

# AGREEMENT

July 1, 1992 - June 30, 1995

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

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## PREFACE

This Agreement made and entered into this 1st day of February, 1994, 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)

**B. All full-time Visiting Professors upon entering his/her third consecutive year of full-time appointment in said position(s) and all full-time Research Professors. Inclusion herein shall not modify terms and conditions of employment for such persons occupying said positions unless expressly negotiated and specified in this Agreement.**

Excluding all Deans, Associate Deans, Assistant Deans, Visiting Professors during the first two (2) years of consecutive appointment, Special Lecturers (part-time), Adjunct Teaching Staff, Part-Time and term appointment teaching and/or research staff except as set out immediately above.

C. 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.

D. 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, B & C above.

E. 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 1 (b) below, all eligible nonmember employees in this unit will be required to pay to the majority representative beginning thirty (30) days after signing of the Agreement a representation fee in lieu of dues for services rendered by the majority representative until June 30, 1995. 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. Preface:

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

#### B. Arbitrable-Grievances:

##### 1. Time Parameters:

The purpose of this process is to assure prompt and equitable solutions to the problems arising from the administration of this Agreement or other conditions of employment. Such promptness is an essential element. Failure of a grievant to meet any of the calendar limitations stipulated in the procedure below will constitute a waiver of his/her rights to claim grievance on the basis of the same alleged factual situation. Likewise, a failure on the part of a representative of the Employer to meet the obligations of any step in the grievance procedure within the prescribed period of time will give the grievant an automatic right to proceed to the next available step in that procedure. It is understood, however, that nothing contained in this procedure should be construed as limiting the right or propriety of a member of the bargaining unit to discuss any problem informally with an appropriate member of the administration.

2. Procedure for Handling Grievance:

a. (Step One)

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

b. (Step Two)

Within forty (40) calendar days after the date of the occurrence causing the grievance or of the time the grievant should have reasonably known of the occurrence causing the grievance, the grievant shall, if he/she is not satisfied or has not received response through the process provided for in Step 1, submit in writing to the designee of the President of the University, the facts of the grievance and the desired adjustment.

The Association shall be notified by the designee of the President of the University, in the event the grievant chooses not to be represented by the Association for the subject grievance, and an Association representative shall have the right to be present at this and all subsequent steps in the grievance procedure and to present the views of the Association. The designee of the President of the University, within fourteen (14) days after notice of the written grievance, shall meet with the grievant in an effort to resolve the grievance. The President's designee shall indicate his disposition of the grievance, in writing, within fourteen (14) days of said meeting to the grievant and the Association.

c. (Step Three)

If the grievance is not satisfactorily resolved at "Step Two" of this procedure, the grievant or the Association, on its own initiative, shall, within fourteen (14) days, from the date of notice of the Step Two response, transmit the grievance to the President. The President may hold a meeting on the grievance if he/she deems it necessary. The President shall review the grievance record and shall issue a written response to the grievance within twenty (20) days following notice of the Step Three transmittal.

d. (Step Four)

If the grievance is one which can be carried beyond Step Three and no satisfactory solution has been reached, and the Association desires to institute binding arbitration proceedings, it must, within thirty (30) days of notification of the President's reply, give proper notice to the New Jersey Public Employment Relations Commission with a copy to the Office of General Counsel. Such binding arbitration proceedings shall be in accordance with the

rules and regulations of the New Jersey Public Employment Relations Commission.

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

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

g. The grievance procedure shall be available only through Step Three (3) in cases involving decisions related to salary increments.

3. Parameters on Arbitration:

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

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

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

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

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

1. Grievance Process:

a. The purpose of this exclusive process is specifically to provide the faculty recipient of an unfavorable tenure, promotion or non-reappointment determination, an opportunity to have such determination(s) expeditiously reviewed by the Employer, through an exclusive, binding and final process, to ensure the determination is not the result of a violation of procedure or capricious or discriminatory treatment of the grievant of substantial prejudicial affect upon the substantive academic decision rendered. A finding by the authorized designee of the Parties to the Agreement, of a substantial violation of procedure and/or caprice and/or

discriminatory treatment, unduly prejudicing the affected faculty member, shall result in remand, only, to academic process for academic reconsideration absent those specific process irregularities and/or improprieties unduly affecting and prejudicing the original determination grieved pursuant hereto. Nothing herein shall modify or abridge the authority of the President and the Board of Trustees of the Employer from utilization of the management prerogatives specifically retained, pursuant to this Agreement, relative to promotion, reappointment and tenure.

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

## 2. Procedure for Handling Grievances:

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

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

b. Step Two: Within fourteen (14) days following noticed disposition of the grievance at Step One, if the grievant remains dissatisfied with the imposed or proposed resolution at Step One, the grievant may advance the grievance to Step Two for review and response by the Executive Director of Employee Relations.

The grievance as submitted to Step II must specifically identify those aspects of the Step One response that are unsatisfactory and why. It must explicitly state why the grievance is valid, attaching or identifying all evidence in support of such continuing claim. The redress demanded must be specified.

Within fourteen (14) days following formal filing with the Executive Director of Employee Relations, consistent with the notice provisions herein, a hearing with the grievant and an



Association representative, if the grievant so desires, shall be conducted for the purpose of procedural and substantive review of the merit of the claim(s). Within fourteen (14) days following the hearing, the Executive Director of Employee Relations shall provide written response to the grievant disposing of the grievance, either affirmatively or negatively and with or without conditions or qualification(s), and setting forth specific reasons for the disposition.

c. Step Three: Within fourteen (14) days following noticed disposition of the grievance at Step Two, if the grievant and the Association remain dissatisfied with the imposed or proposed resolution at Step Two, the Association may file the grievance with the University Academic Process Review Committee ("Committee") for final, exclusive, formal disposition of the grievance, within the parameters set out below:

(1) University Academic Process Review Committee Term and Composition:

The Committee shall serve one (1) year terms to expire at the close of each fiscal year of this Agreement (June 30). However, the Committee shall retain jurisdiction to hear all grievances, formally filed and appropriately at Step Three herein, during its term. Subject to C. (7) below the Committee shall be comprised of four (4) university employees, two (2) selected by the Association and two (2) selected by the Employer. Selection may come only from among those faculty at the rank of Professor and Distinguished Professor. Additionally, neither the Provost, the University President, the Association President, the Association Grievance Chair nor any prior step hearing officer may serve as a member of the Committee.

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

(2) Committee Charge:

The Committee's purpose is expressly and exclusively directed and limited to review of the functioning of the academic process in issue, for a determination of whether there exists substantial process failure, resulting in capricious determination, or substantial procedural violation or discriminatory treatment by the university bodies so charged to render the

academic and/or employment recommendation(s) or judgment(s) that serve as the subject of the grievance. The members of the Committee must reduce their collective findings to writing and failing consensus, each dissent therefrom must be express, in writing and available to the university, the Association and an arbitrator as selected pursuant to Agreement.

(3) Committee Authority:

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

(4) Investigative Process:

The Committee shall be entitled to official minutes of deliberative meetings of the Department and Institute Promotion and Tenure Committee(s) that pertain only to the grievant. Additionally, the Committee shall be entitled to that packet of material as submitted by the grievant for review in accordance with established procedures. The Committee may call pertinent witnesses from the recommending bodies, the Employer or others who the Committee has identifiable reason to believe hold information relevant to disposition. Disposition shall be in writing and noticed to the Employer and Association and shall be based upon majority determination. Under no circumstances shall the Committee substitute its judgment for the academic judgment rendered by the bodies/persons charged with making such judgments.

(5) Advocacy:

Within thirty (30) days after the filing of the grievance to Step Three, the grievant must submit a detailed statement to the Committee and the Employer setting forth the evidence (including a list of documents and a summary of testimony of proposed witnesses) which the grievant intends to

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

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

(6) Parameters on Remand:

While the Committee is free to offer recommendation on improved process it shall not direct a schedule of compliance nor impose substantive or procedural regulation of the outcome or the process, beyond that available as codified policy relative to reappointment, promotion and tenure. If on remand, a prior academic judgment is overturned and tenure and/or promotion and/or reappointment is awarded, a grievant shall be made whole by ensuring no contractually guaranteed salary at the rate paid for the new position (i.e., tenure and/or promotion and/or reappointment) at the time of the academic decision overturned is lost to the grievant. This is the only, exclusive restitution available to a grievant under this provision of the Agreement.

(7) Committee Deadlock:

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

(8) Decision Finality with Prejudice:

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

D. Notice:

1. Grievant:

Notice to the grievant shall be deemed to have occurred upon actual receipt by grievant of such notice or five (5) days following posted mailing to the grievant's last known address, through the U.S. Mails, whichever first occurs.

2. Employer:

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

occurred upon actual receipt by the Employer's designated representative.

3. Association:

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

4. Academic Process Review Committee:

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

5. Days:

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

**ARTICLE VII**

**FACULTY RIGHTS AND RESPONSIBILITIES**

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

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

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

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

## ARTICLE VIII

### ACADEMIC FREEDOM AND RESPONSIBILITY

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

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

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

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

#### A. Academic Freedom

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

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

#### B. Academic Responsibility

The concept of freedom should be accompanied by an equally demanding concept of responsibility. The college or university teacher is a citizen, a member of a learned profession, and an officer of an educational institution. When he/she speaks or writes as a citizen, he/she should be free from institutional censorship or

discipline, but his special position in the community imposes special obligations. As a man of learning and an educational officer, he/she should remember that the public may judge his/her profession and his/her institution by his utterances and should make every effort to indicate that he/she 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.

All administrative members of the bargaining unit who are newly hired, who bump into a new position or who are recalled to a new position after layoff shall serve a one (1) year probationary period commencing from the date of hire, recall or bumping. Thereafter, they shall, during the term of the one or multi-year, employer determined contractual appointment, not be discharged except for just cause, or fiscal or reorganization based position deletion.

Commencing with the 1994/95 fiscal year, the Employer shall maintain at least 20% of the administrative work force in the bargaining unit on multi-year employment contracts. Multi-year contracts shall carry a term of employment of two or more years. This percentage shall include any administrative bargaining unit members with non-contractual, exceptional just cause protection.

Commencing with the 1995/96 fiscal year, the Employer shall maintain at least 25% of the administrative work force in the bargaining unit on multi-year employment contracts. This percentage shall continue to include any administrative bargaining unit members with non-contractual, exceptional just cause protection.

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

#### B. Evaluations

At least once each year, and on or before May 1, each administrative employee shall have an evaluation conference with his/her 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. Vacation Leave

1. Vacation shall be granted at a time mutually agreeable to the Employer and the employee. Rescheduling due to workload, or other unusual circumstances will be avoided to the extent practicable but may from time to time occur.

2. 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.

3. 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.

4. 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.

5. Accrued but unused vacation leave shall, up to twenty-five (25) days maximum, be paid to a bargaining unit member upon voluntary separation from employment, death or layoff only. Termination or non-reappointment of a bargaining unit member shall result in payout of accrued but unused vacation leave up to the maximum of one year's accrual.

#### D. 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.

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.

## E. 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.

## F. Sick Leave

### 1. Accrual:

New employees shall earn one working day per calendar month to the end of the fiscal year and 1-1/4 working days or fifteen (15) working days per fiscal year thereafter. Full-time administrative employees on contracts of less than twelve months shall earn and be entitled to pro rated, sick leave annual benefits.

### 2. Utilization:

a. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, injury or exposure to contagious disease or for the emergency attendance of the employee upon a member of the immediate family (father, mother, spouse, child, fosterchild, sister, brother, grandmother, grandfather, or relative residing in the same house-hold) who is seriously ill, or

whose spouse is hospitalized due to pregnancy. Sick leave may also be utilized for dental, optical or medical examination or treatment.

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

ii. Emergency attendance on a member of the immediate family shall be limited to a maximum of fifteen (15) days per enabling occurrence. Exceptions to this limitation may be authorized only by the Department of Employee Relations.

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

c. Absences before and after a designated holiday shall be limited to personal illness. Any application for absences during these periods for reasons other than personal illness shall be subject to approval by the immediate supervisor in advance of the proposed absence.

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

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

f. Sick leave benefits are not available, shall not accrue, nor shall there be any payment in lieu thereof, while any 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.

### 3. Authorization and Validation:

a. Short Term Leave: Sick leave pursuant to this provision, of two work weeks or less is considered a short term leave and shall be authorized and/or validated as follows:

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

ii. Unanticipated Leave: Utilization of sick leave that cannot be anticipated in advance, such as sudden illness, must be validated by contacting, as soon as possible and, to the extent possible, within one-half hour after the beginning of the employee's scheduled workday, the employee's supervisor or by utilizing such method specifically directed by the employee's supervisor to notify the Employer of unanticipated sick leave.

If absent for five (5) or more consecutive working days, the employee must present a physician's statement specifically validating the duration and nature of illness or injury enabling sick leave usage. An employee absent for unanticipated sick leave for any and all periods totalling more than ten (10) days in one fiscal year may be required to submit a physician's statement validating the duration and nature of illness enabling sick leave usage. Sick leave taken for purposes of bereavement, pursuant to provision B.2. above, shall not be counted for purposes of either the five (5) or ten (10) day validation requirement, however, bereavement utilization of sick leave must, upon request, be validated through independent written documentation whether anticipated or unanticipated.

Upon receipt of a specific diagnostic statement from a physician describing a chronic, debilitating illness of an employee, the five (5) and ten (10) day validation requirement shall be waived as a matter of regular course, however, upon reasonable suspicion of abuse or following fifteen (15) days usage of sick leave during a fiscal year the Employer, the Union and Employee shall meet for the purpose of either investigating potential abuse and/or to discuss the absenteeism in an attempt to avoid disciplinary action. In any event, an employee suffering from a certified chronic illness must at least once every six (6) months provide the Employer with medical re-certification and following fifteen (15) days usage in a fiscal year on account of said illness, to provide additional re-certification of the chronic illness.

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

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

- (1). Nature of illness or injury preventing the employee from working and/or necessitating the absence.
- (2). Prognosis for recovery and anticipated date for return to work.

Upon receipt of incomplete or invalid enabling diagnosis or suspect medical diagnosis, the Employer may, at its option and expense, direct and secure a second medical opinion from a university selected physician and authorize or refuse the sick leave based thereon.

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

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

ii. Unanticipated Leave: While prior notification and approval may, in extraordinary circumstances, be impossible or impracticable for every circumstance and condition enabling long term paid sick leave, the same procedures and reciprocal rights of the Employer and the employee as outlined in C.2.a. above shall apply to unanticipated leave except that the notification to the Employer must be approved as soon as possible and to the extent possible no later than three (3) days from the occurrence of the enabling event. Approval for a long-term leave must then be secured through those procedures outlined in C.2.a. above.

c. Confidentiality of Records: All medical reports and diagnosis provided pursuant to this Article shall remain confidential with the Department of Human Resources and the Executive Director of Employee Relations only.

4. Unused Sick Leave - Retirement:

Subject to the provision of NJSA 11:14-9 and rules and regulations promulgated thereunder, a full time employee who enters retirement, pursuant to the provisions of a State administered or approved retirement system, and has to his/her credit any earned and unused accumulated sick leave shall be entitled to receive supplemental compensation for such earned and unused accumulated sick leave only to the extent such is funded by the State.

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

G. Maternity Leave

1. Paid Leave:

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

2. Unpaid Leave:

a. An employee, otherwise eligible for paid maternity leave, who does not have or does not wish to use any accumulated paid leave, or when she has used all or part of her paid accrued leave(s), may apply for a leave of absence, without pay, for a period not to exceed ninety (90) calendar days.

b. Upon receipt of formal application for unpaid leave of absence attributable to pregnancy, the Employer shall grant, at minimum, that period requested, not to exceed a total of ninety (90) calendar days of paid, unpaid or combined leave in any given year.

c. Extension of unpaid leaves may be granted in the sole discretion of the Employer.

### 3. Procedure:

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

### 4. Reinstatement:

a. Should the Employer reasonably determine that an employee's return to work might jeopardize her health or safety the Employer may require a written physician's statement certifying the employee's fitness to return to work, as a prerequisite to such return. The Employer may, upon reasonable evidence of such jeopardy, require examination and certification for return to work by a physician of its choosing, at its expense.

b. An employee, ready and able to return to work from a short-term leave permitted pursuant to the above provisions will be returned to her former position or an equivalent position with equivalent pay, and fringe benefits, including retirement system benefits. Accumulated seniority will be maintained and reinstated if and when necessary. A short-term leave is, in total consecutive duration, ninety (90) calendar days or less.

c. While the Employer will make every reasonable effort to place an employee, ready and able to return from long-term maternity leave, in her former position or a comparable position, there is no entitlement to a position with the university following a long-term leave of absence. A long-term leave of absence is, in total consecutive duration, ninety-one (91) calendar days or more.

d. The parameters on conditions pertaining to reinstatement shall not be unreasonably applied by the Employer nor abused by any employee.

e. Accepting a position with another employer, while on a maternity leave of absence will result in forfeiture of the leave of absence and all benefits derived therefrom or maintained during said leave and immediate termination of university employment.

## H. Leaves of Absence

### 1. Eligibility

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

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

### 2. Procedure

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

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

c. Application for leave must be submitted to the employee's immediate supervisor. In the event that the reason for the leave requires confidentiality, the employee may submit the application to the Department of Human Resources instead of the immediate supervisor. In that case, the employee shall inform the supervisor in writing that an application has been submitted to Human Resources and shall specify the beginning and ending dates for the leave as requested on the application.

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

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

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

### 3. Reinstatement

a. An employee who is ready and able to return after completion of a short-term leave of a total duration of ninety (90) consecutive calendar days or less shall be returned to his/her former



position or an equivalent position with equivalent pay and fringe benefits including retirement system benefits.

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

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

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

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

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

#### I. 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.

#### J. Seniority

1. Recognition: New administrative bargaining unit members shall serve a one (1) year probationary period during which time they shall not be entitled to seniority service credit and its negotiated effect. Subject to the provisions of controlling Collective Bargaining Agreement, all administrators starting from their second consecutive annual employment contract in the same job classification, shall be entitled to seniority service credit, retroactive to the initial date of hire into said specific job classification. Service credit shall be computed and earned at the rate of one (1) day of service credit for each day in active employment status. Any period of authorized leave with pay afforded pursuant to Collective Bargaining Agreement, shall not cause a break in seniority credit computation. Administrative employees on less than full twelve month contracts shall receive seniority service credit on a pro rata basis specific to their contract.

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

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

2. Layoff: If and when a reduction or reorganization in the workforce is necessary, following at least thirty (30) calendar days notice, inclusive of opportunity for the Group Review Committee to respond, layoff shall occur through deletion of administrative position(s) as determined by the Employer.

Within 7 calendar days of the employee's receipt of official written notice of layoff due to a reduction or reorganization in the workforce, he/she shall be specifically permitted to submit, in writing, application for and then receive good faith review of up to five (5) continuing positions whose incumbents hold the least seniority in the same generic position classification from which the laid off employee holds greater seniority.

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

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

- (1) Assistant Director
- (2) Administrative Assistant I, and Assistant to Dean, Director, Chair, Sponsored Chair
- (3) Program or Function Coordinator or Manager
- (4) professional service librarian (excluding Head Librarian)
- (5) professional specialists within the specific speciality area

The Employer retains its right to determine whether an employee possesses the qualifications to fill the position into which he/she seeks to bump. Qualification determination shall be based upon the qualifications set out by the position description, as may be amended from time to time, as matched with the bumping applicant's qualifications and performance record. Consideration of performance as negatively effecting qualifications herein, shall be restricted to a formal performance record that is officially, and in writing, less than satisfactory overall or a performance record evidencing active disciplinary status. Within 7 calendar days of receipt of notification that a bumping applicant is not qualified for a position sought, the Association may submit a written request for review to the Position Review Committee. The Position Review Committee shall issue its recommendation to the Executive Director of Employee Relations not later than 7 calendar days after submission by the Association. The Executive Director of Employee Relations, shall, in good faith consider recommendation(s) made pursuant hereto, prior to final determination. The determination by the Executive Director of Employee Relations is final and binding on the issue of the right to bump the position in issue.

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

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

An applicant who is successful at bumping into a new position shall be required to complete a new one (1) year probationary period. The probationary period attendant to a successful bumping applicant or to an employee recalled to a position other than the same position from which laid off (See "Recall", infra) shall be limited to performance concerns. In any event, except as specifically expressed and limited by this provision only, infra, dismissal during a probationary period is not grievable. A successful bumping shall mandate that the probationary employee be given the first ninety (90) days of probationary appointment to assimilate departmentally specific knowledge while performing in the new job and therefore a successful bumping applicant shall not be dismissed from employment during the first ninety (90) days of his/her probationary contract of employment, unless there is, at least, an expressed rational basis related to poor performance, in which case the Association may grieve only the existence of a rational basis for dismissal during this period.

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

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

3. Recall: In the event that the Employer revives the same position which was deleted within eighteen (18) calendar months from the date of the layoff, the employee on layoff from that position shall be entitled to recall. No new probationary period shall be required. An employee recalled under this provision shall be entitled to an employment contract to expire at the end of the fiscal year in which recalled.

In the event that any positions become available within a period of eighteen (18) calendar months from the effective date of layoff, employees shall be entitled to recall to a job opening from the generic job classification from which laid off, if it is determined, in the same manner as applies to successful bumping, that

the employee holds the requisite qualifications for the position. An employee recalled to such position classification other than to his/her former position shall serve a one (1) year probationary period as outlined under provision 2. "Layoff", supra, except that there shall be no grievable issue under any circumstances whatsoever during said probationary period. An employee recalled under this provision shall be entitled to a probationary contract of employment to expire at the end of the fiscal year in which recalled. A successor contract of employment prior to the end of a probationary period in no way modifies that probationary period.

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

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

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

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

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

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

L. Meal Reimbursement: When an administrative member of the bargaining unit is unexpectedly required or previously scheduled to

remain a minimum of three hours beyond a regular administrative business day unique to the administrative position in issue, upon providing a receipt for purchase of food stuffs, other than alcoholic beverages, for the day in issue, NJIT shall reimburse the administrator the cost, up to a maximum of \$5.00 per eligible day, for the meal. The receipt must be verified by the supervisor of the requesting administrator as to the directed additional time.

## 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/she shall receive a terminal contract ending the subsequent academic year.

B. The following time standards shall be applied, by the Employer, for notification of non-reappointment of administrative members of the bargaining unit at the end of their Contract:

1. An administrative member of the bargaining unit shall be entitled to at least thirty (30) calendar days notice of non-reappointment through the first four (4) years of consecutive annual contractual appointment afforded by the Employer. Commencing with an administrator's fifth (5th) year of employment, he/she shall be entitled to at least sixty (60) calendar days notice of non-reappointment.

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

## 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 - 1979 Agreement, Appendix A  
The Range/Matrix Policy, Appendix B  
Administration of Multiple Range and Salary  
Schedule, Appendix C  
Administrative Deletion, Appendix D  
Discrimination Clause, Appendix E  
Salary Guide - Step Progression Table, Appendix F

NJIT/PSA Salary Matrix, Appendix G  
Letter of Understanding - Off Campus/Irregular  
Hours, Appendix H  
Letter of Understanding - Travel Reimbursement  
Policy, Appendix I

C. Compensation Plan

1. Across the Board Salary Guide Adjustments.

- a. There shall be a five percent (5%) across-the-board increase to the base salaries of all bargaining unit members, effected in the 7th pay period [October 8, 1993] of Fiscal Year 1994 for twelve (12) month employees and the 9th pay period [November 5, 1993] for ten (10) month employees.
- b. There shall be a six percent (6%) across-the-board increase to the then current base salaries of all bargaining unit members, effected in the first full pay period of Fiscal Year 1995 for ten (10) and twelve (12) month employees respectively.
- c. The salary guide shall be adjusted as set forth in Appendix G., to incorporate salary guide increases set forth above, for each step of each salary range on the guide. Each bargaining unit member on salary range and step shall receive the stated increases by remaining at the step in the range occupied prior to the adjustments.
- d. Bargaining unit members whose base salaries are not set on nor accountable to salary guide shall receive the across-the-board increases as set out in C.1. above, through incorporation to individually set annual salary, except that employees fully funded through grants shall be compensated according to and consistent with the terms of the grant, with salaried increases not to exceed that set out by grant parameters, and newly hired bargaining unit members shall receive that salary fixed upon hire for the initial, annual contract period.
- e. Employees whose employment is contractual and expressly terminal at inception, but who receive supplemental, consecutive terminal employment (i.e. - Special Lecturers) shall be exempted from the dictates of this ARTICLE, provision C. Such employees contractual salaries are set through individual negotiation and remain fixed for the terminal period of employment. However, upon receiving supplemental, terminal appointment such employees shall receive, at minimum, 75% of that contractually scheduled and controlling



across the board increase to non-expressly terminal members of the negotiating unit.

- f. Research Professors recognized under ARTICLE II, supra, shall be exempted from the dictates of this provision.

2. Salary Step Progression

- a. See Appendix F. for quicker reference.
- 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:

1992/93 (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 steps 29 and 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 only to those step limitations set out in this Agreement and in accordance with compensation plan regulation, shall receive one incremental adjustment of three (3) steps on the salary guide.

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

Full Professors and Administrators above salary range 31, subject only to those step limitations set out in this Agreement and in accordance with compensation plan regulation, shall receive one incremental adjustment of one (1) step on the salary guide.

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

1993/94 (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 steps 29 and 33 of the appended salary guide. There shall be no normal step progression, to those otherwise eligible, beyond step 37 of the salary guide.

Step progression for all bargaining unit members otherwise eligible shall be as set out under 1992/93 (Year 1) above.

1994/95 (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, step 33, and step 37 of the appended salary guide. There shall be no normal step progression, to those otherwise eligible beyond step 39 of the salary guide.

All Administrators at salary ranges below range 32, subject only to those step limitations set out in this Agreement and in accordance with compensation plan regulation, shall receive an incremental adjustment of two (2) steps on the salary guide.

Step progression for all other faculty and administrative staff on salary range and step shall be as set out under 1993/94 (Year 2) above.

- c. Step Progression Cap: For all bargaining unit members on range and step, there shall be a maximum step limitation for each of the three (3) years of this Agreement, as follows:

1992/93 = Step 37  
1993/94 = Step 39  
1994/95 = Step 41

Step progression above Step 35 in Year 1 (1992/93), Step 37 in Year 2 (1993/94) and Step 39 in Year 3 (1994/95) 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 whose salary is on or expressly attributable to a salary range and step, for each of the three (3) years of this Agreement. Except as otherwise noted herein, all merit compensation shall be in step awards to base salary.

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

For Example:

Professor X is adjusted from step 36 to step 37 following 1992/93 Merit Award. In 1993/94 Professor X is again awarded merit. The end of guide schedule in 1993/94 provides for 39 steps with merit award. Professor X receives 3 steps, however, as only 2 are available Professor X will receive a range adjustment to the next available higher range and step. If Professor X received 2 or less steps in merit he/she would not receive a formula range adjustment in 1993/94, however, such professor would still be eligible for multiple range movement, in accordance with policy espoused in Appendix C, for 1993/94.

Commencing with the onset of fall semester 1993 and for the duration of this Agreement salary ranges potentially available for each Academic Rank are as set out in Appendix B.2., infra. 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 and Departmental Chairs added at the discretion of the Dean). 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, Chairs and Deans 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 Real-location = 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(s).

f. 20% or \$1,000 in Awards shall be distributed to any ranked and eligible faculty member(s).

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:

For each year of this Agreement, all merit compensation for Administrators shall be committed to the base salary of the recipient unless the recipient is, prior to or upon incomplete implementation of award, at the last step available for incremental movement. If that situation arises, NJIT may award non-salary base cash compensation to an awardee or redistribute merit pool funds in accordance with formula set out, infra.

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 Treasurer. 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. Where there exists intermediate, supervisory administrators between department head and functional group head, said administrators shall merge these listings into one, rank ordered listing without changing the rank order of recommendees from the departmental level but necessarily altering rank ordering of the entire group through assimilation to one list.

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

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

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

Dean's listing:

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

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:

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

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, 1992 - June 30, 1993) 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:

1. Limit of one award - All step increments or Range Adjustments in lieu thereof.
  2. Assistant Professors, step limit = 3 steps maximum.
  3. Associate Professors, step limit = 4 steps maximum.
  4. Professors, step limit = 5 steps maximum.
  5. Distinguished Professors, step limit = 4 steps maximum.
  6. Administrators (all) Step Limit = 4 steps for those at Steps 1 through 21 of his/her range and 3 steps for all those above step 21 of his/her range.
- \* Except as noted under C.4.b. (Administrative Merit Allocation)

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. For year 1 (1992/93), the stipulated merit pool is \$ 124,170 for faculty and \$ 37,778 for administrators. 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. The Employer will add \$25,000 per year, above funding formula, identified herein, for 1993/94 and 1994/95 for faculty merit pooling and accordingly prorate supplemental administrative formula pooling.

1. 1992/93 Funding Formula:

\$124,170 = Stipulated Faculty Merit Pool.  
\$37,778 = Stipulated Administrator Merit Pool.

2. 1993/94 & 1994/95 Funding Formula:

- i. The monetary equivalent of the following individual step increments on the appropriate annual salary matrix shall form the basis of the stipulated merit pool for 1993/94 & 1994/95.

1993/94

- 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.

1994/95

- a. Assistant Professors - 1 step.
  - b. Associate Professors - 2 steps.
  - c. Professors - 3 steps.
  - d. Distinguished Professors - 4 steps.
  - e. Administrators < R32 - 2 steps.
  - f. Administrators > R31 - 3 steps.
- ii. The step equivalents identified, supra, at 2.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, Step 33, or Step 37 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 at 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 1992/93 year. For 1993/94, movement is to step 33 for 18 months. There is no contribution to the merit pool at this time.
- b. Administrator is at step 35 following 1992/93 year. For 1993/94, movement is to step 37. This movement to step 37 generates \$0.00 to the merit pool as the end of the salary guide for normal step progression generates no withholding for purposes of merit fund pooling.
- c. Professor is at Step 31 following 1993/94 Year. For 1994/95 Professor moves 1 step to step 32 and



contributes 1 step to Merit Pool for 1994/95 as step 33 hold does not generate merit pooling.

e. Additional Considerations - Merit Program:

- i. Normal, annual step increments are applied to base salary prior to annual merit awards.
- ii. The recommendations, judgments and determinations of those authorized to make same, concerning merit compensation, are not grievable.
- iii. Where a bargaining unit member receives a merit award that results in step progression beyond either the step 29, step 33 or the step 37, 18 month hold, that hold is waived.
- iv. The Employer covenants to administer the merit program in good faith and with the expediency practicable. The Association covenants to cooperate fully in fostering efficient, effective administration. As Departmental pool allocation will likely not match any step award combination exactly, the final funding will be rounded up if there is 1/2 step (at the average value of a step in the department) or more remaining after formula funding and rounded down if there is less than 1/2 step remaining after formula funding. Finally, nothing herein, requires the university to select a merit recipient based upon a step value that would more closely match allocation to formula awarding, if paid.

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 and consistent with applicable provisions of both Federal and State Family Leave Acts.

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 \$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, 1991 to June 30, 1993 and July 1, 1993 to June 30, 1995. 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 University 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/her normally scheduled work days in any one work month he/she 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 Employer shall provide literature describing the plan as well as a required enrollment or other forms to all employees when the plan has been established.

It is further understood that the maximum amount of deferrable income under this plan shall be twenty-five percent (25%) or \$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, and Federal regulations.
2.
  - a. Members of the negotiating unit are permitted to review their University file upon receipt of written application to the Office of Human Resources. They may forward material for inclusion in their university file; however, only material reasonably expected to contribute to the administration of the university will be included.
  - b. Material which is derogatory will not be placed in the university personnel file unless the employee has been afforded an opportunity to review it and attach any comment he/she may desire. If the employee does not attach such comment to the document after having been given the opportunity to do so, a statement to that effect shall be affixed to the document.
3. Notice will be given internally, by the Employer, of any vacancy prior to any general advertisement of the vacancy.

#### F. Parking

##### A. Fees:

The following parking fees shall be charged and collected through payroll deduction for all members of the bargaining unit desiring

to park and duly registering his/her motor vehicles with the university according to published university regulation, enabling and entitling him/her to daily parking privileges on university premises:

1. 1992-93 (Year 1)

- a. All reserved category parking permits (including "grandpersoned" permits) = \$75 per semester (Spring and Fall).
- b. All unreserved category parking permits = \$0 Fall semester 1992 and Spring semester 1993.

2. 1993-94 (Year 2)

- a. All parking (except grandpersoned spaces) at all available locations, including NJIT's parking deck, shall be on a first come, first served basis following registration of a bargaining unit member's motor vehicle, entitling him/her to parking privileges. The fee shall be \$175.00 per semester for all faculty and according to the following scale for all other members of the bargaining unit:
  - i. Salaries calculated as of June 30, 1993 for Fall Semester; December 31, 1993 for Spring Semester
    - (1) Base Salary of \$0-\$25,000.00 pays \$50 per semester
    - (2) Base Salary of \$25,000.01-\$30,000.00 pays \$75 per semester
    - (3) Base Salary of \$30,000.01-\$40,000.00 pays \$100 per semester
    - (4) Base Salary of \$40,000.01-\$50,000.00 pays \$125 per semester
    - (5) Base Salary of \$50,000.01-\$60,000.00 pays \$150 per semester
    - (6) Base Salary of \$60,000.01-\$70,000.00 pays \$175 per semester
  - ii. The Parking Fee Tables for 1993/94 is illustrative of the program schedule and outlines the fee methodology. The tables are not exhaustive and the program accommodates higher salaried employees according to the incremental methodology outlined above.

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

3. 1994-95 (Year 3)

- a. All parking (except grandparented spaces) at all available locations, including NJIT's parking deck, shall be on a first come, first served basis following registration of a bargaining unit member's motor vehicle, entitling him/her to parking privileges. The fee shall be \$175.00 per semester for all faculty, unless reconfigured based upon the following formula:

TOTAL COST OF NJIT Parking Program per semester, divided by the number of useable available spaces, divided by the Computed Space per day usage.

- i. Space per day usage shall not be under 1.25 nor over 1.75 and shall be calculated by a one month accounting to all available lots, during fall or Spring semester operation in 1993/94.
- b. All parking fees for non faculty members of the bargaining unit are according to the following scale:
    - i. Salaries calculated as of June 30, 1994 for Fall Semester; December 31, 1994 for Spring Semester
      - (1) Base Salary of \$0-\$26,500 pays \$50 per semester
      - (2) Base Salary of \$26,500.01-\$31,800 pays \$75 per semester
      - (3) Base Salary of \$31,800.01-\$42,400 pays \$100 per semester
      - (4) Base Salary of \$42,400.01-\$53,000 pays \$125 per semester
      - (5) Base Salary of \$53,000.01-\$63,600 pays \$150 per semester
      - (6) Base Salary of \$63,600.01-\$74,200 pays \$175 per semester
    - ii. The Parking Fee Tables for 1994/95 is illustrative of the program schedule and outlines the fee methodology. The tables are not exhaustive and the program accommodates higher salaried employees

according to the incremental methodology outlined above.

- iii. There shall be no increase in parking fees during a semester. Promotions, reclassifications or other salary modifications during a semester shall not affect the fee attributable to an income category once the semester commences.
4. Fees shall be collected through payroll deduction and spread over the first five (5) consecutive pay periods following registration of a motor vehicle by an employee. There will be no rebates or discounts for partial use during any semester in which a vehicle is registered and therefore entitled to be parked on the Employer's premises.

G. Thesis Advisement Reimbursement

Thesis Advisement Bank Dissolution: Article XIII.G., Thesis Advisement Reimbursement, of the expired 1989-92 Collective Agreement shall, effective Spring Semester 1994, be scheduled for dissolution as follows:

1. With the commencement of the Spring 1994 academic semester, there will cease to exist all operative banking mechanisms for release time derived from Article XIII.G. to all faculty.
2. Banked release time credit(s) effective prior to scheduled sunset, shall continue to be honored until all such previously banked release time is depleted. The payout rate, if and when activated shall be at the 1991/92 table rate. Scheduled release time utilization shall be handled at the Departmental level as a function of Load assignment responsibility of the Chair. All cash payout shall be deferred until Spring Semester 1995.
3. Utilization of grandpersoned, banked release time shall not be unreasonably withheld and it is anticipated that there will be an orderly, continuous utilization as assigned by the Departmental Chair.
4. Twelve month faculty and/or fully funded summer research faculty only shall perform any regular advisement as part of their regular load.
5. Summer Advisement and pay rate mechanism is not part of the banking and release time or payout mechanism hereby sunsetted as set out above.

## **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.

An initial agenda for scheduled discussion and review shall consist of the following issues:

- a. Intellectual Property ownership and royalty issues.
- b. Class size and credit to pupil ratio consistency.
- c. Indemnification Policy issues and education.
- d. Administrative Personnel Range Evaluation and System Recommendation.
- e. Recognition issues, including accretion, and/or severance of employees.

## **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 university. Distribution to new members of the negotiating unit shall be effected by the Employer at the time of Personnel processing.

D. Release Time - Association Business.

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

2. The Association shall be entitled to three (3) credit hours total of release time for allocation to Association designated faculty, other than the President, for each year of this Agreement. Allocation must be in at least one credit hour increments per semester and is to be provided for purposes of engaging in legitimate Association business. The entitlement is available in both fall and spring semesters but is not cumulative year to year.

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

4. The Association shall be entitled to a total of twelve (12) days per year for allocation to administrative 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. These days are not cumulative year to year.

E. Office Space

The Association shall be afforded an office space on the main campus of the university as soon as reasonably practicable following ratification of this Agreement.



ARTICLE XVII

DURATION

This Agreement shall become effective July 1, 1992 and shall terminate as of June 30, 1995.

Signed this 1st. day of February, 1994.

For the Professional Staff  
Association, Inc./AAUP:

Robert Dresnack  
Chief Negotiator  
Robert Dresnack

For the Employer:

Robert H. Avery  
Chief Negotiator  
Robert H. Avery

Eugene Golub  
Eugene Golub, President

Holly C. Stern  
Holly C. Stern

Helen A. Wanner  
Helen Wanner

Lisa B. Scalora  
Lisa B. Scalora

David Kristol  
David Kristol

Paula Zigman  
Paula Zigman

Kevin McDermott  
Kevin McDermott

Theodore Johnson  
Theodore Johnson

Kenneth Peace  
Kenneth Peace

Julie Giordano  
Julie Giordano

## 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 University.

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 in 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.

APPENDIX B 2  
SALARY SCHEDULES

<u>10 month appointments</u>	<u>Ranges</u>
* Assistant Professor	21-29
Associate Professor	25-33
Professor	30-37
Distinguished Professor	33-41

  

<u>12 month appointments</u>	<u>Ranges</u>
* Assistant Professor	24-33
Associate Professor	28-36
Professor	33-40
Distinguished Professor	36-44

\*Placement at the last three (3) ranges for each rank is based upon performance parameters as outlined in Article XIII C.3 and 4 and Appendix C, infra.

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

1992/93

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

1993/94

1-37 Normal Progression, subject to terms of the Agreement.  
38-39 Special Salary Action(s) and/or Merit only.

1994/95

1-39 Normal Progression, subject to terms of the Agreement.  
40-41 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/her range will be adjusted as follows: After any annual increment adjustment to which the member is entitled has been awarded, take the salary in effect immediately prior to promotion, 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 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/her 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 of or 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 evaluation 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.

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.

**APPENDIX F**

**STEP PROGRESSION TABLE**

Step Progression: Annual Increments & Merit Step Limitations

1992/93 & 1993/94

Rank	Normal Increment	Maximum Merit Steps	Maximum Total Available Steps
Assist. Prof.	3	3	6
Assoc. Prof.	2	4	6
Professor	1	5	6
Dist. Prof.	0	4	4
Admin. <R32	3	steps 1-21 = 4* steps 22-41 = 3*	7 6
Admin. >R31	1	steps 1-21 = 4* steps 22-41 = 3*	5 4

1994/95

Rank	Normal Increment	Maximum Merit Steps	Maximum Total Available Steps
Assist. Prof.	3	3	6
Assoc. Prof.	2	4	6
Professor	1	5	6
Dist. Prof.	0	4	4
Admin. <R32	2	steps 1-21 = 4* steps 22-41 = 3*	6 5
Admin. >R31	1	steps 1-21 = 4* steps 22-41 = 3*	5 4

\* Administrators, at the last available step in their salary range and who receive merit award, will receive a non-salary base merit step(s) value equivalent in one time cash salary award.



**APPENDIX G**  
**NHT/PSA SALARY MATRIX**  
**(1992-1995)**

APPENDIX G

(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			
93	15	\$21,541.26	\$21,810.10	\$22,079.20	\$22,348.30	\$22,617.40	\$22,886.24	\$23,155.34	\$23,424.18
		\$23,693.28	\$23,962.12	\$24,231.22	\$24,499.80	\$24,768.64	\$25,038.00	\$25,307.10	\$25,575.94
		\$25,844.78	\$26,113.88	\$26,382.98	\$26,651.82	\$26,920.66	\$27,190.02	\$27,458.86	\$27,727.70
		\$27,996.80	\$28,265.90	\$28,535.00	\$28,803.58	\$29,072.42	\$29,341.52	\$29,610.62	\$29,879.46
		\$30,148.56	\$30,417.40	\$30,686.24	\$30,955.60	\$31,224.44			
93	16	\$22,617.40	\$22,900.28	\$23,182.64	\$23,465.78	\$23,748.66	\$24,031.02	\$24,313.90	\$24,596.78
		\$24,879.66	\$25,162.28	\$25,445.42	\$25,728.04	\$26,010.66	\$26,293.80	\$26,576.42	\$26,859.56
		\$27,142.18	\$27,424.80	\$27,707.94	\$27,990.56	\$28,273.44	\$28,556.32	\$28,839.20	\$29,121.82
		\$29,404.44	\$29,687.58	\$29,969.94	\$30,252.82	\$30,535.96	\$30,818.32	\$31,101.46	\$31,384.34
		\$31,666.96	\$31,949.58	\$32,232.20	\$32,514.82	\$32,797.44			
93	17	\$23,748.66	\$24,045.58	\$24,343.02	\$24,640.20	\$24,937.38	\$25,234.82	\$25,531.48	\$25,828.92
		\$26,126.36	\$26,423.02	\$26,720.46	\$27,017.38	\$27,314.82	\$27,612.26	\$27,909.18	\$28,206.62
		\$28,503.80	\$28,800.72	\$29,097.90	\$29,395.34	\$29,692.52	\$29,989.70	\$30,287.14	\$30,584.06
		\$30,881.50	\$31,178.94	\$31,475.60	\$31,773.04	\$32,070.22	\$32,367.40	\$32,664.84	\$32,962.02
		\$33,259.20	\$33,556.38	\$33,853.56	\$34,150.74	\$34,447.92			
93	18	\$24,937.12	\$25,249.12	\$25,560.60	\$25,872.08	\$26,183.56	\$26,495.04	\$26,806.78	\$27,118.52
		\$27,430.00	\$27,741.22	\$28,053.22	\$28,364.70	\$28,676.44	\$28,987.92	\$29,299.66	\$29,611.14
		\$29,922.88	\$30,234.10	\$30,545.84	\$30,857.32	\$31,169.06	\$31,480.54	\$31,792.28	\$32,104.02
		\$32,415.50	\$32,726.98	\$33,038.72	\$33,350.46	\$33,662.20	\$33,973.42	\$34,284.64	\$34,596.38
		\$34,908.12	\$35,220.12	\$35,532.12	\$35,843.60	\$36,155.60			
93	19	\$26,183.56	\$26,510.90	\$26,837.72	\$27,165.06	\$27,492.14	\$27,819.22	\$28,146.82	\$28,473.64
		\$28,800.72	\$29,127.80	\$29,454.88	\$29,782.48	\$30,109.30	\$30,436.64	\$30,763.72	\$31,091.06
		\$31,418.14	\$31,745.22	\$32,072.30	\$32,399.12	\$32,726.72	\$33,053.80	\$33,380.88	\$33,708.22
		\$34,035.04	\$34,362.64	\$34,689.72	\$35,016.80	\$35,343.88	\$35,670.70	\$35,998.04	\$36,325.38
		\$36,652.46	\$36,979.80	\$37,307.14	\$37,634.48	\$37,962.08			

APPENDIX G  
(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			
93	20	\$27,492.14	\$27,835.86	\$28,179.84	\$28,523.56	\$28,867.54	\$29,211.52	\$29,555.50	\$29,899.22
		\$30,243.20	\$30,586.92	\$30,930.90	\$31,274.62	\$31,618.60	\$31,962.58	\$32,306.30	\$32,650.28
		\$32,994.00	\$33,337.98	\$33,681.70	\$34,025.94	\$34,369.40	\$34,713.38	\$35,057.10	\$35,401.08
		\$35,744.80	\$36,088.52	\$36,432.50	\$36,776.48	\$37,120.46	\$37,463.92	\$37,807.90	\$38,151.62
		\$38,495.60	\$38,839.58	\$39,183.82	\$39,527.80	\$39,871.78			
93	21	\$28,867.54	\$29,228.94	\$29,589.82	\$29,951.22	\$30,312.10	\$30,673.24	\$31,034.38	\$31,395.78
		\$31,756.66	\$32,117.80	\$32,478.94	\$32,840.08	\$33,201.22	\$33,562.36	\$33,923.50	\$34,284.38
		\$34,645.78	\$35,006.92	\$35,368.06	\$35,728.94	\$36,090.60	\$36,451.22	\$36,812.36	\$37,173.76
		\$37,534.64	\$37,896.04	\$38,256.92	\$38,618.32	\$38,979.20	\$39,340.34	\$39,701.74	\$40,062.62
		\$40,423.76	\$40,785.42	\$41,146.56	\$41,507.70	\$41,869.10			
93	22	\$30,312.10	\$30,691.18	\$31,070.26	\$31,449.08	\$31,828.42	\$32,207.24	\$32,586.06	\$32,964.88
		\$33,344.22	\$33,723.04	\$34,102.12	\$34,481.20	\$34,860.02	\$35,238.84	\$35,618.18	\$35,997.00
		\$36,376.08	\$36,755.16	\$37,134.24	\$37,512.80	\$37,891.88	\$38,270.96	\$38,650.04	\$39,028.86
		\$39,408.20	\$39,787.02	\$40,165.84	\$40,544.92	\$40,924.00	\$41,302.82	\$41,682.16	\$42,060.98
		\$42,440.06	\$42,818.62	\$43,197.70	\$43,576.52	\$43,955.60			
93	23	\$31,828.42	\$32,226.22	\$32,624.02	\$33,022.08	\$33,420.14	\$33,818.20	\$34,216.26	\$34,613.80
		\$35,012.12	\$35,409.92	\$35,807.98	\$36,206.04	\$36,603.58	\$37,002.16	\$37,399.96	\$37,798.28
		\$38,196.08	\$38,594.40	\$38,991.94	\$39,390.00	\$39,788.06	\$40,186.12	\$40,584.18	\$40,981.98
		\$41,379.78	\$41,778.10	\$42,176.16	\$42,574.48	\$42,972.02	\$43,370.08	\$43,768.14	\$44,166.20
		\$44,564.26	\$44,962.06	\$45,359.86	\$45,758.18	\$46,155.98			
93	24	\$33,420.14	\$33,837.70	\$34,255.26	\$34,672.56	\$35,090.38	\$35,507.94	\$35,925.24	\$36,342.80
		\$36,760.88	\$37,178.70	\$37,595.74	\$38,013.56	\$38,431.12	\$38,848.94	\$39,265.98	\$39,683.80
		\$40,101.62	\$40,518.92	\$40,936.48	\$41,354.04	\$41,771.86	\$42,189.16	\$42,606.72	\$43,024.28
		\$43,442.88	\$43,859.40	\$44,276.96	\$44,694.78	\$45,112.08	\$45,529.90	\$45,947.20	\$46,365.02
		\$46,782.32	\$47,200.14	\$47,617.70	\$48,035.52	\$48,453.08			

APPENDIX G

(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			
93	25	\$35,090.38	\$35,529.26	\$35,968.14	\$36,406.76	\$36,845.90	\$37,284.78	\$37,723.66	\$38,162.54
		\$38,601.68	\$39,040.30	\$39,479.18	\$39,918.06	\$40,357.20	\$40,796.08	\$41,234.70	\$41,673.58
		\$42,112.46	\$42,551.60	\$42,990.22	\$43,429.10	\$43,867.98	\$44,307.12	\$44,746.00	\$45,184.88
		\$45,623.50	\$46,062.64	\$46,501.52	\$46,940.14	\$47,379.02	\$47,817.90	\$48,257.04	\$48,695.92
		\$49,134.80	\$49,573.68	\$50,012.30	\$50,450.92	\$50,889.80			
93	26	\$36,845.90	\$37,306.88	\$37,767.60	\$38,228.06	\$38,689.30	\$39,149.76	\$39,610.48	\$40,071.72
		\$40,532.18	\$40,992.64	\$41,453.88	\$41,914.34	\$42,375.32	\$42,836.30	\$43,297.28	\$43,757.48
		\$44,218.46	\$44,679.44	\$45,140.16	\$45,600.88	\$46,061.86	\$46,522.32	\$46,983.30	\$47,444.02
		\$47,904.74	\$48,365.72	\$48,826.18	\$49,287.42	\$49,747.88	\$50,208.60	\$50,669.84	\$51,130.30
		\$51,591.02	\$52,052.00	\$52,512.72	\$52,973.70	\$53,434.68			
93	27	\$38,689.04	\$39,172.90	\$39,656.76	\$40,140.62	\$40,624.48	\$41,108.34	\$41,592.20	\$42,075.80
		\$42,559.66	\$43,043.52	\$43,527.12	\$44,010.98	\$44,494.84	\$44,978.70	\$45,462.56	\$45,946.42
		\$46,430.02	\$46,913.88	\$47,397.74	\$47,881.60	\$48,365.46	\$48,849.32	\$49,332.92	\$49,816.78
		\$50,300.64	\$50,784.50	\$51,268.36	\$51,752.22	\$52,235.82	\$52,719.68	\$53,203.54	\$53,687.40
		\$54,171.26	\$54,655.12	\$55,138.72	\$55,622.58	\$56,106.44			
93	28	\$40,624.48	\$41,132.00	\$41,640.04	\$42,148.08	\$42,656.38	\$43,164.42	\$43,672.46	\$44,180.50
		\$44,688.28	\$45,196.06	\$45,704.36	\$46,212.40	\$46,720.44	\$47,228.48	\$47,736.52	\$48,244.56
		\$48,752.60	\$49,260.38	\$49,768.42	\$50,276.46	\$50,784.50	\$51,292.28	\$51,800.84	\$52,308.62
		\$52,816.66	\$53,324.44	\$53,832.48	\$54,340.52	\$54,848.82	\$55,356.60	\$55,864.38	\$56,372.68
		\$56,880.72	\$57,388.50	\$57,896.80	\$58,404.84	\$58,912.88			
93	29	\$42,656.38	\$43,189.38	\$43,723.16	\$44,256.42	\$44,789.94	\$45,322.94	\$45,856.46	\$46,389.98
		\$46,922.98	\$47,456.24	\$47,989.50	\$48,523.02	\$49,056.02	\$49,589.54	\$50,122.80	\$50,656.58
		\$51,189.84	\$51,723.10	\$52,256.62	\$52,789.62	\$53,323.14	\$53,856.40	\$54,389.92	\$54,923.18
		\$55,456.44	\$55,989.96	\$56,522.96	\$57,056.22	\$57,589.74	\$58,123.26	\$58,656.26	\$59,189.78
		\$59,723.30	\$60,256.56	\$60,789.82	\$61,323.08	\$61,856.60			

APPENDIX G

(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			
93	30	\$44,789.94	\$45,349.46	\$45,909.24	\$46,469.28	\$47,029.06	\$47,588.84	\$48,148.88	\$48,708.92
		\$49,268.70	\$49,828.48	\$50,388.00	\$50,948.04	\$51,507.82	\$52,067.60	\$52,627.64	\$53,187.68
		\$53,747.20	\$54,290.86	\$54,866.50	\$55,426.54	\$55,986.32	\$56,546.10	\$57,105.88	\$57,666.18
		\$58,225.96	\$58,785.74	\$59,345.52	\$59,905.56	\$60,465.08	\$61,024.86	\$61,584.64	\$62,144.94
		\$62,704.72	\$63,264.50	\$63,824.28	\$64,384.32	\$64,944.10			
93	31	\$47,029.06	\$47,616.92	\$48,205.30	\$48,793.16	\$49,381.02	\$49,969.40	\$50,557.26	\$51,145.38
		\$51,733.76	\$52,321.36	\$52,909.48	\$53,497.86	\$54,085.72	\$54,673.84	\$55,261.96	\$55,849.82
		\$56,437.94	\$57,025.80	\$57,614.18	\$58,202.30	\$58,789.90	\$59,378.28	\$59,966.14	\$60,554.26
		\$61,142.64	\$61,730.50	\$62,318.62	\$62,906.74	\$63,494.60	\$64,082.72	\$64,670.84	\$65,258.70
		\$65,846.82	\$66,435.20	\$67,023.32	\$67,611.44	\$68,199.82			
93	32	\$49,381.02	\$49,998.78	\$50,616.28	\$51,233.52	\$51,851.02	\$52,468.26	\$53,085.76	\$53,703.52
		\$54,321.02	\$54,938.52	\$55,555.50	\$56,173.00	\$56,790.24	\$57,408.00	\$58,025.50	\$58,643.00
		\$59,259.98	\$59,877.48	\$60,494.98	\$61,112.74	\$61,730.24	\$62,347.48	\$62,964.98	\$63,582.22
		\$64,199.72	\$64,817.48	\$65,434.72	\$66,051.96	\$66,669.46	\$67,286.70	\$67,904.46	\$68,521.70
		\$69,139.20	\$69,756.70	\$70,374.20	\$70,991.70	\$71,608.68			
93	33	\$51,851.02	\$52,499.20	\$53,146.60	\$53,794.78	\$54,442.70	\$55,090.88	\$55,738.54	\$56,386.72
		\$57,034.90	\$57,682.82	\$58,330.74	\$58,978.66	\$59,626.84	\$60,274.50	\$60,922.68	\$61,570.60
		\$62,218.26	\$62,866.18	\$63,514.10	\$64,162.28	\$64,810.20	\$65,458.12	\$66,106.30	\$66,754.22
		\$67,402.14	\$68,050.06	\$68,698.24	\$69,346.42	\$69,994.08	\$70,642.00	\$71,289.92	\$71,938.10
		\$72,585.50	\$73,233.42	\$73,881.34	\$74,529.00	\$75,176.92			
93	34	\$54,442.70	\$55,123.64	\$55,804.58	\$56,485.26	\$57,165.68	\$57,846.88	\$58,527.30	\$59,208.50
		\$59,889.18	\$60,569.86	\$61,250.80	\$61,931.74	\$62,612.16	\$63,293.10	\$63,973.78	\$64,654.72
		\$65,335.40	\$66,016.34	\$66,697.02	\$67,377.96	\$68,058.38	\$68,739.32	\$69,420.00	\$70,100.94
		\$70,781.62	\$71,462.82	\$72,143.24	\$72,824.18	\$73,503.38	\$74,185.54	\$74,866.74	\$75,547.42
		\$76,228.10	\$76,908.78	\$77,589.20	\$78,269.88	\$78,950.04			

APPENDIX G

(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			Step 38
93	35	\$57,165.68	\$57,880.42	\$58,594.38	\$59,308.60	\$60,022.82	\$60,737.04	\$61,451.00	\$62,165.22
		\$62,879.44	\$63,593.92	\$64,307.88	\$65,022.36	\$65,736.32	\$66,450.54	\$67,164.50	\$67,878.72
		\$68,593.20	\$69,307.68	\$70,021.38	\$70,735.60	\$71,449.82	\$72,164.30	\$72,878.26	\$73,592.48
		\$74,306.44	\$75,020.66	\$75,735.14	\$76,449.36	\$77,163.58	\$77,877.80	\$78,591.50	\$79,305.98
		\$80,020.20	\$80,734.42	\$81,448.90	\$82,163.38	\$82,877.34			
93	36	\$60,022.82	\$60,772.92	\$61,522.50	\$62,272.60	\$63,022.44	\$63,772.54	\$64,522.12	\$65,272.22
		\$66,022.32	\$66,771.64	\$67,522.00	\$68,271.84	\$69,021.94	\$69,771.52	\$70,521.62	\$71,271.46
		\$72,021.56	\$72,771.14	\$73,521.24	\$74,271.34	\$75,020.66	\$75,771.02	\$76,520.60	\$77,270.96
		\$78,020.54	\$78,770.38	\$79,520.74	\$80,270.58	\$81,020.16	\$81,770.26	\$82,520.10	\$83,270.20
		\$84,020.04	\$84,769.88	\$85,520.24	\$86,270.34	\$87,019.92			
93	37	\$63,022.44	\$63,810.50	\$64,598.30	\$65,386.36	\$66,174.42	\$66,962.22	\$67,750.28	\$68,538.08
		\$69,325.88	\$70,113.94	\$70,902.00	\$71,689.80	\$72,477.34	\$73,265.66	\$74,053.20	\$74,841.00
		\$75,629.32	\$76,417.64	\$77,204.92	\$77,992.98	\$78,781.04	\$79,568.58	\$80,356.64	\$81,144.70
		\$81,932.76	\$82,720.30	\$83,508.36	\$84,296.42	\$85,084.22	\$85,872.28	\$86,660.34	\$87,448.14
		\$88,235.94	\$89,024.00	\$89,812.06	\$90,599.86	\$91,387.66			
93	38	\$66,174.42	\$67,000.96	\$67,828.02	\$68,655.34	\$69,482.40	\$70,309.72	\$71,136.78	\$71,964.10
		\$72,790.64	\$73,617.70	\$74,445.02	\$75,272.08	\$76,099.40	\$76,926.46	\$77,753.26	\$78,580.32
		\$79,407.38	\$80,234.70	\$81,061.76	\$81,889.08	\$82,715.88	\$83,542.94	\$84,370.00	\$85,197.06
		\$86,024.38	\$86,851.44	\$87,678.50	\$88,505.30	\$89,332.36	\$90,159.68	\$90,986.48	\$91,813.80
		\$92,640.60	\$93,467.40	\$94,294.46	\$95,121.52	\$95,948.58			
93	39	\$69,482.66	\$70,351.06	\$71,219.72	\$72,088.12	\$72,956.78	\$73,825.44	\$74,693.84	\$75,562.24
		\$76,430.90	\$77,299.30	\$78,168.48	\$79,036.62	\$79,905.28	\$80,773.94	\$81,642.34	\$82,510.74
		\$83,379.40	\$84,248.06	\$85,116.46	\$85,985.12	\$86,853.52	\$87,721.92	\$88,590.58	\$89,459.50
		\$90,327.64	\$91,196.56	\$92,064.96	\$92,933.62	\$93,802.02	\$94,670.42	\$95,539.34	\$96,407.74
		\$97,276.14	\$98,145.06	\$99,013.72	\$99,882.12	\$100,751.30			



APPENDIX G

(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	Step 38	Step 39	
94	15	\$22,618.44	\$22,900.54	\$23,183.16	\$23,465.78	\$23,748.40	\$24,030.50	\$24,313.12	\$24,595.48
		\$24,877.84	\$25,160.20	\$25,442.82	\$25,724.92	\$26,007.02	\$26,289.90	\$26,572.52	\$26,854.62
		\$27,136.98	\$27,419.60	\$27,702.22	\$27,984.32	\$28,266.68	\$28,549.56	\$28,831.92	\$29,114.02
		\$29,396.64	\$29,679.26	\$29,961.88	\$30,243.72	\$30,526.08	\$30,808.70	\$31,091.06	\$31,373.42
		\$31,656.04	\$31,938.40	\$32,220.50	\$32,503.38	\$32,785.74	\$33,067.32	\$33,349.68	
94	16	\$23,748.40	\$24,045.32	\$24,341.72	\$24,639.16	\$24,936.08	\$25,232.48	\$25,529.66	\$25,826.58
		\$26,123.76	\$26,420.42	\$26,717.60	\$27,014.52	\$27,311.18	\$27,608.62	\$27,905.28	\$28,202.46
		\$28,499.38	\$28,796.04	\$29,093.22	\$29,390.14	\$29,687.06	\$29,984.24	\$30,281.16	\$30,577.82
		\$30,874.74	\$31,171.92	\$31,468.32	\$31,765.50	\$32,062.68	\$32,359.34	\$32,656.52	\$32,953.44
		\$33,250.36	\$33,547.02	\$33,843.94	\$34,140.60	\$34,437.26	\$34,734.96	\$35,031.62	
94	17	\$24,936.08	\$25,247.82	\$25,560.08	\$25,872.34	\$26,184.34	\$26,496.60	\$26,808.08	\$27,120.34
		\$27,432.60	\$27,744.08	\$28,056.60	\$28,368.34	\$28,680.60	\$28,992.86	\$29,304.60	\$29,616.86
		\$29,929.12	\$30,240.86	\$30,552.86	\$30,865.12	\$31,177.12	\$31,489.12	\$31,801.38	\$32,113.38
		\$32,425.64	\$32,737.90	\$33,049.38	\$33,361.64	\$33,673.64	\$33,985.90	\$34,298.16	\$34,610.16
		\$34,922.16	\$35,234.16	\$35,546.16	\$35,858.16	\$36,170.42	\$36,482.42	\$36,794.42	
94	18	\$26,184.08	\$26,511.68	\$26,838.76	\$27,165.58	\$27,492.66	\$27,819.74	\$28,147.08	\$28,474.42
		\$28,801.50	\$29,128.32	\$29,455.92	\$29,783.00	\$30,110.34	\$30,437.42	\$30,764.76	\$31,091.58
		\$31,418.92	\$31,745.74	\$32,073.08	\$32,400.16	\$32,727.50	\$33,054.58	\$33,381.92	\$33,709.26
		\$34,036.34	\$34,363.42	\$34,690.76	\$35,018.10	\$35,345.44	\$35,672.00	\$35,998.82	\$36,326.16
		\$36,653.50	\$36,981.10	\$37,308.70	\$37,635.78	\$37,963.38	\$38,288.90	\$38,615.46	
94	19	\$27,492.66	\$27,836.38	\$28,179.58	\$28,523.30	\$28,866.76	\$29,210.22	\$29,554.20	\$29,897.40
		\$30,240.86	\$30,584.32	\$30,927.52	\$31,271.50	\$31,614.70	\$31,958.42	\$32,301.88	\$32,645.60
		\$32,989.06	\$33,332.52	\$33,675.98	\$34,019.18	\$34,363.16	\$34,706.62	\$35,049.82	\$35,393.54
		\$35,736.74	\$36,080.72	\$36,424.18	\$36,767.64	\$37,111.10	\$37,454.30	\$37,798.02	\$38,141.74
		\$38,485.20	\$38,828.92	\$39,172.38	\$39,516.10	\$39,860.08	\$40,203.02	\$40,546.74	



APPENDIX G

(Subject to Rounding to Nearest Dollar)

Year	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
94	20	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	Step 38	Step 39	
94	20	\$28,866.76	\$29,227.64	\$29,588.78	\$29,949.66	\$30,310.80	\$30,672.20	\$31,033.34	\$31,394.22
		\$31,755.36	\$32,116.24	\$32,477.38	\$32,838.26	\$33,199.66	\$33,560.80	\$33,921.68	\$34,282.82
		\$34,643.70	\$35,004.84	\$35,365.72	\$35,727.12	\$36,088.00	\$36,449.14	\$36,810.02	\$37,171.16
		\$37,532.04	\$37,892.92	\$38,254.06	\$38,615.20	\$38,976.60	\$39,337.22	\$39,698.36	\$40,059.24
		\$40,420.38	\$40,781.52	\$41,142.92	\$41,504.32	\$41,865.46	\$42,225.30	\$42,586.18	
94	21	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	Step 38	Step 39	
94	21	\$30,310.80	\$30,690.40	\$31,069.22	\$31,448.82	\$31,827.64	\$32,206.98	\$32,586.06	\$32,965.66
		\$33,344.48	\$33,723.82	\$34,102.90	\$34,481.98	\$34,861.32	\$35,240.40	\$35,619.74	\$35,998.56
		\$36,378.16	\$36,757.24	\$37,136.58	\$37,515.40	\$37,895.26	\$38,273.82	\$38,652.90	\$39,032.50
		\$39,411.32	\$39,790.92	\$40,169.74	\$40,549.34	\$40,928.16	\$41,307.24	\$41,686.84	\$42,065.66
		\$42,445.00	\$42,824.60	\$43,203.94	\$43,583.02	\$43,962.62	\$44,343.20	\$44,711.68	
94	22	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	Step 38	Step 39	
94	22	\$31,827.64	\$32,225.70	\$32,623.76	\$33,021.56	\$33,419.88	\$33,817.68	\$34,215.48	\$34,613.02
		\$35,011.34	\$35,409.14	\$35,807.20	\$36,205.26	\$36,603.06	\$37,000.86	\$37,399.18	\$37,796.98
		\$38,194.78	\$38,592.84	\$38,990.90	\$39,388.44	\$39,786.50	\$40,184.56	\$40,582.62	\$40,980.42
		\$41,378.74	\$41,776.28	\$42,174.08	\$42,572.14	\$42,970.20	\$43,368.00	\$43,766.32	\$44,164.12
		\$44,562.18	\$44,959.46	\$45,357.52	\$45,755.32	\$46,153.38	\$46,550.92	\$46,948.46	
94	23	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	Step 38	Step 39	
94	23	\$33,419.88	\$33,837.44	\$34,255.26	\$34,673.08	\$35,091.16	\$35,509.24	\$35,927.06	\$36,344.62
		\$36,762.70	\$37,180.52	\$37,598.34	\$38,016.42	\$38,433.72	\$38,852.32	\$39,269.88	\$39,688.22
		\$40,105.78	\$40,524.12	\$40,941.42	\$41,359.50	\$41,777.58	\$42,195.40	\$42,613.48	\$43,031.04
		\$43,448.86	\$43,866.94	\$44,285.02	\$44,703.10	\$45,120.66	\$45,538.48	\$45,956.56	\$46,374.64
		\$46,792.46	\$47,210.28	\$47,627.84	\$48,046.18	\$48,463.74	\$48,882.34	\$49,300.44	
94	24	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	Step 38	Step 39	
94	24	\$35,091.16	\$35,529.52	\$35,968.14	\$36,406.24	\$36,844.86	\$37,283.22	\$37,721.58	\$38,159.94
		\$38,598.82	\$39,037.70	\$39,475.54	\$39,914.16	\$40,352.78	\$40,791.40	\$41,229.24	\$41,668.12
		\$42,106.74	\$42,544.84	\$42,983.20	\$43,421.82	\$43,860.44	\$44,298.54	\$44,737.16	\$45,175.52
		\$45,614.92	\$46,052.50	\$46,490.86	\$46,929.48	\$47,367.58	\$47,806.46	\$48,244.56	\$48,683.18
		\$49,121.54	\$49,560.16	\$49,998.52	\$50,437.40	\$50,875.76	\$51,315.16	\$51,754.30	

APPENDIX G

(Subject to Rounding to Nearest Dollar)

Year	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
94	25	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	Step 38	Step 39	
		\$36,844.86	\$37,305.84	\$37,766.56	\$38,227.02	\$38,688.26	\$39,148.98	\$39,609.96	\$40,070.68
		\$40,531.66	\$40,992.38	\$41,453.10	\$41,914.08	\$42,375.06	\$42,835.78	\$43,296.50	\$43,757.22
\$44,218.20	\$44,679.18	\$45,139.64	\$45,600.62	\$46,061.34	\$46,522.58	\$46,983.30	\$47,444.02		
\$47,904.74	\$48,365.72	\$48,826.70	\$49,287.16	\$49,747.88	\$50,208.86	\$50,669.84	\$51,130.82		
\$51,591.54	\$52,052.26	\$52,512.98	\$52,973.44	\$53,434.42	\$53,895.92	\$54,357.16			
94	26	\$38,688.26	\$39,172.12	\$39,655.98	\$40,139.58	\$40,623.70	\$41,107.30	\$41,590.90	\$42,075.28
		\$42,558.88	\$43,042.22	\$43,526.60	\$44,009.94	\$44,494.06	\$44,978.18	\$45,462.04	\$45,945.38
		\$46,429.50	\$46,913.36	\$47,397.22	\$47,880.82	\$48,364.94	\$48,848.54	\$49,332.40	\$49,816.26
		\$50,299.86	\$50,783.98	\$51,267.58	\$51,751.70	\$52,235.30	\$52,719.16	\$53,203.28	\$53,686.88
		\$54,170.48	\$54,654.60	\$55,138.46	\$55,622.32	\$56,106.44	\$56,590.30	\$57,074.16	
		\$40,623.44	\$41,131.48	\$41,639.52	\$42,147.56	\$42,655.60	\$43,163.64	\$43,671.94	\$44,179.72
\$44,687.76	\$45,195.80	\$45,703.58	\$46,211.62	\$46,719.66	\$47,227.70	\$47,735.74	\$48,243.78		
\$48,751.56	\$49,259.60	\$49,767.64	\$50,275.68	\$50,783.72	\$51,291.76	\$51,799.54	\$52,307.58		
\$52,815.62	\$53,323.66	\$53,831.70	\$54,339.74	\$54,847.52	\$55,355.56	\$55,863.60	\$56,371.90		
\$56,879.94	\$57,387.98	\$57,895.76	\$58,403.80	\$58,911.84	\$59,419.54	\$59,927.52			
94	28	\$42,655.60	\$43,188.60	\$43,722.12	\$44,255.38	\$44,789.16	\$45,322.68	\$45,856.20	\$46,389.46
		\$46,922.72	\$47,455.98	\$47,989.50	\$48,523.02	\$49,056.54	\$49,589.80	\$50,123.32	\$50,656.84
		\$51,190.36	\$51,723.36	\$52,256.88	\$52,790.40	\$53,323.66	\$53,856.92	\$54,390.96	\$54,923.96
		\$55,457.48	\$55,990.74	\$56,524.00	\$57,057.52	\$57,591.30	\$58,124.56	\$58,657.56	\$59,191.34
		\$59,724.86	\$60,257.86	\$60,791.64	\$61,325.16	\$61,858.42	\$62,391.16	\$62,924.42	
		\$44,789.16	\$45,348.94	\$45,909.24	\$46,469.28	\$47,029.32	\$47,589.10	\$48,149.40	\$48,709.44
\$49,269.22	\$49,829.00	\$50,389.04	\$50,949.08	\$51,508.86	\$52,068.90	\$52,628.94	\$53,189.50		
\$53,749.28	\$54,309.32	\$54,869.36	\$55,429.14	\$55,989.18	\$56,549.22	\$57,109.52	\$57,669.30		
\$58,229.34	\$58,789.38	\$59,349.16	\$59,908.94	\$60,469.24	\$61,029.54	\$61,589.06	\$62,149.36		
\$62,709.40	\$63,269.44	\$63,829.22	\$64,389.26	\$64,949.56	\$65,509.08	\$66,069.38			

**APPENDIX G**

(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	Step 38	Step 39	Step 39
94	30	\$47,029.32	\$47,616.92	\$48,204.78	\$48,792.64	\$49,380.50	\$49,968.36	\$50,556.22	\$51,144.34
		\$51,732.20	\$52,319.80	\$52,907.40	\$53,495.52	\$54,083.12	\$54,670.98	\$55,259.10	\$55,846.96
		\$56,434.56	\$57,005.52	\$57,609.76	\$58,197.88	\$58,785.74	\$59,373.34	\$59,961.20	\$60,549.58
		\$61,137.18	\$61,725.04	\$62,312.90	\$62,900.76	\$63,488.36	\$64,076.22	\$64,663.82	\$65,252.20
		\$65,840.06	\$66,427.66	\$67,015.52	\$67,603.64	\$68,191.24	\$68,778.06	\$69,365.40	
94	31	\$49,380.50	\$49,997.74	\$50,615.50	\$51,232.74	\$51,849.98	\$52,468.00	\$53,085.24	\$53,702.74
		\$54,320.50	\$54,937.48	\$55,554.98	\$56,172.74	\$56,789.98	\$57,407.48	\$58,024.98	\$58,642.22
		\$59,259.72	\$59,877.22	\$60,494.98	\$61,112.48	\$61,729.46	\$62,347.22	\$62,964.46	\$63,581.96
		\$64,199.72	\$64,816.96	\$65,434.46	\$66,051.96	\$66,669.46	\$67,286.96	\$67,904.46	\$68,521.70
		\$69,139.20	\$69,756.96	\$70,373.94	\$70,991.44	\$71,608.68	\$72,226.18	\$72,843.68	
94	32	\$51,849.98	\$52,498.68	\$53,147.12	\$53,795.30	\$54,443.48	\$55,091.66	\$55,740.10	\$56,388.80
		\$57,036.98	\$57,685.42	\$58,333.34	\$58,981.78	\$59,629.70	\$60,278.40	\$60,926.84	\$61,575.28
		\$62,222.94	\$62,871.38	\$63,519.82	\$64,168.26	\$64,816.70	\$65,464.88	\$66,113.32	\$66,761.24
		\$67,409.68	\$68,058.38	\$68,706.56	\$69,354.48	\$70,002.92	\$70,651.10	\$71,299.80	\$71,947.72
		\$72,596.16	\$73,244.60	\$73,893.04	\$74,541.22	\$75,189.14	\$75,837.84	\$76,485.76	
94	33	\$54,443.48	\$55,124.16	\$55,804.06	\$56,484.48	\$57,164.90	\$57,845.32	\$58,525.48	\$59,206.16
		\$59,886.58	\$60,567.00	\$61,247.16	\$61,927.58	\$62,608.26	\$63,288.16	\$63,968.84	\$64,649.26
		\$65,329.16	\$66,009.58	\$66,689.74	\$67,370.42	\$68,050.84	\$68,731.00	\$69,411.68	\$70,091.84
		\$70,772.26	\$71,452.68	\$72,133.10	\$72,813.78	\$73,493.68	\$74,174.10	\$74,854.52	\$75,534.94
		\$76,214.84	\$76,895.00	\$77,575.42	\$78,255.58	\$78,935.74	\$79,617.20	\$80,297.62	
94	34	\$57,164.90	\$57,879.90	\$58,594.90	\$59,309.64	\$60,023.86	\$60,739.12	\$61,453.60	\$62,168.86
		\$62,883.60	\$63,598.34	\$64,313.34	\$65,028.34	\$65,742.82	\$66,457.82	\$67,172.56	\$67,887.56
		\$68,602.30	\$69,317.04	\$70,031.78	\$70,746.78	\$71,461.26	\$72,176.26	\$72,891.00	\$73,606.00
		\$74,320.74	\$75,036.00	\$75,750.48	\$76,465.48	\$77,180.74	\$77,894.70	\$78,609.96	\$79,324.70
		\$80,039.44	\$80,754.18	\$81,468.66	\$82,183.40	\$82,897.62	\$83,613.66	\$84,328.40	

APPENDIX G

(Subject to Rounding to Nearest Dollar)

Year	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
94	35	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		\$60,023.86	\$60,774.48	\$61,524.06	\$62,274.16	\$63,024.00	\$63,773.84	\$64,523.68	\$65,273.52
		\$66,023.36	\$66,773.72	\$67,523.30	\$68,273.40	\$69,023.24	\$69,773.08	\$70,522.66	\$71,272.76
		\$72,022.86	\$72,772.96	\$73,522.54	\$74,272.38	\$75,022.22	\$75,772.58	\$76,522.16	\$77,272.00
		\$78,021.84	\$78,771.68	\$79,521.78	\$80,271.88	\$81,021.72	\$81,771.82	\$82,521.14	\$83,271.24
		\$84,021.34	\$84,771.18	\$85,521.28	\$86,271.64	\$87,021.22	\$87,771.58	\$88,521.68	
94	36	\$63,024.00	\$63,811.54	\$64,598.56	\$65,386.36	\$66,173.64	\$66,961.18	\$67,748.20	\$68,535.74
		\$69,323.54	\$70,110.30	\$70,898.10	\$71,685.38	\$72,472.92	\$73,260.20	\$74,047.74	\$74,835.02
		\$75,622.56	\$76,409.58	\$77,197.38	\$77,984.92	\$78,771.68	\$79,559.48	\$80,346.76	\$81,134.56
		\$81,921.58	\$82,708.86	\$83,496.66	\$84,284.20	\$85,071.22	\$85,858.76	\$86,646.04	\$87,433.84
		\$88,221.12	\$89,008.40	\$89,796.20	\$90,583.74	\$91,371.02	\$92,158.30	\$92,945.58	
		\$66,173.64	\$67,000.96	\$67,828.28	\$68,655.60	\$69,483.18	\$70,310.24	\$71,137.82	\$71,964.88
94	37	\$72,792.20	\$73,619.52	\$74,447.10	\$75,274.42	\$76,101.22	\$76,929.06	\$77,755.86	\$78,583.18
		\$79,410.76	\$80,238.60	\$81,065.14	\$81,892.72	\$82,720.04	\$83,547.10	\$84,374.42	\$85,202.00
		\$86,029.32	\$86,856.38	\$87,683.70	\$88,511.28	\$89,338.34	\$90,165.92	\$90,993.24	\$91,820.56
		\$92,647.62	\$93,475.20	\$94,302.78	\$95,129.84	\$95,957.16	\$96,783.70	\$97,610.76	
		\$69,483.18	\$70,351.06	\$71,191.46	\$72,088.12	\$72,956.52	\$73,825.18	\$74,693.58	\$75,562.24
		\$76,430.12	\$77,298.52	\$78,167.18	\$79,035.58	\$79,904.50	\$80,772.90	\$81,641.04	\$82,509.44
94	38	\$83,377.84	\$84,246.50	\$85,114.90	\$85,983.56	\$86,851.70	\$87,720.10	\$88,588.50	\$89,456.90
		\$90,325.56	\$91,193.96	\$92,062.36	\$92,930.50	\$93,798.90	\$94,667.56	\$95,535.70	\$96,404.62
		\$97,272.76	\$98,140.90	\$99,009.30	\$99,877.70	\$100,746.10	\$101,629.06	\$102,504.74	
		\$72,956.78	\$73,868.60	\$74,780.68	\$75,692.50	\$76,604.58	\$77,516.66	\$78,428.48	\$79,340.30
		\$80,252.38	\$81,164.20	\$82,076.80	\$82,988.36	\$83,900.44	\$84,812.52	\$85,724.34	\$86,636.16
		\$87,548.50	\$88,460.58	\$89,372.40	\$90,284.48	\$91,196.30	\$92,108.12	\$93,020.20	\$93,932.54
94		\$94,844.10	\$95,756.44	\$96,668.26	\$97,580.34	\$98,492.16	\$99,403.98	\$100,316.32	\$101,228.14
		\$102,139.96	\$103,052.30	\$103,964.38	\$104,876.20	\$105,788.80	\$106,698.80	\$107,610.36	

APPENDIX G

(Subject to Rounding to Nearest Dollar)

Year	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
94	40	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	Step 38	Step 39	
		\$76,604.58	\$77,562.16	\$78,519.48	\$79,476.54	\$80,434.38	\$81,391.44	\$82,348.24	\$83,306.08
		\$84,263.40	\$85,220.72	\$86,178.30	\$87,135.62	\$88,092.42	\$89,050.26	\$90,007.32	\$90,964.64
		\$91,922.48	\$92,879.80	\$93,836.60	\$94,794.18	\$95,751.50	\$96,708.56	\$97,666.40	\$98,623.46
\$99,580.78	\$100,538.36	\$101,495.68	\$102,452.74	\$103,410.32	\$104,367.38	\$105,324.96	\$106,282.54		
\$107,239.60	\$108,196.40	\$109,153.98	\$110,111.04	\$111,068.10	\$112,026.72	\$112,984.04			
94	41	\$80,434.38	\$81,439.80	\$82,445.74	\$83,451.16	\$84,456.84	\$85,462.78	\$86,468.46	\$87,474.14
		\$88,479.82	\$89,485.24	\$90,491.44	\$91,496.86	\$92,502.80	\$93,508.48	\$94,514.16	\$95,520.10
		\$96,526.04	\$97,531.72	\$98,537.40	\$99,543.08	\$100,548.76	\$101,554.70	\$102,560.12	\$103,566.06
		\$104,571.48	\$105,577.42	\$106,583.10	\$107,588.78	\$108,594.20	\$109,600.40	\$110,606.08	\$111,611.76
		\$112,617.44	\$113,623.12	\$114,628.80	\$115,634.74	\$116,640.16	\$117,647.14	\$118,652.82	
		\$84,455.80	\$85,511.92	\$86,567.78	\$87,623.64	\$88,679.76	\$89,735.62	\$90,792.00	\$91,847.86
		\$92,903.98	\$93,959.84	\$95,015.70	\$96,071.82	\$97,127.94	\$98,183.80	\$99,239.92	\$100,295.78
\$101,352.16	\$102,408.28	\$103,463.62	\$104,520.00	\$105,576.12	\$106,631.98	\$107,688.10	\$108,744.22		
\$109,800.60	\$110,856.20	\$111,912.32	\$112,968.18	\$114,024.30	\$115,080.16	\$116,136.28	\$117,192.40		
\$118,248.26	\$119,304.90	\$120,361.02	\$121,417.40	\$122,473.52	\$123,529.38	\$124,585.76			
94	43	\$88,678.98	\$89,787.62	\$90,896.26	\$92,004.90	\$93,113.80	\$94,222.44	\$95,331.34	\$96,440.50
		\$97,549.14	\$98,657.78	\$99,766.42	\$100,875.32	\$101,983.96	\$103,093.38	\$104,202.02	\$105,310.66
		\$106,419.82	\$107,528.72	\$108,637.10	\$109,745.74	\$110,854.90	\$111,963.54	\$113,072.44	\$114,181.34
		\$115,290.24	\$116,399.14	\$117,508.04	\$118,616.68	\$119,725.58	\$120,834.22	\$121,943.38	\$123,051.76
		\$124,160.92	\$125,270.08	\$126,378.98	\$127,488.40	\$128,597.04	\$129,705.94	\$130,814.58	
		\$93,113.02	\$94,277.04	\$95,441.06	\$96,604.82	\$97,769.62	\$98,933.38	\$100,098.18	\$101,262.46
		\$102,427.00	\$103,590.76	\$104,755.04	\$105,919.32	\$107,083.34	\$108,248.14	\$109,412.16	\$110,576.18
\$111,740.72	\$112,895.12	\$114,069.02	\$115,233.30	\$116,397.84	\$117,562.12	\$118,726.14	\$119,890.68		
\$121,054.96	\$122,218.98	\$123,383.52	\$124,547.54	\$125,711.82	\$126,875.84	\$128,040.64	\$129,204.66		
\$130,368.94	\$131,533.48	\$132,698.28	\$133,862.56	\$135,026.84	\$136,191.12	\$137,355.40			

APPENDIX G

(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	Step 38	Step 39	Step 40
		Step 41							
95	15	\$23,975.55	\$24,574.15	\$24,574.15	\$24,873.73	\$25,173.30	\$25,472.33	\$25,771.91	\$26,071.21
		\$26,370.51	\$26,969.39	\$26,969.39	\$27,268.42	\$27,567.44	\$27,867.29	\$28,166.87	\$28,465.90
		\$28,765.20	\$29,364.35	\$29,364.35	\$29,663.38	\$29,962.68	\$30,262.53	\$30,561.84	\$30,860.86
		\$31,160.44	\$31,759.59	\$31,759.59	\$32,058.34	\$32,357.64	\$32,657.22	\$32,956.52	\$33,255.83
		\$33,555.40	\$34,153.73	\$34,153.73	\$34,453.58	\$34,752.88	\$35,051.36	\$35,350.66	\$35,649.96
		\$35,948.99							
95	16	\$25,173.30	\$25,488.04	\$25,802.22	\$26,117.51	\$26,432.24	\$26,746.43	\$27,061.44	\$27,376.17
		\$27,691.19	\$28,005.65	\$28,320.66	\$28,635.39	\$28,949.85	\$29,265.14	\$29,579.60	\$29,894.61
		\$30,209.34	\$30,523.80	\$30,838.81	\$31,153.55	\$31,468.28	\$31,783.29	\$32,098.03	\$32,412.49
		\$32,727.22	\$33,042.24	\$33,356.42	\$33,671.43	\$33,986.44	\$34,300.90	\$34,615.91	\$34,930.65
		\$35,245.38	\$35,559.84	\$35,874.58	\$36,189.04	\$36,503.50	\$36,819.06	\$37,133.52	\$37,447.98
		\$37,762.99							
95	17	\$26,432.24	\$26,762.69	\$27,093.68	\$27,424.68	\$27,755.40	\$28,086.40	\$28,416.56	\$28,747.56
		\$29,078.56	\$29,408.72	\$29,740.00	\$30,070.44	\$30,401.44	\$30,732.43	\$31,062.88	\$31,393.87
		\$31,724.87	\$32,055.31	\$32,386.03	\$32,717.03	\$33,047.75	\$33,378.47	\$33,709.46	\$34,040.18
		\$34,371.18	\$34,702.17	\$35,032.34	\$35,363.34	\$35,694.06	\$36,025.05	\$36,356.05	\$36,686.77
		\$37,017.49	\$37,348.21	\$37,678.83	\$38,009.65	\$38,340.65	\$38,671.37	\$39,002.09	\$39,332.81
		\$39,663.53							
95	18	\$27,755.12	\$28,102.38	\$28,449.09	\$28,795.51	\$29,142.22	\$29,488.92	\$29,835.90	\$30,182.89
		\$30,529.59	\$30,876.02	\$31,223.28	\$31,569.98	\$31,916.96	\$32,263.67	\$32,610.65	\$32,957.07
		\$33,304.06	\$33,650.48	\$33,997.46	\$34,344.17	\$34,691.15	\$35,037.85	\$35,384.84	\$35,731.82
		\$36,078.52	\$36,425.23	\$36,772.21	\$37,119.19	\$37,466.17	\$37,812.32	\$38,158.75	\$38,505.73
		\$38,852.71	\$39,199.97	\$39,547.22	\$39,893.93	\$40,241.18	\$40,586.23	\$40,932.39	\$41,278.82
		\$41,625.52							



APPENDIX G

(Subject to Rounding to Nearest Dollar)

Year	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
95	23	Step 9	\$35,867.69	\$36,310.58	\$36,753.46	\$37,196.63	\$37,639.79	\$38,082.68	\$38,525.30	
		Step 10	\$39,411.35	\$39,854.24	\$40,297.41	\$40,739.74	\$41,183.46	\$41,626.07	\$42,069.51	
		Step 11	\$42,955.57	\$43,397.91	\$43,841.07	\$44,284.23	\$44,727.12	\$45,170.29	\$45,612.90	
		Step 12	\$46,498.96	\$46,942.12	\$47,385.29	\$47,827.90	\$48,270.79	\$48,713.95	\$49,157.12	
		Step 13	\$50,042.90	\$50,485.51	\$50,928.95	\$51,371.56	\$51,815.28	\$52,279.67	\$52,701.61	
		Step 14	\$35,867.69	\$37,661.29	\$38,126.23	\$38,590.61	\$39,055.55	\$39,520.21	\$39,984.87	\$40,449.54
		Step 15	\$40,914.75	\$41,379.96	\$41,844.07	\$42,309.01	\$42,773.95	\$43,238.88	\$43,702.99	\$44,168.21
		Step 16	\$44,633.14	\$45,097.53	\$45,562.19	\$46,027.13	\$46,492.07	\$46,956.45	\$47,421.39	\$47,886.05
		Step 17	\$48,351.82	\$48,815.65	\$49,280.31	\$49,745.25	\$50,209.63	\$50,674.85	\$51,139.23	\$51,604.17
		Step 18	\$52,068.83	\$52,533.77	\$52,998.43	\$53,463.64	\$53,928.31	\$54,394.07	\$54,859.56	\$55,324.50
95	25	Step 19	\$39,055.55	\$39,544.19	\$40,032.55	\$40,520.64	\$41,009.56	\$41,497.92	\$41,986.56	\$42,474.92
		Step 20	\$42,963.56	\$43,451.92	\$43,940.29	\$44,428.92	\$44,917.56	\$45,405.93	\$45,894.29	\$46,382.65
		Step 21	\$46,871.29	\$47,359.93	\$47,848.02	\$48,336.66	\$48,825.02	\$49,313.93	\$49,802.30	\$50,290.66
		Step 22	\$50,779.02	\$51,267.66	\$51,756.30	\$52,244.39	\$52,732.75	\$53,221.39	\$53,710.03	\$54,198.67
		Step 23	\$54,687.03	\$55,175.40	\$55,663.76	\$56,151.85	\$56,640.49	\$57,129.68	\$57,618.59	\$58,107.23
		Step 24	\$58,595.87	\$41,009.56	\$42,035.34	\$42,547.95	\$43,061.12	\$43,573.74	\$44,086.35	\$44,599.80
		Step 25	\$45,112.41	\$45,624.75	\$46,138.20	\$46,650.54	\$47,163.70	\$47,676.87	\$48,189.76	\$48,702.10
		Step 26	\$49,215.27	\$49,728.16	\$50,241.05	\$50,753.67	\$51,266.84	\$51,779.45	\$52,292.34	\$52,805.24
		Step 27	\$53,317.85	\$53,831.02	\$54,343.63	\$54,856.80	\$55,369.42	\$55,882.31	\$56,395.48	\$56,908.09
		Step 28	\$57,420.71	\$57,933.88	\$58,446.77	\$58,959.66	\$59,472.83	\$59,985.72	\$60,498.61	\$61,011.50
95	26	Step 29	\$61,524.39	\$41,522.45	\$42,035.34	\$42,547.95	\$43,061.12	\$43,573.74	\$44,086.35	\$44,599.80
		Step 30	\$45,112.41	\$45,624.75	\$46,138.20	\$46,650.54	\$47,163.70	\$47,676.87	\$48,189.76	\$48,702.10
		Step 31	\$49,215.27	\$49,728.16	\$50,241.05	\$50,753.67	\$51,266.84	\$51,779.45	\$52,292.34	\$52,805.24
		Step 32	\$53,317.85	\$53,831.02	\$54,343.63	\$54,856.80	\$55,369.42	\$55,882.31	\$56,395.48	\$56,908.09
		Step 33	\$57,420.71	\$57,933.88	\$58,446.77	\$58,959.66	\$59,472.83	\$59,985.72	\$60,498.61	\$61,011.50
		Step 34	\$61,524.39	\$41,522.45	\$42,035.34	\$42,547.95	\$43,061.12	\$43,573.74	\$44,086.35	\$44,599.80
		Step 35	\$45,112.41	\$45,624.75	\$46,138.20	\$46,650.54	\$47,163.70	\$47,676.87	\$48,189.76	\$48,702.10
		Step 36	\$49,215.27	\$49,728.16	\$50,241.05	\$50,753.67	\$51,266.84	\$51,779.45	\$52,292.34	\$52,805.24
		Step 37	\$53,317.85	\$53,831.02	\$54,343.63	\$54,856.80	\$55,369.42	\$55,882.31	\$56,395.48	\$56,908.09
		Step 38	\$57,420.71	\$57,933.88	\$58,446.77	\$58,959.66	\$59,472.83	\$59,985.72	\$60,498.61	\$61,011.50



APPENDIX G

(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	Step 38	Step 39	Step 40	
		Step 41								
95	27	\$43,060.85	\$43,599.37	\$44,137.89	\$44,676.41	\$45,214.94	\$45,753.46	\$46,292.26	\$46,830.50	
		\$47,369.03	\$47,907.55	\$48,445.79	\$48,984.32	\$49,522.84	\$50,061.36	\$50,599.88	\$51,138.41	
		\$51,676.65	\$52,215.18	\$52,753.70	\$53,292.22	\$53,830.74	\$54,369.27	\$54,907.51	\$55,446.03	
		\$55,984.56	\$56,523.08	\$57,061.60	\$57,600.12	\$58,138.37	\$58,676.89	\$59,215.42	\$59,754.21	
		\$60,292.74	\$60,831.26	\$61,369.51	\$61,908.03	\$62,446.55	\$63,010.15	\$63,553.91	\$64,097.39	
		\$64,641.15								
95	28	\$45,214.94	\$45,779.92	\$46,345.45	\$46,910.70	\$47,476.51	\$48,042.04	\$48,607.57	\$49,172.83	
		\$49,738.08	\$50,303.34	\$50,868.87	\$51,434.40	\$51,999.93	\$52,565.19	\$53,130.72	\$53,696.25	
		\$54,261.78	\$54,826.76	\$55,392.29	\$55,957.82	\$56,523.08	\$57,088.34	\$57,654.42	\$58,219.40	
		\$58,784.93	\$59,350.18	\$59,915.44	\$60,480.97	\$61,046.78	\$61,612.03	\$62,177.01	\$62,742.82	
		\$63,308.35	\$63,873.33	\$64,439.14	\$65,004.67	\$65,569.93	\$66,134.63	\$66,699.89	\$67,264.87	
		\$67,830.12								
95	29	\$47,476.51	\$48,069.88	\$48,663.79	\$49,257.44	\$49,851.08	\$50,444.45	\$51,038.36	\$51,632.01	
		\$52,225.37	\$52,818.74	\$53,412.38	\$54,006.02	\$54,599.39	\$55,193.03	\$55,786.68	\$56,380.87	
		\$56,974.24	\$57,567.88	\$58,161.52	\$58,754.89	\$59,348.53	\$59,942.17	\$60,536.09	\$61,129.46	
		\$61,723.10	\$62,316.74	\$62,910.11	\$63,503.48	\$64,097.39	\$64,691.31	\$65,284.40	\$65,878.32	
		\$66,471.96	\$67,065.61	\$67,658.97	\$68,252.62	\$68,846.53	\$69,439.62	\$70,033.54	\$70,627.19	
		\$71,221.10								
95	30	\$49,851.08	\$50,473.94	\$51,097.07	\$51,720.20	\$52,343.33	\$52,966.46	\$53,589.59	\$54,213.00	
		\$54,836.13	\$55,458.99	\$56,081.84	\$56,705.25	\$57,328.11	\$57,951.24	\$58,574.65	\$59,197.78	
		\$59,820.63	\$60,425.85	\$61,066.35	\$61,689.75	\$62,312.88	\$62,935.74	\$63,558.87	\$64,182.55	
		\$64,805.41	\$65,428.54	\$66,051.67	\$66,674.81	\$67,297.66	\$67,920.79	\$68,543.65	\$69,167.33	
		\$69,790.46	\$70,413.32	\$71,036.45	\$71,659.86	\$72,282.71	\$72,904.74	\$73,527.32	\$74,149.90	
		\$74,772.48								

APPENDIX G

(Subject to Rounding to Nearest Dollar)

Year	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
95	31	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	Step 38	Step 39	Step 40	
		Step 41								
		\$52,343.33	\$52,997.60	\$53,652.43	\$54,306.70	\$54,960.98	\$55,616.08	\$56,270.35	\$56,924.90	
		\$57,579.73	\$58,233.73	\$58,888.28	\$59,543.10	\$60,197.38	\$60,851.93	\$61,506.48	\$62,160.75	
		\$62,815.30	\$63,469.85	\$64,124.68	\$64,779.23	\$65,433.23	\$66,088.05	\$66,742.33	\$67,396.88	
\$68,051.70	\$68,705.98	\$69,360.53	\$70,015.08	\$70,669.63	\$71,324.18	\$71,978.73	\$72,633.00			
\$73,287.55	\$73,942.38	\$74,596.38	\$75,250.93	\$75,905.20	\$76,559.75	\$77,214.30	\$77,868.85			
	\$78,523.68									
95	32	\$54,960.98	\$55,648.60	\$56,335.95	\$57,023.02	\$57,710.09	\$58,397.16	\$59,084.51	\$59,772.13	
		\$60,459.20	\$61,146.55	\$61,833.34	\$62,520.69	\$63,207.48	\$63,895.10	\$64,582.45	\$65,269.80	
		\$65,956.32	\$66,643.66	\$67,331.01	\$68,018.36	\$68,705.70	\$69,392.77	\$70,080.12	\$70,766.91	
		\$71,454.26	\$72,141.88	\$72,828.95	\$73,515.75	\$74,203.10	\$74,890.17	\$75,577.79	\$76,264.58	
		\$76,951.93	\$77,639.28	\$78,326.62	\$79,013.69	\$79,700.49	\$80,388.11	\$81,074.91	\$81,762.25	
		\$82,449.32								
		\$57,710.09	\$58,431.61	\$59,152.30	\$59,873.55	\$60,594.79	\$61,316.04	\$62,037.01	\$62,758.53	
		\$63,479.77	\$64,201.02	\$64,921.99	\$65,643.23	\$66,364.76	\$67,085.45	\$67,806.97	\$68,528.22	
\$69,248.91	\$69,970.15	\$70,691.12	\$71,412.65	\$72,133.89	\$72,854.86	\$73,576.38	\$74,297.35			
\$75,018.60	\$75,739.84	\$76,461.09	\$77,182.61	\$77,903.30	\$78,624.55	\$79,345.79	\$80,067.04			
\$80,787.73	\$81,508.70	\$82,229.95	\$82,950.91	\$83,671.88	\$84,394.23	\$85,115.48	\$85,836.45			
	\$86,557.69									
95	34	\$60,594.79	\$61,352.69	\$62,110.59	\$62,868.22	\$63,625.29	\$64,383.47	\$65,140.82	\$65,898.99	
		\$66,656.62	\$67,414.24	\$68,172.14	\$68,930.04	\$69,687.39	\$70,445.29	\$71,202.91	\$71,960.81	
		\$72,718.44	\$73,476.06	\$74,233.69	\$74,991.59	\$75,748.94	\$76,506.84	\$77,264.46	\$78,022.36	
		\$78,779.98	\$79,538.16	\$80,295.51	\$81,053.41	\$81,811.58	\$82,568.38	\$83,326.56	\$84,084.18	
		\$84,841.81	\$85,599.43	\$86,356.78	\$87,114.40	\$87,871.48	\$88,630.48	\$89,388.10	\$90,145.73	
		\$90,903.35								
		\$62,449.32	\$63,207.48	\$63,965.64	\$64,723.80	\$65,481.96	\$66,240.12	\$67,000.00	\$67,759.88	
		\$68,518.76	\$69,277.64	\$70,036.52	\$70,795.40	\$71,554.28	\$72,313.16	\$73,072.04	\$73,830.92	
\$74,589.80	\$75,348.68	\$76,107.56	\$76,866.44	\$77,625.32	\$78,384.20	\$79,143.08	\$79,901.96			
\$81,661.20	\$82,420.08	\$83,178.96	\$83,937.84	\$84,696.72	\$85,455.60	\$86,214.48	\$86,973.36			
\$87,732.24	\$88,491.12	\$89,250.00	\$90,008.88	\$90,767.76	\$91,526.64	\$92,285.52	\$93,044.40			
\$93,803.28	\$94,562.16	\$95,321.04	\$96,079.92	\$96,838.80	\$97,597.68	\$98,356.56	\$99,115.44			
\$99,874.32	\$100,633.20	\$101,392.08	\$102,150.96	\$102,909.84	\$103,668.72	\$104,427.60	\$105,186.48			
\$105,945.36	\$106,704.24	\$107,463.12	\$108,222.00	\$108,980.88	\$109,739.76	\$110,498.64	\$111,257.52			
\$111,716.40	\$112,475.28	\$113,234.16	\$113,993.04	\$114,751.92	\$115,510.80	\$116,269.68	\$117,028.56			
\$117,787.44	\$118,546.32	\$119,305.20	\$120,064.08	\$120,822.96	\$121,581.84	\$122,340.72	\$123,099.60			
\$123,858.48	\$124,617.36	\$125,376.24	\$126,135.12	\$126,894.00	\$127,652.88	\$128,411.76	\$129,170.64			
\$129,929.52	\$130,688.40	\$131,447.28	\$132,206.16	\$132,965.04	\$133,723.92	\$134,482.80	\$135,241.68			
\$135,700.56	\$136,459.44	\$137,218.32	\$137,977.20	\$138,736.08	\$139,494.96	\$140,253.84	\$141,012.72			
\$141,771.60	\$142,530.48	\$143,289.36	\$144,048.24	\$144,807.12	\$145,566.00	\$146,324.88	\$147,083.76			
\$147,842.64	\$148,601.52	\$149,360.40	\$150,119.28	\$150,878.16	\$151,637.04	\$152,395.92	\$153,154.80			
\$153,913.68	\$154,672.56	\$155,431.44	\$156,190.32	\$156,949.20	\$157,708.08	\$158,466.96	\$159,225.84			
\$159,984.72	\$160,743.60	\$161,502.48	\$162,261.36	\$163,020.24	\$163,779.12	\$164,538.00	\$165,296.88			
\$165,855.76	\$166,614.64	\$167,373.52	\$168,132.40	\$168,891.28	\$169,650.16	\$170,409.04	\$171,167.92			
\$171,926.80	\$172,685.68	\$173,444.56	\$174,203.44	\$174,962.32	\$175,721.20	\$176,480.08	\$177,238.96			
\$177,997.84	\$178,756.72	\$179,515.60	\$180,274.48	\$181,033.36	\$181,792.24	\$182,551.12	\$183,310.00			
\$183,868.88	\$184,627.76	\$185,386.64	\$186,145.52	\$186,904.40	\$187,663.28	\$188,422.16	\$189,181.04			
\$189,939.92	\$190,698.80	\$191,457.68	\$192,216.56	\$192,975.44	\$193,734.32	\$194,493.20	\$195,252.08			
\$195,810.96	\$196,569.84	\$197,328.72	\$198,087.60	\$198,846.48	\$199,605.36	\$200,364.24	\$201,123.12			
\$201,882.00	\$202,640.88	\$203,399.76	\$204,158.64	\$204,917.52	\$205,676.40	\$206,435.28	\$207,194.16			
\$207,953.04	\$208,711.92	\$209,470.80	\$210,229.68	\$210,988.56	\$211,747.44	\$212,506.32	\$213,265.20			
\$213,824.08	\$214,582.96	\$215,341.84	\$216,100.72	\$216,859.60	\$217,618.48	\$218,377.36	\$219,136.24			
\$219,895.12	\$220,654.00	\$221,412.88	\$222,171.76	\$222,930.64	\$223,689.52	\$224,448.40	\$225,207.28			
\$225,966.16	\$226,725.04	\$227,483.92	\$228,242.80	\$229,001.68	\$229,760.56	\$230,519.44	\$231,278.32			
\$231,997.20	\$232,756.08	\$233,514.96	\$234,273.84	\$235,032.72	\$235,791.60	\$236,550.48	\$237,309.36			
\$237,828.24	\$238,587.12	\$239,346.00	\$240,104.88	\$240,863.76	\$241,622.64	\$242,381.52	\$243,140.40			
\$243,900.28	\$244,659.16	\$245,418.04	\$246,176.92	\$246,935.80	\$247,694.68	\$248,453.56	\$249,212.44			
\$249,971.20	\$250,730.08	\$251,488.96	\$252,247.84	\$253,006.72	\$253,765.60	\$254,524.48	\$255,283.36			
\$255,802.16	\$256,561.04	\$257,319.92	\$258,078.80	\$258,837.68	\$259,596.56	\$260,355.44	\$261,114.32			
\$261,833.12	\$262,592.00	\$263,350.88	\$264,109.76	\$264,868.64	\$265,627.52	\$266,386.40	\$267,145.28			
\$267,904.16	\$268,663.04	\$269,421.92	\$270,180.80	\$270,939.68	\$271,698.56	\$272,457.44	\$273,216.32			
\$273,935.04	\$274,693.92	\$275,452.80	\$276,211.68	\$276,970.56	\$277,729.44	\$278,488.32	\$279,247.20			
\$279,965.84	\$280,724.72	\$281,483.60	\$282,242.48	\$283,001.36	\$283,760.24	\$284,519.12	\$285,278.00			
\$285,996.88	\$286,755.76	\$287,514.64	\$288,273.52	\$289,032.40	\$289,791.28	\$290,550.16	\$291,309.04			
\$291,827.92	\$292,586.80	\$293,345.68	\$294,104.56	\$294,863.44	\$295,622.32	\$296,381.20	\$297,140.08			
\$297,918.96	\$298,677.84	\$299,436.72	\$300,195.60	\$300,954.48	\$301,713.36	\$302,472.24	\$303,231.12			
\$303,950.00	\$304,708.88	\$305,467.76	\$306,226.64	\$306,985.52	\$307,744.40	\$308,503.28	\$309,262.16			
\$309,981.04	\$310,740.92	\$311,499.80	\$312,258.68	\$313,017.56	\$313,776.44	\$314,535.32	\$315,294.20			
\$315,973.12	\$316,732.00	\$317,490.88	\$318,249.76	\$319,008.64	\$319,767.52	\$320,526.40	\$321,285.28			
\$321,964.16	\$322,723.04	\$323,481.92	\$324,240.80	\$325,000.68	\$325,759.56	\$326,518.44	\$327,277.32			
\$327,955.20	\$328,714.08	\$329,472.96	\$330,231.84	\$330,990.72	\$331,749.60	\$332,508.48	\$333,267.36			
\$333,945.20	\$334,704.08	\$335,462.96	\$336,221.84	\$336,980.72	\$337,739.60	\$338,498.48	\$339,257.36			
\$339,935.20	\$340,694.08	\$341,452.96	\$342,211.84	\$342,970.72	\$343,729.60	\$344,488.48	\$345,247.36			
\$345,966.40	\$346,725.28	\$347,484.16	\$348,243.04	\$349,001.92	\$349,760.80	\$350,519.68	\$351,278.56			
\$351,959.36	\$352,718.24	\$353,477.12	\$354,236.00	\$354,994.88	\$355,753.76	\$356,512.64	\$357,271.52			
\$357,993.60	\$358,752.48	\$359,511.36	\$360,270.24	\$361,029.12	\$361,788.00	\$362,546.88	\$363,305.76			
\$363,944.64	\$364,703.52	\$365,462.40	\$366,221.28	\$366,980.16	\$367,739.04	\$368,497.92	\$369,256.80			
\$369,975.68	\$370,734.56	\$371,493.44	\$372,252.32	\$373,011.20	\$373,770.08	\$374,528.96	\$375,287.84			
\$375,946.72	\$376,705.60	\$377,464.48	\$378,223.36	\$378,982.24	\$379,741.12	\$380,500.00	\$381,258.88			
\$381,917.76	\$382,676.64	\$383,435.52	\$384,194.40	\$384,953.28	\$385,712.16	\$386,471.04	\$387,229.92			
\$387,949.84	\$388,708.72	\$389,467.60	\$390,226.48	\$390,985.36	\$391,744.24	\$392,503.12	\$393,262.00			
\$393,920.88	\$394,679.76	\$395,438.64	\$396,197.52	\$396,956.40	\$397,715.28	\$398,474.16	\$399,233.04			
\$399,951.92	\$400,710.80	\$401,469.68	\$402,228.56	\$402,987.44	\$403,746.32	\$404,505.20	\$405,264.08			
\$405,942.96	\$406,701.84	\$407,460.72	\$408,219.60	\$408,978.48	\$409,737.36	\$410,496.24	\$411,255.12			
\$411,934.00	\$412,692.88	\$413,451.76	\$414,210.64	\$414,969.52	\$415,728.40	\$416,487.28	\$417,246.16			
\$417,905.04	\$418,663.92	\$419,422.80	\$420,181.68	\$420,940.56	\$421,699.44	\$422,458.32	\$423,217.20			
\$423,835.04	\$424,593.92	\$425,352.80	\$426,111.68	\$426,870.56	\$427,629.44	\$428,388.32	\$429,147.20			
\$429,865.04	\$430,623.92	\$431,382.80	\$432,141.68	\$432,900.56	\$433,659.44	\$434,418.32	\$435,177.20			
\$435,855.04	\$436,613.92	\$437,372.80	\$438,131.68	\$438,890.56	\$439,649.44	\$440,408.32	\$441,167.20			
\$441,845.04	\$442,603.92	\$443,362.80	\$444,121.68	\$444,880.56	\$445,639.44	\$446,398.32	\$447,157.20			
\$447,935.04	\$448,693.92	\$449,452.80	\$450,211.68	\$450,970.56	\$451,729.44	\$452,488.32	\$453,247.20			
\$453,865.04	\$454,623.92	\$455,382.80	\$456,141.68	\$456,900.56	\$457,659.44	\$458,418.32	\$459,177.20			
\$459,855.04	\$460,61									

APPENDIX G

(Subject to Rounding to Nearest Dollar)

Year	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
95	35	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	Step 38	Step 39	Step 40	
		Step 41								
		\$63,625.29	\$64,420.95	\$65,215.50	\$66,010.61	\$66,805.44	\$67,600.27	\$68,395.10	\$69,189.93	
		\$69,984.76	\$70,780.14	\$71,574.70	\$72,369.80	\$73,164.63	\$73,959.46	\$74,754.02	\$75,549.13	
\$76,344.23	\$77,139.34	\$77,933.89	\$78,728.72	\$79,523.55	\$80,318.93	\$81,113.49	\$81,908.32			
\$82,703.15	\$83,497.98	\$84,293.09	\$85,088.19	\$85,883.02	\$86,678.13	\$87,472.41	\$88,267.51			
\$89,062.62	\$89,857.45	\$90,652.56	\$91,447.94	\$92,242.49	\$93,037.87	\$93,832.98	\$94,628.09			
\$95,423.19										
95	36	\$66,805.44	\$67,640.23	\$68,474.47	\$69,309.54	\$70,144.06	\$70,978.85	\$71,813.09	\$72,647.88	
		\$73,482.95	\$74,316.92	\$75,151.99	\$75,986.50	\$76,821.30	\$77,655.81	\$78,490.60	\$79,325.12	
		\$80,159.91	\$80,994.15	\$81,829.22	\$82,664.02	\$83,497.98	\$84,333.05	\$85,167.57	\$86,002.63	
		\$86,836.87	\$87,671.39	\$88,506.46	\$89,341.25	\$90,175.49	\$91,010.29	\$91,844.80	\$92,679.87	
		\$93,514.39	\$94,348.90	\$95,183.97	\$96,018.76	\$96,853.28	\$97,687.80	\$98,522.31	\$99,357.11	
		\$100,191.62								
		\$70,144.06	\$71,021.02	\$71,897.98	\$72,774.94	\$73,652.17	\$74,528.85	\$75,406.09	\$76,282.77	
		\$77,159.73	\$78,036.69	\$78,913.93	\$79,790.89	\$80,667.29	\$81,544.80	\$82,421.21	\$83,298.17	
\$84,175.41	\$85,052.92	\$85,929.05	\$86,806.28	\$87,683.24	\$88,559.93	\$89,436.89	\$90,314.12			
\$91,191.08	\$92,067.76	\$92,944.72	\$93,821.96	\$94,698.64	\$95,575.88	\$96,452.83	\$97,329.79			
\$98,206.48	\$99,083.71	\$99,960.95	\$100,837.63	\$101,714.59	\$102,590.72	\$103,467.41	\$104,344.36			
\$105,221.05										
95	38	\$73,652.17	\$74,572.12	\$75,492.63	\$76,413.41	\$77,333.91	\$78,254.69	\$79,175.19	\$80,095.97	
		\$81,015.93	\$81,936.43	\$82,857.21	\$83,777.71	\$84,698.77	\$85,619.27	\$86,539.50	\$87,460.01	
		\$88,380.51	\$89,301.29	\$90,221.79	\$91,142.57	\$92,062.80	\$92,983.31	\$93,903.81	\$94,824.31	
		\$95,745.09	\$96,665.60	\$97,586.10	\$98,506.33	\$99,426.83	\$100,347.61	\$101,267.84	\$102,188.90	
		\$103,109.13	\$104,029.35	\$104,949.86	\$105,870.36	\$106,790.87	\$107,726.80	\$108,655.02	\$109,582.97	
		\$110,510.91								
		\$74,572.12	\$75,492.63	\$76,413.41	\$77,333.91	\$78,254.69	\$79,175.19	\$80,095.97	\$81,015.93	
		\$81,936.43	\$82,857.21	\$83,777.71	\$84,698.77	\$85,619.27	\$86,539.50	\$87,460.01	\$88,380.51	
\$89,301.29	\$90,221.79	\$91,142.57	\$92,062.80	\$92,983.31	\$93,903.81	\$94,824.31	\$95,745.09			
\$96,665.60	\$97,586.10	\$98,506.33	\$99,426.83	\$100,347.61	\$101,267.84	\$102,188.90	\$103,109.13			
\$104,029.35	\$104,949.86	\$105,870.36	\$106,790.87	\$107,726.80	\$108,655.02	\$109,582.97	\$110,510.91			

APPENDIX G

(Subject to Rounding to Nearest Dollar)

Year	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
95	39	\$77,334.19	\$78,300.72	\$79,267.52	\$80,234.05	\$81,200.85	\$82,167.66	\$83,134.19	\$84,100.72
		\$85,067.52	\$86,034.05	\$87,001.41	\$87,967.66	\$88,934.47	\$89,901.27	\$90,867.80	\$91,834.33
		\$92,801.41	\$93,768.21	\$94,734.74	\$95,701.55	\$96,668.08	\$97,634.61	\$98,601.41	\$99,568.49
		\$100,534.75	\$101,501.83	\$102,468.36	\$103,435.16	\$104,401.69	\$105,368.22	\$106,335.30	\$107,301.83
		\$108,268.36	\$109,235.44	\$110,202.24	\$111,168.77	\$112,136.13	\$113,100.73	\$114,066.98	\$115,033.24
		\$115,999.49							
		\$81,200.85	\$82,215.89	\$83,230.65	\$84,245.13	\$85,260.44	\$86,274.93	\$87,289.13	\$88,304.44
95	40	\$89,319.20	\$90,333.96	\$91,349.00	\$92,363.76	\$93,377.97	\$94,393.28	\$95,407.76	\$96,422.52
		\$97,437.83	\$98,452.59	\$99,466.80	\$100,481.83	\$101,496.59	\$102,511.07	\$103,526.38	\$104,540.87
		\$105,555.63	\$106,570.66	\$107,585.42	\$108,599.90	\$109,614.94	\$110,629.42	\$111,644.46	\$112,659.49
		\$113,673.98	\$114,688.18	\$115,703.22	\$116,717.70	\$117,732.19	\$118,748.32	\$119,763.08	\$120,777.57
		\$121,792.60							
		\$85,260.44	\$86,326.19	\$87,392.48	\$88,458.23	\$89,524.25	\$90,590.55	\$91,656.57	\$92,722.59
		\$93,788.61	\$94,854.35	\$95,920.93	\$96,986.67	\$98,052.97	\$99,118.99	\$100,185.01	\$101,251.31
95	41	\$102,317.60	\$103,383.62	\$104,449.64	\$105,515.66	\$106,581.69	\$107,647.98	\$108,713.73	\$109,780.02
		\$110,845.77	\$111,912.07	\$112,978.09	\$114,044.11	\$115,109.85	\$116,176.42	\$117,242.44	\$118,308.47
		\$119,374.49	\$120,440.51	\$121,506.54	\$122,572.82	\$123,638.57	\$124,705.97	\$125,771.99	\$126,838.29
		\$127,904.31							
		\$89,523.15	\$90,642.64	\$91,761.85	\$92,881.06	\$94,000.55	\$95,119.76	\$96,239.52	\$97,358.73
		\$98,478.22	\$99,597.43	\$100,716.64	\$101,836.13	\$102,955.62	\$104,074.83	\$105,194.32	\$106,313.53
		\$107,433.29	\$108,552.78	\$109,671.44	\$110,791.20	\$111,910.69	\$113,029.90	\$114,149.39	\$115,268.87
95		\$116,388.64	\$117,507.57	\$118,627.06	\$119,746.27	\$120,865.76	\$121,984.97	\$123,104.46	\$124,223.94
		\$125,343.16	\$126,463.19	\$127,582.68	\$128,702.44	\$129,821.93	\$130,941.14	\$132,060.91	\$133,180.12
		\$134,299.88							
		\$134,299.88							
		\$134,299.88							

APPENDIX G

(Subject to Rounding to Nearest Dollar)

Year	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
95	43	\$93,999.72	\$95,174.88	\$96,350.04	\$97,525.19	\$98,700.63	\$99,875.79	\$101,051.22	\$102,226.93
		\$103,402.09	\$104,577.25	\$105,752.41	\$106,927.84	\$108,103.00	\$109,278.98	\$110,454.14	\$111,629.30
		\$112,805.01	\$113,980.44	\$115,155.33	\$116,330.48	\$117,506.19	\$118,681.35	\$119,856.79	\$121,032.22
		\$122,207.65	\$123,383.09	\$124,558.52	\$125,733.68	\$126,909.11	\$128,084.27	\$129,259.98	\$130,434.87
		\$131,610.58	\$132,786.28	\$133,961.72	\$135,137.70	\$136,312.86	\$137,488.30	\$138,663.45	\$139,838.89
		\$141,014.05							
		\$98,699.80	\$99,933.66	\$101,167.52	\$102,401.11	\$103,635.80	\$104,869.38	\$106,104.07	\$107,338.21
		\$108,572.62	\$109,806.21	\$111,040.34	\$112,274.48	\$113,508.34	\$114,743.03	\$115,976.89	\$117,210.75
		\$118,445.16	\$119,668.83	\$120,913.16	\$122,147.30	\$123,381.71	\$124,615.85	\$125,849.71	\$127,084.12
		\$128,318.26	\$129,552.12	\$130,786.53	\$132,020.39	\$133,254.53	\$134,488.39	\$135,723.08	\$136,956.94
95		\$138,191.08	\$139,425.49	\$140,660.18	\$141,894.31	\$143,128.45	\$144,362.59	\$145,596.72	\$146,830.86
		\$148,064.72							

## APPENDIX H

### OFF CAMPUS/IRREGULAR HOURS

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

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

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

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

## APPENDIX I

### LETTER OF UNDERSTANDING

New Jersey Institute of Technology (NJIT) and Professional Staff Association, Inc./AAUP (PSA) agree that for the period July 1, 1992 through June 30, 1995 the following travel allowance shall be paid to those bargaining unit faculty participating in off-campus teaching on behalf of NJIT:

1. \$500 per semester for each course assignment greater than fifteen (15) miles one way, from NJIT but less than thirty (30) miles, one way, from NJIT.

2. \$1,000 per semester for each course assignment at least thirty (30) miles, one way, from NJIT but less than sixty (60) miles, one way, from NJIT.

3. \$1,500 per semester for each course assignment at least sixty (60) miles, one way, from NJIT.

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

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

APPENDIX J

LETTER OF UNDERSTANDING

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

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

2. Activation of the reserved parking methodology, identified above, shall occur upon total parking space reduction from the current identified space count of 2,668 to 2,000 or less. Those eligible for reserved space status must be in active employment with NJIT and registered as a fee payor as of Fall Semester 1993.

3. The fee calculation formula set out in Collective Agreement shall retain a divisor of at least 2,600 throughout the term of associated Collective Bargaining Agreement in effect from July, 1992 through June 30, 1995 despite actual spaces available.

4. NJIT shall, commencing with final ratification of the associated 1992/95 Collective Bargaining Agreement, study the feasibility and implements thereof, to creation of a daily rate parking lot on NJIT premises for limited utilization accommodating guests, licensees and the occasional parking needs of those whose legitimate business presence at NJIT, including employment, is realized regularly from mass transit or is temporary, part-time or expressly occasional. The study will be undertaken in good faith and the PSA as well as recognized constituencies from across the university will be deliberately involved in this narrowly focused study.

5. Unless and until a daily parking lot program is implemented and activated, the current NJIT parking program and its compliment of entitlements and parameters shall be adhered to without exception.

6. This represents the entire understanding between the parties with respect to parking program addendum to Collective Bargaining Agreement provision. All other issues relative to parking fees and/or



program entitlements and parameters shall be properly submitted to Collective Agreement recognized Advisory Committee agenda for appropriate discussion, referral or deferral.

