

APPENDIX A

Fall Semester, 2010

STEP	CLASS I (Bachelors Degree)	CLASS II (Masters Degree)	CLASS III (MA + 30, BA + 60 w/Masters)	CLASS IV (MA + 45, BA + 75 w/Masters)	CLASS V (MA + 60, BA + 90 w/Masters)	CLASS VI (Doctorate)	STEP
1	58,502	62,129	64,541	65,751	66,969	69,378	1
2	60,919	64,541	66,969	68,168	69,378	71,797	2
3	63,334	66,969	69,378	70,572	71,797	74,217	3
4	65,751	69,378	71,797	73,014	74,217	76,634	4
5	68,168	71,797	74,217	75,424	76,634	79,045	5
6	70,588	74,217	76,634	77,841	79,045	81,473	6
7	73,011	76,634	79,045	80,265	81,473	83,888	7
8	75,424	79,045	81,473	82,618	83,888	86,305	8
9	77,840	81,473	83,888	85,092	86,305	88,723	9
10	80,041	83,888	86,305	87,512	88,723	91,136	10
11	82,240	86,305	88,723	89,936	91,136	93,557	11
12	84,436	88,723	91,136	92,346	93,557	95,973	12
13	86,632	90,924	93,557	93,869	95,973	98,390	13
14	88,163	93,121	95,749	97,182	98,390	100,813	14
15	89,904	95,318	97,951	99,375	100,813	103,224	15
16	89,904	97,515	100,061	101,577	103,005	105,417	16
17	89,904	99,265	102,349	103,775	105,210	107,622	17
18	89,904	101,228	104,195	105,972	107,405	109,815	18
19	89,904	101,228	106,257	107,892	109,603	112,019	19
20	89,904	101,228	106,257	110,027	111,596	114,061	20
21	89,904	101,228	106,257	110,027	113,807	116,320	21

1. An additional two percent (2%) 24-year longevity step increase at the completion of 24th year of full-time service will apply to this schedule.
2. Effective July 1, 2002 = schedule increased by \$6722.
3. Effective Fall 2002 - 2% greater step added class I step 15, class II step 18, class III step 19, class IV step 20, class V step 21, class VI step 21.
4. Effective Fall 2002 - 2.15% COLA added
5. Effective Fall 2002 - 2.728% WSCH added
6. Effective Spring 2003 - \$900 added to each step, benefit money
7. Effective Fall 2003 - .8175% WSCH added
8. Effective Spring 2004 - 1.14% weighted average benefits cost added
9. Effective Fall 2004 - 4.0% added (2.41% COLA, .957% WSCH 03/04, .633% WSCH 02/03)
10. Effective Spring 2006 - 5.00% COLA
11. Effective Fall 2006 - 5.00% COLA
12. Retroactive to Fall 2006 - .44% WSCH
13. Retroactive to Fall 2007 - 4.53% COLA & 1.04% WSCH
14. Effective Fall 2009 - .665% WSCH
15. Effective Fall 2010 - .665% WSCH

Effective Fall 2010 Benefit Dollars: \$9,991.99

APPENDIX B

Fall Semester, 2010

STEP	CLASS I (Bachelors Degree)	CLASS II (Masters Degree)	CLASS III (MA + 30, BA + 60 w/Masters)	CLASS IV (MA + 45, BA + 75 w/Masters)	CLASS V (MA + 60, BA + 90 w/Masters)	CLASS VI (Doctorate)	STEP
1	61,274	65,111	67,661	68,942	70,226	72,776	1
2	63,832	67,661	70,226	71,498	72,776	75,334	2
3	66,384	70,226	72,776	74,055	75,334	77,889	3
4	68,942	72,776	75,334	76,616	77,889	80,445	4
5	71,498	75,334	77,889	79,165	80,445	82,996	5
6	74,055	77,889	80,445	81,720	82,996	85,558	6
7	76,616	80,445	82,996	84,282	85,558	88,112	7
8	79,165	82,995	85,558	86,772	88,112	90,666	8
9	81,720	85,557	88,112	89,387	90,666	93,225	9
10	84,047	88,111	90,666	91,946	93,225	95,776	10
11	86,370	90,666	93,225	94,508	95,776	98,333	11
12	88,691	93,225	95,776	97,054	98,333	100,887	12
13	91,013	95,551	98,333	99,613	100,887	103,442	13
14	92,633	97,874	100,652	102,164	103,442	106,004	14
15	94,463	100,197	102,979	104,487	106,004	108,557	15
16	94,463	102,519	105,305	106,811	108,321	110,870	16
17	94,463	104,368	107,627	109,135	110,650	113,204	17
18	94,463	106,433	109,580	111,460	112,973	115,523	18
19	94,463	106,433	111,751	113,489	115,297	117,853	19
20	94,463	106,433	111,751	115,737	117,402	120,009	20
21	94,463	106,433	111,751	115,737	119,729	122,387	21

(Prorated from Faculty Schedule = Faculty Schedule Salary divided by 175, then multiplied by 185).

1. An additional two percent (2%) 24-year longevity step increase at the completion of 24th year of full-time service will apply to this schedule.
2. Effective July 1, 2002 = schedule increased by \$6722
3. Effective Fall 2002 - 2% greater step added class I step 15, class II step 18, class III step 19, class IV step 20, class V step 21, class VI step 21.
4. Effective Fall 2002 - 2.15% Cola added
5. Effective Fall 2002 - 2.728% WSCH added
6. Effective Spring 2003 - \$900 added to each step, benefit money
7. Effective Fall 2003 - .8175% WSCH added
8. Effective Spring 2004 - 1.14% weighted average benefits added.
9. Effective Fall 2004 - 4.0% added (2.41% COLA, .957% WSCH 03/04, .633% WSCH 02/03)
10. Effective Spring 2006 - 5.00% COLA
11. Effective Fall 2006 - 5.00% COLA
12. Retroactive to Fall 2006 - .44% WSCH
13. Retroactive to Fall 2007 - 4.53% COLA & 1.04% WSCH
14. Effective Fall 2009 - .665% WSCH
15. Effective Fall 2010 - .665% WSCH

Effective Fall 2010 Benefit Dollars: \$9,991.99

8/1/2010

APPENDIX C

Fall Semester, 2010

STEP (Experience Year)	HOURLY LECTURE RATE	HOURLY LABORATORY RATE	STEP (Experience Year)
1	56.90	49.62	1
2	59.57	51.94	2
3	61.96	54.04	3
4	64.75	56.46	4
5	67.66	59.02	5
6	71.05	61.98	6
7	74.60	65.08	7

PAY PER ONE (1) CREDIT SEMESTER LECTURE/LAB UNIT

STEP (Experience Year)	LECTURE RATE	LABORATORY RATE	STEP (Experience Year)
1	1,024	893	1
2	1,072	935	2
3	1,115	973	3
4	1,166	1,016	4
5	1,218	1,062	5
6	1,279	1,116	6
7	1,343	1,171	7

1. Effective Fall 2002 - 2.15%COLA added
2. Effective Fall 2002 - 2.728% WSCH added
3. Effective Fall 2003 -.8175% WSCH added
4. Effective Fall 2004 - Add Step 4' (After 12 units taught on Step 3)
5. Effective Fall 2004 - Add Step 5 funded by Parity funds" (After 12 units taught on Step 4) should Parity funding not be available, faculty on Step 5 will be assigned to Step 4.
6. Effective Fall 2004 -.957% WSCH added
7. Effective Spring 2006 - 5.0% COLA added
8. Effective Spring 2006 - Add Step 6 funded by Parity Funds (After 2 semesters taught at step 5) subject to Article 8.5.1.3 of UFO Contract.
9. Effective Fall 2006 - 5.0% COLA added.
9. Effective Fall 2006 - Step 7 will be added to the salary schedule governed by past practice for step advancement.
10. Retroactive to Fall 2006 - .44% WSCH
11. Retroactive to Fall 2007 - 1.04% WSCH
12. Effective Spring 2008 - 4.53% COLA added
13. Effective Fall 2009 - .665% WSCH
14. Effective Fall 2010 - .665% WSCH

8/1/2010