81,888.56	82,715.62	83,542.42	84,369.74	85,196.54
90	40 D	86,023.60	86,850.66	87,677.72	88,504.52	89,331.84	90,158.64	90,985.70	91,812.76
90	40 E	92,639.56	93,466.36	94,293.42	95,120.22	95,947.02			
90	41 A	69,483.70	70,352.36	71,221.28	72,089.94	72,958.86	73,827.52	74,696.44	75,565.10
90	41 B	76,434.02	77,302.68	78,171.60	79,040.26	79,909.18	80,777.84	81,646.76	82,515.42
90	41 C	83,384.60	84,253.52	85,122.18	85,991.10	86,859.76	87,728.68	88,597.34	89,466.26
90	41 D	90,334.92	91,203.84	92,072.50	92,941.42	93,810.08	94,679.00	95,547.66	96,416.58
90	41 E	97,285.24	98,154.16	99,022.82	99,891.74	100,760.40			

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91	15 A	20,418.32	20,673.12	20,928.18	21,183.24	21,438.30	21,693.10	21,948.16	22,202.96
91	15 B	22,458.02	22,712.82	22,967.88	23,222.68	23,477.48	23,732.80	23,987.86	24,242.66
91	15 C	24,497.46	24,752.52	25,007.58	25,262.38	25,517.18	25,772.50	26,027.30	26,282.10
91	15 D	26,537.16	26,792.22	27,047.28	27,302.08	27,556.88	27,811.94	28,067.00	28,321.80
91	15 E	28,576.86	28,831.66	29,086.46	29,341.78	29,596.58			
91	16 A	21,438.30	21,706.36	21,974.16	22,242.48	22,510.54	22,778.34	23,046.40	23,314.46
91	16 B	23,582.52	23,850.58	24,118.90	24,386.70	24,654.76	24,923.08	25,190.88	25,459.20
91	16 C	25,727.26	25,995.06	26,263.38	26,531.44	26,799.50	27,067.56	27,335.62	27,603.68
91	16 D	27,871.48	28,139.80	28,407.60	28,675.66	28,943.98	29,211.78	29,480.10	29,748.16
91	16 E	30,015.96	30,284.02	30,551.82	30,819.62	31,087.68			
91	17 A	22,510.54	22,792.12	23,073.96	23,355.54	23,637.38	23,919.22	24,200.54	24,482.38
91	17 B	24,764.22	25,045.54	25,327.38	25,608.96	25,890.80	26,172.64	26,454.22	26,736.06
91	17 C	27,017.90	27,299.22	27,581.06	27,862.90	28,144.48	28,426.32	28,708.16	28,989.74
91	17 D	29,271.58	29,553.42	29,835.74	30,116.58	30,398.42	30,680.00	30,961.84	31,243.68
91	17 E	31,525.26	31,807.10	32,088.68	32,370.26	32,652.10			
91	18 A	23,637.12	23,932.74	24,228.10	24,523.20	24,818.56	25,113.66	25,409.28	25,704.64
91	18 B	26,000.00	26,295.10	26,590.72	26,886.08	27,181.44	27,476.80	27,772.16	28,067.52
91	18 C	28,362.88	28,657.98	28,953.34	29,248.70	29,544.06	29,839.42	30,134.78	30,430.40
91	18 D	30,725.50	31,020.86	31,316.22	31,611.84	31,907.20	32,202.30	32,497.40	32,792.76
91	18 E	33,088.38	33,384.00	33,679.62	33,974.98	34,270.60			
91	19 A	24,818.56	25,128.74	25,438.66	25,749.84	26,059.02	26,368.94	26,679.38	26,989.30
91	19 B	27,299.22	27,609.40	27,919.32	28,229.76	28,539.68	28,849.86	29,160.04	29,470.22
91	19 C	29,780.14	30,090.32	30,400.24	30,710.16	31,020.60	31,330.52	31,640.70	31,950.88
91	19 D	32,260.80	32,571.24	32,881.16	33,191.34	33,501.26	33,811.18	34,121.36	34,431.54
91	19 E	34,741.72	35,051.90	35,362.34	35,672.52	35,982.96			
91	20 A	26,059.02	26,384.80	26,710.84	27,036.62	27,362.66	27,688.70	28,014.74	28,340.52
91	20 B	28,666.56	28,992.34	29,318.38	29,644.16	29,970.20	30,296.24	30,622.02	30,948.06
91	20 C	31,273.84	31,599.88	31,925.66	32,251.96	32,577.74	32,903.78	33,229.56	33,555.60
91	20 D	33,881.38	34,207.16	34,533.20	34,859.24	35,185.28	35,510.80	35,836.84	36,162.62
91	20 E	36,488.66	36,814.70	37,141.00	37,467.04	37,793.08			
91	21 A	27,362.66	27,705.08	28,047.24	28,389.66	28,731.82	29,074.24	29,416.40	29,759.08
91	21 B	30,100.98	30,443.40	30,785.82	31,127.98	31,470.40	31,812.56	32,154.98	32,497.14
91	21 C	32,839.56	33,181.98	33,524.14	33,866.30	34,208.98	34,550.88	34,893.30	35,235.72
91	21 D	35,577.88	35,920.30	36,262.46	36,605.14	36,947.04	37,289.46	37,631.88	37,974.04
91	21 E	38,316.46	38,659.14	39,001.56	39,343.72	39,686.40			
91	22 A	28,731.82	29,091.14	29,450.46	29,809.52	30,169.10	30,528.16	30,887.22	31,246.28
91	22 B	31,605.86	31,964.92	32,324.24	32,683.56	33,042.62	33,401.68	33,761.26	34,120.32
91	22 C	34,479.64	34,838.96	35,198.28	35,557.08	35,916.40	36,275.72	36,635.04	36,994.10
91	22 D	37,353.68	37,712.74	38,071.80	38,431.12	38,790.44	39,149.50	39,509.08	39,868.14
91	22 E	40,227.46	40,586.26	40,945.58	41,304.64	41,663.96			
91	23 A	30,169.10	30,546.10	30,923.36	31,300.62	31,677.88	32,055.14	32,432.40	32,809.40
91	23 B	33,186.92	33,563.92	33,941.18	34,318.44	34,695.44	35,073.22	35,450.22	35,827.74
91	23 C	36,204.74	36,582.26	36,959.26	37,336.52	37,713.78	38,091.04	38,468.30	38,845.56
91	23 D	39,222.56	39,600.08	39,977.34	40,354.86	40,731.86	41,109.12	41,486.38	41,863.64
91	23 E	42,240.90	42,618.16	42,995.16	43,372.68	43,749.68			

NJ11 SALARY MATRIX - PSA Bargaining Unit

YEAR	RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
		Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
		Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32
		Step 33	Step 34	Step 35	Step 36	Step 37			
91	24 A	31,677.88	32,073.60	32,469.32	32,865.04	33,261.02	33,656.74	34,052.46	34,448.18
91	24 B	34,844.42	35,240.40	35,635.86	36,031.84	36,427.56	36,823.54	37,219.00	37,614.98
91	24 C	38,010.96	38,406.68	38,802.40	39,198.12	39,594.10	39,989.82	40,385.54	40,781.26
91	24 D	41,178.02	41,572.96	41,968.68	42,364.66	42,760.38	43,156.36	43,551.82	43,947.80
91	24 E	44,343.52	44,739.50	45,135.22	45,531.20	45,927.18			
91	25 A	33,261.02	33,677.02	34,093.02	34,508.76	34,925.02	35,341.02	35,757.02	36,173.02
91	25 B	36,589.28	37,005.02	37,421.02	37,837.02	38,253.28	38,669.28	39,085.02	39,501.02
91	25 C	39,917.02	40,333.28	40,749.02	41,165.02	41,581.02	41,997.28	42,413.28	42,829.28
91	25 D	43,245.02	43,661.28	44,077.28	44,493.02	44,909.02	45,325.02	45,741.28	46,157.28
91	25 E	46,573.28	46,989.28	47,405.02	47,820.76	48,236.76			
91	26 A	34,925.02	35,362.08	35,798.62	36,235.16	36,672.22	37,108.76	37,545.56	37,982.62
91	26 B	38,259.16	38,695.70	39,132.76	39,569.30	40,006.10	40,443.16	40,880.16	41,317.24
91	26 C	41,593.30	42,030.10	42,466.90	42,903.70	43,340.50	43,777.50	44,214.50	44,651.50
91	26 D	44,927.44	45,364.24	45,801.04	46,237.84	46,674.64	47,111.64	47,548.64	47,985.64
91	26 E	48,261.52	48,698.38	49,135.18	49,571.98	50,008.78	50,445.58	50,882.38	51,319.18
91	27 A	36,671.96	37,130.60	37,589.24	38,047.88	38,506.52	38,965.16	39,423.80	39,882.44
91	27 B	40,006.10	40,464.84	40,923.58	41,382.32	41,841.06	42,299.80	42,758.54	43,217.28
91	27 C	43,340.24	43,798.98	44,257.72	44,716.46	45,175.20	45,633.94	46,092.68	46,551.42
91	27 D	46,674.38	47,133.12	47,591.86	48,050.60	48,509.34	48,968.08	49,426.82	49,885.56
91	27 E	50,008.52	50,467.26	50,926.00	51,384.74	51,843.48	52,302.22	52,760.96	53,219.70
91	28 A	38,506.52	38,987.78	39,469.04	39,950.30	40,432.60	40,914.12	41,395.64	41,877.16
91	28 B	42,358.68	42,839.94	43,321.20	43,802.46	44,283.72	44,765.28	45,246.84	45,728.40
91	28 C	46,211.10	46,692.36	47,173.62	47,654.88	48,136.14	48,617.40	49,098.66	49,579.92
91	28 D	50,063.26	50,544.52	51,025.78	51,507.04	51,988.30	52,469.56	52,950.82	53,432.08
91	28 E	53,915.42	54,396.68	54,877.94	55,359.20	55,840.46	56,321.72	56,802.98	57,284.24
91	29 A	40,432.60	40,937.78	41,443.74	41,949.18	42,454.88	42,960.06	43,465.76	43,971.46
91	29 B	44,476.64	44,982.34	45,487.78	45,993.48	46,498.66	47,004.36	47,509.80	48,015.76
91	29 C	48,521.20	49,026.64	49,532.34	50,037.52	50,543.22	51,048.66	51,554.36	52,059.80
91	29 D	52,565.24	53,070.94	53,576.38	54,081.82	54,587.52	55,093.22	55,598.40	56,104.10
91	29 E	56,609.80	57,115.24	57,620.68	58,126.12	58,631.82			
91	30 A	42,454.88	42,985.28	43,515.94	44,046.60	44,577.26	45,107.92	45,638.64	46,169.50
91	30 B	46,700.16	47,230.82	47,761.48	48,292.14	48,822.80	49,353.46	49,884.12	50,414.78
91	30 C	50,945.18	51,475.84	52,006.50	52,537.16	53,067.82	53,598.48	54,129.14	54,659.80
91	30 D	55,190.46	55,721.12	56,251.78	56,782.44	57,313.10	57,843.76	58,374.42	58,905.08
91	30 E	59,435.74	59,966.40	60,497.06	61,027.72	61,558.38			
91	31 A	44,577.26	45,134.44	45,692.14	46,249.32	46,806.76	47,364.46	47,921.64	48,479.08
91	31 B	49,036.78	49,593.70	50,151.14	50,708.84	51,266.02	51,823.46	52,380.90	52,938.34
91	31 C	53,495.78	54,052.96	54,610.66	55,168.10	55,725.02	56,282.72	56,839.90	57,397.34
91	31 D	57,955.04	58,512.22	59,069.66	59,627.36	60,185.54	60,743.98	61,302.42	61,860.86
91	31 E	62,414.04	62,971.74	63,529.18	64,086.62	64,644.32			
91	32 A	46,806.76	47,392.28	47,977.54	48,562.54	49,147.80	49,733.06	50,318.32	50,903.84
91	32 B	51,489.10	52,074.36	52,659.36	53,244.62	53,829.62	54,415.14	55,000.40	55,585.66
91	32 C	56,170.66	56,755.92	57,341.18	57,926.70	58,511.96	59,097.22	59,682.48	60,267.48
91	32 D	60,852.74	61,438.26	62,023.52	62,608.52	63,193.78	63,778.78	64,364.30	64,949.56
91	32 E	65,534.82	66,120.08	66,705.34	67,290.60	67,875.60			

MJIT SALARY MATRIX - PSA Bargaining Unit

YEAR	RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
		Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
		Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32
		Step 33	Step 34	Step 35	Step 36	Step 37			
91	33 A	49,147.80	49,762.18	50,376.04	50,990.42	51,604.54	52,218.92	52,832.78	53,447.16
91	33 B	54,061.54	54,675.66	55,289.78	55,903.90	56,518.28	57,132.14	57,746.52	58,360.64
91	33 C	58,974.76	59,588.88	60,203.00	60,817.38	61,431.50	62,045.62	62,660.00	63,274.12
91	33 D	63,888.24	64,502.36	65,116.74	65,731.12	66,344.98	66,959.36	67,573.48	68,187.86
91	33 E	68,801.46	69,415.58	70,029.70	70,643.56	71,257.68			
91	34 A	51,604.54	52,249.86	52,895.44	53,540.50	54,185.56	54,831.14	55,476.20	56,121.78
91	34 B	56,767.10	57,412.16	58,057.74	58,703.06	59,348.12	59,993.44	60,638.76	61,284.08
91	34 C	61,929.40	62,574.72	63,220.04	63,865.36	64,510.42	65,155.74	65,801.06	66,446.38
91	34 D	67,091.70	67,737.28	68,382.34	69,027.66	69,673.24	70,318.04	70,963.62	71,608.94
91	34 E	72,254.00	72,899.32	73,544.38	74,189.44	74,834.24			
91	35 A	54,185.56	54,862.86	55,539.64	56,216.68	56,893.72	57,570.76	58,247.28	58,924.32
91	35 B	59,601.36	60,278.66	60,955.44	61,632.48	62,309.26	62,986.30	63,663.08	64,340.12
91	35 C	65,017.16	65,694.46	66,370.98	67,048.02	67,725.06	68,402.10	69,078.88	69,755.92
91	35 D	70,432.70	71,109.74	71,786.78	72,463.82	73,140.86	73,817.90	74,494.42	75,171.46
91	35 E	75,848.50	76,525.54	77,202.84	77,879.88	78,556.66			
91	36 A	56,893.72	57,604.56	58,315.14	59,026.24	59,736.82	60,447.92	61,158.50	61,869.34
91	36 B	62,580.44	63,290.76	64,001.86	64,712.70	65,423.54	66,134.12	66,845.22	67,555.80
91	36 C	68,266.90	68,977.48	69,688.32	70,399.42	71,109.74	71,820.84	72,531.42	73,242.52
91	36 D	73,953.10	74,663.94	75,375.04	76,085.88	76,796.46	77,507.30	78,218.14	78,928.98
91	36 E	0.00	80,350.66	81,061.76	81,772.86	82,483.44			
91	37 A	59,736.82	60,483.80	61,230.52	61,977.50	62,724.48	63,471.20	64,218.18	64,964.90
91	37 B	65,711.62	66,458.60	67,205.58	0.00	68,699.02	69,446.00	70,192.72	70,939.44
91	37 C	71,686.68	72,433.66	73,180.12	73,927.10	74,674.08	75,420.54	76,167.52	76,914.50
91	37 D	77,661.48	78,407.94	79,154.92	79,901.90	80,648.62	81,395.60	82,142.58	82,889.30
91	37 E	83,636.02	84,383.00	85,129.98	85,876.70	86,623.42			
91	38 A	62,724.48	63,508.12	64,292.02	65,076.18	65,860.08	66,644.24	67,428.14	68,212.30
91	38 B	68,995.94	69,779.84	70,564.00	71,347.90	72,132.06	72,915.96	73,699.86	74,483.76
91	38 C	75,267.66	76,051.82	76,835.72	77,619.88	78,403.78	79,187.68	79,971.58	80,755.48
91	38 D	81,539.64	82,323.54	83,107.70	83,891.34	84,675.24	85,459.40	86,243.04	87,027.20
91	38 E	87,811.10	88,594.74	89,378.64	90,162.54	90,946.44			
91	39 A	65,860.34	66,683.50	67,506.92	68,330.08	69,153.24	69,976.66	70,799.82	71,622.98
91	39 B	72,446.40	73,269.56	74,093.24	74,916.14	75,739.56	76,562.98	77,386.14	78,209.30
91	39 C	79,032.72	79,855.88	80,679.04	81,502.46	82,325.62	83,148.78	83,972.20	84,795.62
91	39 D	85,618.52	86,442.20	87,265.36	88,088.78	88,911.94	89,735.10	90,558.52	91,381.68
91	39 E	92,204.84	93,028.52	93,851.94	94,675.10	95,498.78			
91	40 A	69,153.24	70,017.74	70,881.98	71,745.96	72,610.46	73,474.44	74,338.42	75,202.92
91	40 B	76,067.16	76,931.40	77,795.64	78,659.88	79,523.86	80,388.36	81,252.34	82,116.58
91	40 C	82,981.08	83,845.32	84,709.30	85,573.54	86,437.78	87,301.76	88,166.26	89,030.50
91	40 D	89,894.74	90,758.98	91,623.22	92,487.20	93,351.70	94,215.68	95,080.18	95,944.42
91	40 E	96,808.40	97,672.38	98,536.62	99,400.60	100,264.58			
91	41 A	72,610.46	73,518.12	74,426.30	75,333.96	76,241.88	77,149.80	78,057.72	78,965.64
91	41 B	79,873.56	80,781.22	81,689.40	82,597.06	83,504.98	84,412.90	85,320.82	86,228.74
91	41 C	87,136.92	88,044.84	88,952.76	89,860.68	90,768.34	91,676.52	92,584.18	93,492.36
91	41 D	94,400.02	95,307.94	96,215.86	97,123.78	98,031.44	98,939.62	99,847.28	100,755.20
91	41 E	101,663.12	102,571.04	103,478.96	104,386.88	105,294.54			



WJIT SALARY MATRIX - PSA Bargaining Unit

YEAR	RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
		Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
		Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32
		Step 33	Step 34	Step 35	Step 36	Step 37			
92	15 A	21,541.26	21,810.10	22,079.20	22,348.30	22,617.40	22,886.24	23,155.34	23,424.18
92	15 B	23,693.28	23,962.12	24,231.22	24,499.80	24,768.64	25,038.00	25,307.10	25,575.94
92	15 C	25,844.78	26,113.88	26,382.98	26,651.82	26,920.66	27,190.02	27,458.86	27,727.70
92	15 D	27,996.80	28,265.90	28,535.00	28,803.58	29,072.42	29,341.52	29,610.62	29,879.46
92	15 E	30,148.56	30,417.40	30,686.24	30,955.60	31,224.44			
92	16 A	22,617.40	22,900.28	23,182.64	23,465.78	23,748.66	24,031.02	24,313.90	24,596.78
92	16 B	24,879.66	25,162.28	25,445.42	25,728.04	26,010.66	26,293.80	26,576.42	26,859.56
92	16 C	27,142.18	27,424.80	27,707.94	27,990.56	28,273.44	28,556.32	28,839.20	29,121.82
92	16 D	29,404.44	29,687.58	29,969.94	30,252.82	30,535.96	30,818.32	31,101.46	31,384.34
92	16 E	31,666.96	31,949.58	32,232.20	32,514.82	32,797.44			
92	17 A	23,748.66	24,045.58	24,343.02	24,640.20	24,937.38	25,234.52	25,531.48	25,828.92
92	17 B	26,126.36	26,423.02	26,720.46	27,017.58	27,314.82	27,612.24	27,909.18	28,206.62
92	17 C	28,503.80	28,800.72	29,097.90	29,395.34	29,692.52	29,989.70	30,287.14	30,584.06
92	17 D	30,881.50	31,178.94	31,475.60	31,773.04	32,070.22	32,367.40	32,664.84	32,962.02
92	17 E	33,259.20	33,556.38	33,853.56	34,150.74	34,447.92			
92	18 A	24,937.12	25,249.12	25,560.60	25,872.08	26,183.56	26,495.04	26,806.78	27,118.52
92	18 B	27,430.00	27,741.22	28,053.22	28,364.70	28,676.44	28,987.92	29,299.66	29,611.14
92	18 C	29,922.88	30,234.10	30,545.84	30,857.32	31,169.06	31,480.54	31,792.28	32,104.02
92	18 D	32,415.50	32,726.98	33,038.72	33,350.46	33,662.20	33,973.42	34,284.64	34,596.38
92	18 E	34,908.12	35,220.12	35,532.12	35,843.60	36,155.60			
92	19 A	26,183.56	26,510.90	26,837.72	27,165.06	27,492.14	27,819.22	28,146.82	28,473.64
92	19 B	28,800.72	29,127.80	29,454.88	29,782.48	30,109.30	30,436.64	30,763.72	31,091.06
92	19 C	31,418.14	31,745.22	32,072.30	32,399.12	32,726.72	33,053.80	33,380.88	33,708.22
92	19 D	34,035.04	34,362.64	34,689.72	35,016.80	35,343.88	35,670.70	35,998.04	36,325.38
92	19 E	36,652.46	36,979.80	37,307.14	37,634.48	37,962.08			
92	20 A	27,492.14	27,835.86	28,179.84	28,523.56	28,867.54	29,211.52	29,555.50	29,899.22
92	20 B	30,243.20	30,586.92	30,930.90	31,274.62	31,618.60	31,962.58	32,306.30	32,650.28
92	20 C	32,994.00	33,337.98	33,681.70	34,025.94	34,369.40	34,713.38	35,057.10	35,401.08
92	20 D	35,744.80	36,088.52	36,432.50	36,776.48	37,120.46	37,463.92	37,807.90	38,151.62
92	20 E	38,495.60	38,839.58	39,183.82	39,527.80	39,871.78			
92	21 A	28,867.54	29,228.94	29,589.82	29,951.22	30,312.10	30,673.24	31,034.38	31,395.78
92	21 B	31,756.66	32,117.80	32,478.94	32,840.08	33,201.22	33,562.36	33,923.50	34,284.38
92	21 C	34,645.78	35,006.92	35,368.06	35,728.94	36,090.60	36,451.22	36,812.36	37,173.76
92	21 D	37,534.64	37,896.04	38,256.92	38,618.32	38,979.20	39,340.34	39,701.74	40,062.62
92	21 E	40,423.76	40,785.42	41,146.56	41,507.70	41,869.10			
92	22 A	30,312.10	30,691.18	31,070.26	31,449.08	31,828.42	32,207.24	32,586.06	32,964.88
92	22 B	33,344.22	33,723.04	34,102.12	34,481.20	34,860.02	35,238.84	35,618.18	35,997.00
92	22 C	36,376.08	36,755.16	37,134.24	37,512.80	37,891.88	38,270.96	38,650.04	39,028.86
92	22 D	39,408.20	39,787.02	40,165.84	40,544.92	40,924.08	41,302.82	41,682.16	42,060.98
92	22 E	42,440.06	42,818.62	43,197.70	43,576.52	43,955.60			
92	23 A	31,828.42	32,226.22	32,624.02	33,022.08	33,420.14	33,818.20	34,216.26	34,613.80
92	23 B	35,012.12	35,409.92	35,807.98	36,206.04	36,603.58	37,002.16	37,399.96	37,798.28
92	23 C	38,196.08	38,594.40	38,991.94	39,390.00	39,788.06	40,186.12	40,584.18	40,981.98
92	23 D	41,379.78	41,778.10	42,176.16	42,574.48	42,972.02	43,370.08	43,768.14	44,166.20
92	23 E	44,564.26	44,962.06	45,359.86	45,758.18	46,155.98			

NJIT SALARY MATRIX - PSA Bargaining Unit

YEAR	RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
		Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
		Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32
92	24 A	33,420.14	33,837.70	34,255.26	34,672.86	35,090.38	35,507.94	35,925.24	36,342.80
92	24 B	36,760.88	37,178.70	37,595.74	38,013.56	38,431.12	38,848.94	39,265.98	39,683.80
92	24 C	40,101.62	40,518.92	40,936.48	41,354.04	41,771.86	42,189.16	42,606.72	43,024.28
92	24 D	43,442.88	43,859.40	44,276.96	44,694.78	45,112.08	45,529.90	45,947.20	46,365.02
92	24 E	46,782.32	47,200.14	47,617.70	48,035.52	48,453.08			
92	25 A	35,090.38	35,529.26	35,968.14	36,406.76	36,845.90	37,284.78	37,723.66	38,162.54
92	25 B	38,601.68	39,040.30	39,479.18	39,918.06	40,357.20	40,796.08	41,234.70	41,673.58
92	25 C	42,112.46	42,551.60	42,990.22	43,429.10	43,867.98	44,307.12	44,746.00	45,184.88
92	25 D	45,623.50	46,062.64	46,501.52	46,940.14	47,379.02	47,817.90	48,257.04	48,695.92
92	25 E	49,134.80	49,573.68	50,012.30	50,450.92	50,889.80			
92	26 A	36,845.90	37,306.88	37,767.60	38,228.06	38,689.30	39,149.76	39,610.48	40,071.72
92	26 B	40,532.18	40,992.64	41,453.88	41,914.34	42,375.32	42,836.30	43,297.28	43,757.48
92	26 C	44,218.46	44,679.44	45,140.16	45,600.88	46,061.86	46,522.32	46,983.30	47,444.02
92	26 D	47,904.74	48,365.72	48,826.18	49,287.42	49,747.88	50,208.60	50,669.84	51,130.30
92	26 E	51,591.02	52,052.00	52,512.72	52,973.70	53,434.68			
92	27 A	38,689.04	39,172.90	39,656.76	40,140.62	40,624.48	41,108.34	41,592.20	42,075.80
92	27 B	42,559.66	43,043.52	43,527.12	44,010.98	44,494.84	44,978.70	45,462.56	45,946.42
92	27 C	46,430.02	46,913.88	47,397.74	47,881.60	48,365.46	48,849.32	49,332.92	49,816.78
92	27 D	50,300.64	50,784.50	51,268.36	51,752.22	52,235.82	52,719.68	53,203.54	53,687.40
92	27 E	54,171.26	54,655.12	55,139.72	55,622.58	56,106.44			
92	28 A	40,624.48	41,132.00	41,640.04	42,148.08	42,656.38	43,164.42	43,672.46	44,180.50
92	28 B	44,688.28	45,196.06	45,704.36	46,212.40	46,720.44	47,228.48	47,736.52	48,244.56
92	28 C	48,752.60	49,260.38	49,768.42	50,276.46	50,784.50	51,292.28	51,800.84	52,308.62
92	28 D	52,816.66	53,324.44	53,832.48	54,340.52	54,848.82	55,356.60	55,864.38	56,372.68
92	28 E	56,880.72	57,388.50	57,896.80	58,404.84	58,912.88			
92	29 A	42,656.38	43,189.38	43,723.16	44,256.42	44,789.94	45,322.94	45,856.46	46,389.98
92	29 B	46,922.98	47,456.24	47,989.50	48,523.02	49,056.02	49,589.54	50,122.80	50,656.58
92	29 C	51,189.84	51,723.10	52,256.62	52,789.62	53,323.14	53,856.40	54,389.92	54,923.18
92	29 D	55,456.44	55,989.96	56,522.96	57,056.22	57,589.74	58,123.26	58,656.26	59,189.78
92	29 E	59,723.30	60,256.56	60,789.82	61,323.08	61,856.60			
92	30 A	44,789.94	45,349.46	45,909.24	46,469.28	47,029.06	47,588.84	48,148.88	48,708.92
92	30 B	49,268.70	49,828.48	50,388.00	50,948.04	51,507.82	52,067.60	52,627.64	53,187.68
92	30 C	53,747.20	54,290.86	54,866.50	55,426.54	55,986.32	56,546.10	57,105.88	57,666.18
92	30 D	58,225.96	58,785.74	59,345.52	59,905.56	60,465.08	61,024.86	61,584.64	62,144.94
92	30 E	62,704.72	63,264.50	63,824.28	64,384.32	64,944.10			
92	31 A	47,029.06	47,616.92	48,205.30	48,793.16	49,381.02	49,969.40	50,557.26	51,145.38
92	31 B	51,733.76	52,321.36	52,909.48	53,497.86	54,085.72	54,673.84	55,261.96	55,849.82
92	31 C	56,437.94	57,025.80	57,614.18	58,202.30	58,789.90	59,378.28	59,966.14	60,554.26
92	31 D	61,142.64	61,730.50	62,318.62	62,906.74	63,494.60	64,082.72	64,670.84	65,258.70
92	31 E	65,846.82	66,435.20	67,023.32	67,611.44	68,199.82			
92	32 A	49,381.02	49,998.78	50,616.28	51,233.52	51,851.02	52,468.26	53,085.76	53,703.52
92	32 B	54,321.02	54,938.52	55,555.50	56,173.00	56,790.24	57,408.00	58,025.50	58,643.00
92	32 C	59,259.98	59,877.48	60,494.98	61,112.74	61,730.24	62,347.48	62,964.98	63,582.22
92	32 D	64,199.72	64,817.48	65,434.72	66,051.96	66,669.46	67,286.70	67,904.46	68,521.70
92	32 E	69,139.20	69,756.70	70,374.20	70,991.70	71,608.68			

NJIT SALARY MATRIX - PSA Bargaining Unit

YEAR	RANGE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
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		Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
		Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32
		Step 33	Step 34	Step 35	Step 36	Step 37			
92	33 A	51,851.02	52,499.20	53,146.60	53,794.78	54,442.70	55,090.88	55,738.54	56,386.72
92	33 B	57,034.90	57,682.82	58,330.74	58,978.66	59,626.84	60,274.50	60,922.68	61,570.60
92	33 C	62,218.26	62,866.18	63,514.10	64,162.28	64,810.20	65,458.12	66,106.30	66,754.22
92	33 D	67,402.14	68,050.06	68,698.24	69,346.42	69,994.08	70,642.00	71,289.92	71,938.10
92	33 E	72,585.50	73,233.42	73,881.34	74,529.00	75,176.92			
92	34 A	54,442.70	55,123.64	55,804.58	56,485.26	57,165.68	57,846.88	58,527.30	59,208.50
92	34 B	59,889.18	60,569.86	61,250.80	61,931.74	62,612.16	63,293.10	63,973.78	64,654.72
92	34 C	65,335.40	66,016.34	66,697.02	67,377.96	68,058.38	68,739.32	69,420.00	70,100.94
92	34 D	70,781.62	71,462.82	72,143.24	72,824.18	73,505.38	74,185.54	74,866.74	75,547.42
92	34 E	76,228.10	76,908.78	77,589.20	78,269.88	78,950.04			
92	35 A	57,165.68	57,880.42	58,594.38	59,308.60	60,022.82	60,737.04	61,451.00	62,165.22
92	35 B	62,879.44	63,593.92	64,307.88	65,022.36	65,736.32	66,450.54	67,164.50	67,878.72
92	35 C	68,593.20	69,307.68	70,021.38	70,735.60	71,449.82	72,164.30	72,878.26	73,592.48
92	35 D	74,306.44	75,020.66	75,735.14	76,449.36	77,163.58	77,877.80	78,591.50	79,305.98
92	35 E	80,020.20	80,734.42	81,448.90	82,163.38	82,877.34			
92	36 A	60,022.82	60,772.92	61,522.50	62,272.60	63,022.44	63,772.54	64,522.12	65,272.22
92	36 B	66,022.32	66,771.64	67,522.00	68,271.84	69,021.94	69,771.52	70,521.62	71,271.46
92	36 C	72,021.56	72,771.14	73,521.24	74,271.34	75,020.66	75,771.02	76,520.60	77,270.96
92	36 D	78,020.54	78,770.38	79,520.74	80,270.58	81,020.16	81,770.26	82,520.10	83,270.20
92	36 E	0.00	84,769.88	85,520.24	86,270.34	87,019.92			
92	37 A	63,022.44	63,810.50	64,598.30	65,386.36	66,174.42	66,962.22	67,750.28	68,538.08
92	37 B	69,325.88	70,113.94	70,902.00	71,690.00	72,477.34	73,265.66	74,053.20	74,841.00
92	37 C	75,629.32	76,417.64	77,204.92	77,992.98	78,781.04	79,568.58	80,356.64	81,144.70
92	37 D	81,932.76	82,720.30	83,508.36	84,296.42	85,084.22	85,872.28	86,660.34	87,448.14
92	37 E	88,235.94	89,024.00	89,812.06	90,599.86	91,387.66			
92	38 A	66,174.42	67,000.96	67,828.02	68,655.34	69,482.40	70,309.72	71,136.78	71,964.10
92	38 B	72,790.64	73,617.70	74,445.02	75,272.08	76,099.40	76,926.46	77,753.26	78,580.32
92	38 C	79,407.38	80,234.70	81,061.76	81,889.08	82,715.88	83,542.94	84,370.00	85,197.06
92	38 D	86,024.38	86,851.44	87,678.50	88,505.30	89,332.36	90,159.68	90,986.48	91,813.80
92	38 E	92,640.60	93,467.40	94,294.46	95,121.52	95,948.58			
92	39 A	69,482.66	70,351.06	71,219.72	72,088.12	72,956.78	73,825.44	74,693.84	75,562.24
92	39 B	76,430.90	77,299.30	78,168.48	79,036.62	79,905.28	80,773.94	81,642.34	82,510.74
92	39 C	83,379.40	84,248.06	85,116.46	85,985.12	86,853.52	87,721.92	88,590.58	89,459.50
92	39 D	90,327.64	91,196.56	92,064.96	92,933.62	93,802.02	94,670.42	95,539.34	96,407.74
92	39 E	97,276.14	98,145.06	99,013.72	99,882.12	100,751.30			
92	40 A	72,956.78	73,868.60	74,780.42	75,691.98	76,604.06	77,515.62	78,426.92	79,339.00
92	40 B	80,250.82	81,162.64	82,074.46	82,986.28	83,897.58	84,809.66	85,721.22	86,633.04
92	40 C	87,545.12	88,456.94	89,368.24	90,280.06	91,191.88	92,103.44	93,015.52	93,927.08
92	40 D	94,838.90	95,750.72	96,662.54	97,574.10	98,485.92	99,397.68	100,309.56	101,221.38
92	40 E	102,132.94	103,044.24	103,956.06	104,867.62	105,779.18			
92	41 A	76,604.06	77,561.64	78,519.74	79,477.32	80,435.16	81,393.00	82,350.84	83,308.68
92	41 B	84,266.52	85,224.10	86,182.20	87,139.78	88,097.88	89,055.72	90,013.56	90,971.40
92	41 C	91,929.50	92,887.34	93,845.18	94,803.02	95,760.60	96,718.70	97,676.28	98,634.38
92	41 D	99,591.96	100,549.80	101,507.64	102,465.48	103,423.06	104,381.42	105,339.00	106,296.84
92	41 E	107,254.60	108,212.52	109,170.36	110,128.20	111,085.78			

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