

UNIVERSITY OF CALIFORNIA
ACADEMIC SALARY SCALES

July 1, 2016*

You can navigate the salary scales by using the bookmark menu.

*Revised 10/20/16

FACULTY--LADDER RANKS--PROFESSOR SERIES*
ACADEMIC YEAR

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>		<u>Adjusted Scale 7/1/2016</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Professor (1300)	1	2	58,500	4,875.00	59,400	4,950.00
	2	2	62,000	5,166.67	63,000	5,250.00
	3	2	65,400	5,450.00	66,400	5,533.33
	4	2	69,100	5,758.33	70,200	5,850.00
	5	2	72,600	6,050.00	73,700	6,141.67
Associate Professor (1200)	1	2	72,700	6,058.33	73,800	6,150.00
	2	2	76,100	6,341.67	77,300	6,441.67
	3	2	80,400	6,700.00	81,700	6,808.33
	4	3	85,300	7,108.33	86,600	7,216.67
	5**					
Professor (1100)	1	3	85,500	7,125.00	86,800	7,233.33
	2	3	92,000	7,666.67	93,400	7,783.33
	3	3	98,800	8,233.33	100,300	8,358.33
	4	3	105,900	8,825.00	107,500	8,958.33
	5	--	113,500	9,458.33	115,300	9,608.33
	6	--	122,800	10,233.33	124,700	10,391.67
	7	--	132,900	11,075.00	134,900	11,241.67
	8	--	143,800	11,983.33	146,000	12,166.67
	9	--	156,000	13,000.00	158,400	13,200.00

BUC: A7
Comp Group A02

The campus salary limit for the Professor series is the annual salary rate for Step 9, plus 11 percent:
175,800

For information on the "Minimum Scales" from 10/1/2011, please contact APO.

*The Acting Professorial titles and the Adjunct Professor Series are also paid on the Academic-Year Ladder Ranks Salary Scale.

** Associate Professor, Step 5, is not used on the Santa Cruz campus.

**FACULTY--LADDER RANKS--BUSINESS/ECONOMICS/ENGINEERING*
ACADEMIC YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>		<u>Adjusted Scale 7/1/2016</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Professor (1343)	1	2	77,900	6,491.67	79,100	6,591.67
	2	2	81,800	6,816.67	83,100	6,925.00
	3	2	85,900	7,158.33	87,200	7,266.67
	4	2	90,500	7,541.67	91,900	7,658.33
	5	2	94,400	7,866.67	95,900	7,991.67
Associate Professor (1243)	1	2	94,500	7,875.00	96,000	8,000.00
	2	2	97,800	8,150.00	99,300	8,275.00
	3	2	101,800	8,483.33	103,400	8,616.67
	4	3	105,000	8,750.00	106,600	8,883.33
	5**					
Professor (1143)	1	3	105,100	8,758.33	106,700	8,891.67
	2	3	108,100	9,008.33	109,800	9,150.00
	3	3	114,200	9,516.67	116,000	9,666.67
	4	3	121,000	10,083.33	122,900	10,241.67
	5	--	128,100	10,675.00	130,100	10,841.67
	6	--	137,800	11,483.33	139,900	11,658.33
	7	--	147,700	12,308.33	150,000	12,500.00
	8	--	158,100	13,175.00	160,500	13,375.00
	9	--	170,900	14,241.67	173,500	14,458.33

BUC: A7
Comp Group A06

The campus salary limit for the Professor series is the annual salary rate for Step 9, plus 11 percent:
192,600

For information on the "Minimum Scales" from 10/1/2011, please contact APO.

*The Acting Professorial titles and the Adjunct Professor Series are also paid on the Business/ Economics/ Engineering Academic-Year Ladder Ranks Salary Scale.

** Associate Professor, Step 5, is not used on the Santa Cruz campus.

FACULTY--LADDER RANKS--PROFESSOR SERIES*
FISCAL YEAR

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>		<u>Adjusted Scale 7/1/2016</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Professor (1310)	1	2	67,800	5,650.00	68,900	5,741.67
	2	2	71,900	5,991.67	73,000	6,083.33
	3	2	75,800	6,316.67	77,000	6,416.67
	4	2	80,200	6,683.33	81,500	6,791.67
	5	2	84,100	7,008.33	85,400	7,116.67
Associate Professor (1210)	1	2	84,200	7,016.67	85,500	7,125.00
	2	2	88,300	7,358.33	89,700	7,475.00
	3	2	93,200	7,766.67	94,600	7,883.33
	4	3	99,000	8,250.00	100,500	8,375.00
	5**					
Professor (1110)	1	3	99,100	8,258.33	100,600	8,383.33
	2	3	106,800	8,900.00	108,500	9,041.67
	3	3	114,500	9,541.67	116,300	9,691.67
	4	3	122,800	10,233.33	124,700	10,391.67
	5	--	131,600	10,966.67	133,600	11,133.33
	6	--	142,500	11,875.00	144,700	12,058.33
	7	--	154,200	12,850.00	156,600	13,050.00
	8	--	167,000	13,916.67	169,600	14,133.33
	9	--	180,900	15,075.00	183,700	15,308.33

BUC: A7
Comp Group A04

The campus salary limit for the Professor series is the annual salary rate for Step 9, plus 11 percent:
203,900

For information on the "Minimum Scales" from 10/1/2011, please contact APO.

*The Acting Professorial titles and the Adjunct Professor Series are also paid on the Fiscal-Year Ladder Ranks Salary Scale.

** Associate Professor, Step 5, is not used on the Santa Cruz campus.

**FACULTY--LADDER RANKS--BUSINESS/ECONOMICS/ENGINEERING*
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>		<u>Adjusted Scale 7/1/2016</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Professor (1344)	1	2	90,300	7,525.00	91,700	7,641.67
	2	2	95,000	7,916.67	96,500	8,041.67
	3	2	99,700	8,308.33	101,200	8,433.33
	4	2	105,100	8,758.33	106,700	8,891.67
	5	2	109,500	9,125.00	111,200	9,266.67
Associate Professor (1244)	1	2	109,600	9,133.33	111,300	9,275.00
	2	2	113,600	9,466.67	115,400	9,616.67
	3	2	118,000	9,833.33	119,800	9,983.33
	4	3	121,700	10,141.67	123,600	10,300.00
	5**					
Professor (1144)	1	3	121,800	10,150.00	123,700	10,308.33
	2	3	125,400	10,450.00	127,300	10,608.33
	3	3	132,500	11,041.67	134,500	11,208.33
	4	3	140,200	11,683.33	142,400	11,866.67
	5	--	148,700	12,391.67	151,000	12,583.33
	6	--	159,900	13,325.00	162,300	13,525.00
	7	--	171,300	14,275.00	173,900	14,491.67
	8	--	183,400	15,283.33	186,200	15,516.67
	9	--	198,200	16,516.67	201,200	16,766.67

BUC: A7
Comp Group A08

**The campus salary limit for the Professor series is the annual salary rate for Step 9, plus 11 percent:
223,300**

For information on the "Minimum Scales" from 10/1/2011, please contact APO.

*The Acting Professorial titles and the Adjunct Professor Series are also paid on the Business/ Economics/ Engineering Fiscal-Year Ladder Ranks Salary Scale.

** Associate Professor, Step 5, is not used on the Santa Cruz campus.

FACULTY RECRUITMENT ALLOWANCE

	7/1/15	7/1/16
Maximum Allowable	64,700	66,700

Deans have authority to approve relocation allowances up to \$100,000 by exception.
[See delegation of authority memo dated 8/14/09.](#)

The maximum amount of start-up costs for faculty in the laboratory and health sciences during an intercampus transfer is \$955,000.

PROVOSTS AND DEPARTMENT CHAIRS

Provosts (1060)	Department Funds (in millions)	Scale <u>7/1/2015</u>	Scale <u>7/1/2016</u>
		Stipend	Stipend
	up to \$1M	5,542.00	5,625.00
	\$1+M - \$2M	7,201.00	7,309.00
	\$2+M or more	8,881.00	9,014.00
Department Chairs (1096)			
	up to \$1M	8,584.00	8,713.00
	\$1+M - \$2M	10,257.00	10,411.00
	\$2+M - \$3M	11,929.00	12,108.00
	\$3+M or more	13,601.00	13,805.00

Stipends are paid in equal installments on a fiscal-year basis (7/1 through 6/30) using DOS code STP.

DEANS

		Salary Bands 11/19/09		Salary Bands 7/1/14		
Dean (1000)	Salary Band	Minimum	Maximum	Salary Band	Minimum	Maximum
	Band 1	\$150,000	\$350,000	Band 1	\$165,000	\$403,000
	Band 2	\$180,000	\$420,000	Band 2	\$198,000	\$483,000
	Band 3	\$216,000	\$504,000	Band 3	\$237,600	\$580,000

BUC: 99

**SUPERVISOR OF PHYSICAL EDUCATION
ACADEMIC YEAR**

Rank	Step	Years at Step	Adjusted Scale 7/1/2015		Adjusted Scale 7/1/2016	
			Annual	Monthly	Annual	Monthly
Junior Supervisor (2160)	--	1	41,500	3,458.33	42,200	3,516.67
Assistant Supervisor (2140)	1	2	46,800	3,900.00	47,600	3,966.67
	2	2	48,900	4,075.00	49,700	4,141.67
	3	2	51,800	4,316.67	52,600	4,383.33
	4	2	54,400	4,533.33	55,300	4,608.33
	5	2	57,200	4,766.67	58,100	4,841.67
Associate Supervisor (2120)	1	2	57,300	4,775.00	58,200	4,850.00
	2	2	60,500	5,041.67	61,500	5,125.00
	3	--	63,900	5,325.00	64,900	5,408.33
Supervisor (2100)	1	3	68,300	5,691.67	69,400	5,783.33
	2	3	72,900	6,075.00	74,000	6,166.67
	3	3	79,500	6,625.00	80,700	6,725.00
	4	--	87,000	7,250.00	88,400	7,366.67
	5	--	94,700	7,891.67	96,200	8,016.67
	6	--	101,100	8,425.00	102,700	8,558.33
	7	--	108,300	9,025.00	110,000	9,166.67

BUC:99

**LECTURERS AND SENIOR LECTURERS WITH SECURITY OF EMPLOYMENT and
LECTURERS AND SENIOR LECTURERS WITH POTENTIAL SECURITY OF EMPLOYMENT-100% TIME
(Use SOE Table of Pay Rates)**

	Adjusted Scale 7/1/15				Adjusted Scale 7/1/16			
	<u>Annual Range</u>		<u>Monthly Range</u>		<u>Annual Range</u>		<u>Monthly Range</u>	
	Min	Max	Min	Max	Min	Max	Min	Max
<u>ACADEMIC YEAR</u>								
Lecturer With Security of Employment (1607) With Potential Security of Employment - 100% Time (1680)	48,216	130,248	4,018.00	10,854.00	48,948	132,204	4,079.00	11,017.00
Senior Lecturer With Security of Employment (1603) With Potential Security of Employment - 100% Time (1683)	86,232	130,248	7,186.00	10,854.00	87,528	132,204	7,294.00	11,017.00
<u>FISCAL YEAR</u>								
Lecturer With Security of Employment (1617) With Potential Security of Employment - 100% Time (1682)	55,236	154,572	4,603.00	12,881.00	56,076	156,900	4,673.00	13,075.00
Senior Lecturer With Security of Employment (1613) With Potential Security of Employment - 100% Time (1685)	101,496	154,572	8,458.00	12,881.00	103,020	156,900	8,585.00	13,075.00

BUC:A7

For salary levels within range, see "Lecturers and Senior Lecturers with Security of Employment, and with Potential Security of Employment - 100% Time" rates in the tables that follow this page.

The minimum pay level for the Senior Lecturer SOE titles is set at no less than Professor, Step I, in accordance with Academic Personnel Manual Section 285-18.

The campus salary limit for the Lecturer with Security of Employment Series is the highest published salary rate in the series (specific to academic year or fiscal year basis), plus 11 percent.

Academic Year:
146,746

Fiscal Year:
174,159

**LECTURERS AND SENIOR LECTURERS
WITH SECURITY OF EMPLOYMENT
and
LECTURERS AND SENIOR LECTURERS
WITH POTENTIAL SECURITY OF EMPLOYMENT- 100% TIME**

Adjusted Scale 7/1/15		Adjusted Scale 7/1/16	
<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
48,216	4,018.00	48,948	4,079.00
49,308	4,109.00	50,052	4,171.00
50,424	4,202.00	51,192	4,266.00
51,600	4,300.00	52,380	4,365.00
52,800	4,400.00	53,592	4,466.00
54,048	4,504.00	54,864	4,572.00
55,236	4,603.00	56,076	4,673.00
56,520	4,710.00	57,372	4,781.00
57,864	4,822.00	58,740	4,895.00
59,196	4,933.00	60,084	5,007.00
60,648	5,054.00	61,560	5,130.00
62,040	5,170.00	62,976	5,248.00
63,492	5,291.00	64,452	5,371.00
64,920	5,410.00	65,904	5,492.00
66,504	5,542.00	67,512	5,626.00
68,028	5,669.00	69,060	5,755.00
69,600	5,800.00	70,644	5,887.00
71,352	5,946.00	72,432	6,036.00
73,092	6,091.00	74,196	6,183.00
75,024	6,252.00	76,152	6,346.00
76,644	6,387.00	77,796	6,483.00
78,492	6,541.00	79,680	6,640.00
80,052	6,671.00	81,264	6,772.00
81,768	6,814.00	83,004	6,917.00
84,048	7,004.00	85,320	7,110.00
86,232	7,186.00	87,528	7,294.00
87,984	7,332.00	89,304	7,442.00

BUC: A7

**LECTURERS AND SENIOR LECTURERS
WITH SECURITY OF EMPLOYMENT
and
LECTURERS AND SENIOR LECTURERS
WITH POTENTIAL SECURITY OF EMPLOYMENT- 100% TIME
(CONTINUED)**

Adjusted Scale 7/1/15		Adjusted Scale 7/1/16	
<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
90,252	7,521.00	91,608	7,634.00
92,616	7,718.00	94,008	7,834.00
94,668	7,889.00	96,096	8,008.00
96,516	8,043.00	97,968	8,164.00
98,760	8,230.00	100,248	8,354.00
101,496	8,458.00	103,020	8,585.00
103,824	8,652.00	105,384	8,782.00
106,128	8,844.00	107,724	8,977.00
108,276	9,023.00	109,908	9,159.00
111,120	9,260.00	112,788	9,399.00
113,316	9,443.00	115,020	9,585.00
115,584	9,632.00	117,324	9,777.00
118,416	9,868.00	120,204	10,017.00
121,368	10,114.00	123,192	10,266.00
124,056	10,338.00	125,928	10,494.00
126,864	10,572.00	128,772	10,731.00
130,248	10,854.00	132,204	11,017.00
133,728	11,144.00	135,744	11,312.00
137,040	11,420.00	139,104	11,592.00
140,244	11,687.00	142,356	11,863.00
143,748	11,979.00	145,908	12,159.00
147,240	12,270.00	149,460	12,455.00
150,864	12,572.00	153,132	12,761.00
154,572	12,881.00	156,900	13,075.00

BUC: A7

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
PRE-SIX LECTURER
ACADEMIC YEAR***

For Continuing Lecturers, use Continuing Non-Senate Instructional (NSI) Unit 18 Range

7/1/14			5/1/2016			7/1/2016			10th Quarter Bump 6% Increase		
Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly	Annual	Monthly	1/9 Monthly
49,012	4,084.33	5,445.78	50,581	4,215.08	5,620.11	52,099	4,341.58	5,788.78	55,225	4,602.08	6,136.11
50,238	4,186.50	5,582.00	51,846	4,320.50	5,760.67	53,402	4,450.17	5,933.56	56,607	4,717.25	6,289.67
51,494	4,291.17	5,721.56	53,142	4,428.50	5,904.67	54,737	4,561.42	6,081.89	58,022	4,835.17	6,446.89
52,780	4,398.33	5,864.44	54,469	4,539.08	6,052.11	56,104	4,675.33	6,233.78	59,471	4,955.92	6,607.89
54,100	4,508.33	6,011.11	55,832	4,652.67	6,203.56	57,507	4,792.25	6,389.67	60,958	5,079.83	6,773.11
55,453	4,621.08	6,161.44	57,228	4,769.00	6,358.67	58,945	4,912.08	6,549.44	62,482	5,206.83	6,942.44
56,840	4,736.67	6,315.56	58,659	4,888.25	6,517.67	60,419	5,034.92	6,713.22	64,045	5,337.08	7,116.11
58,260	4,855.00	6,473.33	60,125	5,010.42	6,680.56	61,929	5,160.75	6,881.00	65,645	5,470.42	7,293.89
59,717	4,976.42	6,635.22	61,628	5,135.67	6,847.56	63,477	5,289.75	7,053.00	67,286	5,607.17	7,476.22
61,210	5,100.83	6,801.11	63,169	5,264.08	7,018.78	65,065	5,422.08	7,229.44	68,969	5,747.42	7,663.22
62,739	5,228.25	6,971.00	64,747	5,395.58	7,194.11	66,690	5,557.50	7,410.00	70,692	5,891.00	7,854.67
64,308	5,359.00	7,145.33	66,366	5,530.50	7,374.00	68,357	5,696.42	7,595.22	72,459	6,038.25	8,051.00
65,916	5,493.00	7,324.00	68,026	5,668.83	7,558.44	70,067	5,838.92	7,785.22	74,272	6,189.33	8,252.44
67,563	5,630.25	7,507.00	69,726	5,810.50	7,747.33	71,818	5,984.83	7,979.78	76,128	6,344.00	8,458.67
69,252	5,771.00	7,694.67	71,469	5,955.75	7,941.00	73,614	6,134.50	8,179.33	78,031	6,502.58	8,670.11
70,985	5,915.42	7,887.22	73,257	6,104.75	8,139.67	75,455	6,287.92	8,383.89	79,983	6,665.25	8,887.00
72,759	6,063.25	8,084.33	75,088	6,257.33	8,343.11	77,341	6,445.08	8,593.44	81,982	6,831.83	9,109.11
74,579	6,214.92	8,286.56	76,966	6,413.83	8,551.78	79,275	6,606.25	8,808.33	84,032	7,002.67	9,336.89
76,444	6,370.33	8,493.78	78,891	6,574.25	8,765.67	81,258	6,771.50	9,028.67	86,134	7,177.83	9,570.44
78,353	6,529.42	8,705.89	80,861	6,738.42	8,984.56	83,287	6,940.58	9,254.11	88,285	7,357.08	9,809.44
80,311	6,692.58	8,923.44	82,881	6,906.75	9,209.00	85,368	7,114.00	9,485.33	90,491	7,540.92	10,054.56
82,321	6,860.08	9,146.78	84,956	7,079.67	9,439.56	87,505	7,292.08	9,722.78	92,756	7,729.67	10,306.22
84,377	7,031.42	9,375.22	87,078	7,256.50	9,675.33	89,691	7,474.25	9,965.67	95,073	7,922.75	10,563.67
86,486	7,207.17	9,609.56	89,254	7,437.83	9,917.11	91,932	7,661.00	10,214.67	97,448	8,120.67	10,827.56
88,648	7,387.33	9,849.78	91,485	7,623.75	10,165.00	94,230	7,852.50	10,470.00	99,884	8,323.67	11,098.22
90,866	7,572.17	10,096.22	93,774	7,814.50	10,419.33	96,588	8,049.00	10,732.00	102,384	8,532.00	11,376.00
93,139	7,761.58	10,348.78	96,120	8,010.00	10,680.00	99,004	8,250.33	11,000.44	104,945	8,745.42	11,660.56
95,466	7,955.50	10,607.33	98,521	8,210.08	10,946.78	101,477	8,456.42	11,275.22	107,566	8,963.83	11,951.78
97,854	8,154.50	10,872.67	100,986	8,415.50	11,220.67	104,016	8,668.00	11,557.33	110,257	9,188.08	12,250.78
100,299	8,358.25	11,144.33	103,509	8,625.75	11,501.00	106,615	8,884.58	11,846.11	113,012	9,417.67	12,556.89
102,806	8,567.17	11,422.89	106,096	8,841.33	11,788.44	109,279	9,106.58	12,142.11	115,836	9,653.00	12,870.67
105,376	8,781.33	11,708.44	108,749	9,062.42	12,083.22	112,012	9,334.33	12,445.78	118,733	9,894.42	13,192.56
108,011	9,000.92	12,001.22	111,468	9,289.00	12,385.33	114,813	9,567.75	12,757.00	121,702	10,141.83	13,522.44
110,712	9,226.00	12,301.33	114,255	9,521.25	12,695.00	117,683	9,806.92	13,075.89	124,744	10,395.33	13,860.44
113,478	9,456.50	12,608.67	117,110	9,759.17	13,012.22	120,624	10,052.00	13,402.67	127,862	10,655.17	14,206.89
116,316	9,693.00	12,924.00	120,039	10,003.25	13,337.67	123,641	10,303.42	13,737.89	131,060	10,921.67	14,562.22
119,221	9,935.08	13,246.78	123,037	10,253.08	13,670.78	126,729	10,560.75	14,081.00	134,333	11,194.42	14,925.89
122,204	10,183.67	13,578.22	126,115	10,509.58	14,012.78	129,899	10,824.92	14,433.22	137,693	11,474.42	15,299.22
125,259	10,438.25	13,917.67	129,268	10,772.33	14,363.11	133,147	11,095.58	14,794.11	141,136	11,761.33	15,681.78
128,391	10,699.25	14,265.67	132,500	11,041.67	14,722.22	136,475	11,372.92	15,163.89	144,664	12,055.33	16,073.78
131,601	10,966.75	14,622.33	135,813	11,317.75	15,090.33	139,888	11,657.33	15,543.11	148,282	12,356.83	16,475.78
134,891	11,240.92	14,987.89	139,208	11,600.67	15,467.56	143,385	11,948.75	15,931.67	151,989	12,665.75	16,887.67
138,264	11,522.00	15,362.67	142,689	11,890.75	15,854.33	146,970	12,247.50	16,330.00	155,789	12,982.42	17,309.89

Lecturer - Academic Year (1630)
Lecturer- Academic Year 1/9th (1632)
*For fiscal year appointments, contact APO.
BUC: IX

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
CONTINUING LECTURERS RANGE***

<u>ACADEMIC YEAR</u>	7/1/14		5/1/16		7/1/16	
	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Lecturer (Continuing) Lecturer - Academic Year - Continuing Appointment (1631) Lecturer - Academic Year - 1/9th - Continuing Appointment (1633) Continuing Lecturer - Temporary Augmentation - Academic Year (1652) Continuing Lecturer - Temporary Augmentation - Academic Year - 1/9th (1653)	55,453 - 154,856	4,621.08 - 12,904.67	57,228 - 159,812	4,769.00 - 13,317.67	58,945 - 164,607	4,912.08 - 13,717.25
FISCAL YEAR						
Continuing Lecturer Lecturer - Fiscal Year - Continuing Appointment (1635) Lecturer Continuing Appointment - Temporary Augmentation - (1652)	64,308 - 166,762	5,359.00 - 13,896.83	66,366 - 172,099	5,530.50 - 14,341.58	68,357 - 177,262	5,696.42 - 14,771.83

BUC: IX

NOTES FOR SALARY CALCULATIONS:

To determine the new annual salary rate for a 10th quarter bump or continuing appointment merit increase, apply the percent increase to the current annual salary rate and round up to the next highest dollar in all cases.

For the monthly rate, divide the new annual salary rate by 9 for 9/9 pay basis appointments, or by 12 for 9/12 and fiscal year pay basis appointments.

EXAMPLE: Calculating a 6% merit increase on a current annual salary rate of 58,945

$$58,945 \times 1.06 = 62,482$$

$$9/9 \text{ monthly rate: } 62,482/9 = 6,942.44$$

$$9/12 \text{ (or fiscal year) monthly rate: } 62,482/12 = 5,206.83$$

**NON-SENATE INSTRUCTIONAL (NSI) UNIT 18
SUPERVISOR OF TEACHER EDUCATION
ACADEMIC YEAR**

Level	Scale 7/1/14						Scale 5/1/16						Scale 7/1/16					
	BA I	BA+12 II	MA III	MA+12 IV	MA+26 V	MA+36 VI	BA I	BA+12 II	MA III	MA+12 IV	MA+26 V	MA+36 VI	BA I	BA+12 II	MA III	MA+12 IV	MA+26 V	MA+36 VI
16**						78,492						81,004						83,596
Monthly						6,541						6,750.34						6,967
17**						80,820						83,407						86,076
Monthly						6,735						6,950.59						7,173
18**						83,256						85,921						88,670
Monthly						6,938						7,160.09						7,390
19**						85,752						88,497						91,329
Monthly						7,146						7,374.75						7,611
20**						88,332						91,159						94,076
Monthly						7,361						7,596.59						7,840
21**						90,984						93,896						96,901
Monthly						7,582						7,824.67						8,075
22**						93,708						96,707						99,802
Monthly						7,809						8,058.92						8,317

2220 - Supervisor of Teacher Education - Academic Year
 2221 - Supervisor of Teacher Education - Academic Year - Continuing Appointment
 BUC: IX

**Levels 13-22 allowable only to individuals with a doctoral degree.

COORDINATOR OF FIELD WORK

	Salary Range 7/1/2014	Salary Range 5/1/2016	Salary Range 7/1/2016
Academic Year (9 months) - 2240	49,012 - 138,264	50,581 - 142,689	52,099 - 146,970
Academic Year (9 months) Continuing - 2241	55,453 - 154,856	57,228 - 159,812	58,945 - 164,607
Fiscal Year (11 months) - 2245	56,840 - 148,895	58,659 - 153,660	60,419 - 158,270
Fiscal Year (11 months) Continuing - 2246	64,308 - 166,762	66,366 - 172,099	68,357 - 177,262

BUC:IX

For salary levels within range, see Non-Senate Instructional (NSI) Unit 18 Lecturer tables.

**PROFESSIONAL RESEARCH SERIES
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/15</u>		<u>Adjusted Scale 7/1/16</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Research _____ (3220)	1	2	67,800	5,650.00	68,900	5,741.67
	2	2	71,900	5,991.67	73,000	6,083.33
	3	2	75,800	6,316.67	77,000	6,416.67
	4	2	80,200	6,683.33	81,500	6,791.67
	5	2	84,100	7,008.33	85,400	7,116.67
Associate Research _____ (3210)	1	2	84,200	7,016.67	85,500	7,125.00
	2	2	88,300	7,358.33	89,700	7,475.00
	3	2	93,200	7,766.67	94,600	7,883.33
	4	3	99,000	8,250.00	100,500	8,375.00
	5*					
Research _____ (3200)	1	3	99,100	8,258.33	100,600	8,383.33
	2	3	106,800	8,900.00	108,500	9,041.67
	3	3	114,500	9,541.67	116,300	9,691.67
	4	3	122,800	10,233.33	124,700	10,391.67
	5	--	131,600	10,966.67	133,600	11,133.33
	6	--	142,500	11,875.00	144,700	12,058.33
	7	--	154,200	12,850.00	156,600	13,050.00
	8	--	167,000	13,916.67	169,600	14,133.33
	9	--	180,900	15,075.00	183,700	15,308.33

BUC: FX
Comp Group A91

The campus salary limit for the Professional Research series is the annual salary rate for Step 9, plus 11 percent:

203,900

* Associate Research____, Step 5, is not used on the Santa Cruz campus.

**PROFESSIONAL RESEARCH SERIES--
BUSINESS/ ECONOMICS/ ENGINEERING
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/15</u>		<u>Adjusted Scale 7/1/16</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Research ____ (1989)	1	2	90,300	7,525.00	91,700	7,641.67
	2	2	95,000	7,916.67	96,500	8,041.67
	3	2	99,700	8,308.33	101,200	8,433.33
	4	2	105,100	8,758.33	106,700	8,891.67
	5	2	109,500	9,125.00	111,200	9,266.67
Associate Research ____ (1988)	1	2	109,600	9,133.33	111,300	9,275.00
	2	2	113,600	9,466.67	115,400	9,616.67
	3	2	118,000	9,833.33	119,800	9,983.33
	4	3	121,700	10,141.67	123,600	10,300.00
	5*					
Research ____ (1987)	1	3	121,800	10,150.00	123,700	10,308.33
	2	3	125,400	10,450.00	127,300	10,608.33
	3	3	132,500	11,041.67	134,500	11,208.33
	4	3	140,200	11,683.33	142,400	11,866.67
	5	--	148,700	12,391.67	151,000	12,583.33
	6	--	159,900	13,325.00	162,300	13,525.00
	7	--	171,300	14,275.00	173,900	14,491.67
	8	--	183,400	15,283.33	186,200	15,516.67
	9	--	198,200	16,516.67	201,200	16,766.67

BUC: FX

The campus salary limit for the Professional Research series is the annual salary rate for Step 9, plus 11 percent:

223,300

* Associate Research____, Step 5, is not used on the Santa Cruz campus.

**PROFESSIONAL RESEARCH SERIES - Non-exempt
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
Assistant (3190)	I	2	33.00
	II	2	34.97
	III	2	36.88
	IV	2	39.04
	V	2	40.91
	VI	2	42.92
Associate (3180)	I	2	40.95
	II	2	42.96
	III	2	45.31
	IV	3	48.14
	V*		
Research (3170)	I	3	48.19
	II	3	51.97
	III	3	55.70
	IV	3	59.73
	V	--	63.99
	VI	--	69.31
	VII	--	75.00
	VIII	--	81.23
	IX	--	87.98

BUC: FX

* Associate Research____, Step 5, is not used on the Santa Cruz campus.

**PROFESSIONAL RESEARCH SERIES--
BUSINESS/ECONOMICS/ENGINEERING Non-exempt
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
Assistant (1999)	I	2	43.92
	II	2	46.22
	III	2	48.47
	IV	2	51.11
	V	2	53.26
	VI	2	55.23
Associate (1998)	I	2	53.31
	II	2	55.27
	III	2	57.38
	IV	3	59.20
	V*		
Research (1997)	I	3	59.25
	II	3	60.97
	III	3	64.42
	IV	3	68.20
	V	--	72.32
	VI	--	77.73
	VII	--	83.29
	VIII	--	89.18
	IX	--	96.37

BUC: FX

* Associate Research____, Step 5, is not used on the Santa Cruz campus.

**PROFESSIONAL RESEARCH SERIES
ACADEMIC YEAR***

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/15</u>		<u>Adjusted Scale 7/1/16</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Research ____ (3223)	1	2	58,500	4,875.00	59,400	4,950.00
	2	2	62,000	5,166.67	63,000	5,250.00
	3	2	65,400	5,450.00	66,400	5,533.33
	4	2	69,100	5,758.33	70,200	5,850.00
	5	2	72,600	6,050.00	73,700	6,141.67
Associate Research ____ (3213)	1	2	72,700	6,058.33	73,800	6,150.00
	2	2	76,100	6,341.67	77,300	6,441.67
	3	2	80,400	6,700.00	81,700	6,808.33
	4	3	85,300	7,108.33	86,600	7,216.67
	5**					
Research ____ (3203)	1	3	85,500	7,125.00	86,800	7,233.33
	2	3	92,000	7,666.67	93,400	7,783.33
	3	3	98,800	8,233.33	100,300	8,358.33
	4	3	105,900	8,825.00	107,500	8,958.33
	5	--	113,500	9,458.33	115,300	9,608.33
	6	--	122,800	10,233.33	124,700	10,391.67
	7	--	132,900	11,075.00	134,900	11,241.67
	8	--	143,800	11,983.33	146,000	12,166.67
	9	--	156,000	13,000.00	158,400	13,200.00

BUC:A7

The campus salary limit for the Professional Research series is the annual salary rate for Step 9, plus 11 percent:

175,800

*Notes: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

** Associate Research____, Step 5, is not used on the Santa Cruz campus.

**PROFESSIONAL RESEARCH SERIES--
BUSINESS/ ECONOMICS/ ENGINEERING
ACADEMIC YEAR***

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>		<u>Adjusted Scale 7/1/16</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Research ____ (1985)	1	2	77,900	6,491.67	79,100	6,591.67
	2	2	81,800	6,816.67	83,100	6,925.00
	3	2	85,900	7,158.33	87,200	7,266.67
	4	2	90,500	7,541.67	91,900	7,658.33
	5	2	94,400	7,866.67	95,900	7,991.67
Associate Research ____ (1983)	1	2	94,500	7,875.00	96,000	8,000.00
	2	2	97,800	8,150.00	99,300	8,275.00
	3	2	101,800	8,483.33	103,400	8,616.67
	4	3	105,000	8,750.00	106,600	8,883.33
	5**					
Research ____ (1981)	1	3	105,100	8,758.33	106,700	8,891.67
	2	3	108,100	9,008.33	109,800	9,150.00
	3	3	114,200	9,516.67	116,000	9,666.67
	4	3	121,000	10,083.33	122,900	10,241.67
	5	--	128,100	10,675.00	130,100	10,841.67
	6	--	137,800	11,483.33	139,900	11,658.33
	7	--	147,700	12,308.33	150,000	12,500.00
	8	--	158,100	13,175.00	160,500	13,375.00
	9	--	170,900	14,241.67	173,500	14,458.33

BUC:A7
Comp Group A90

The campus salary limit for the Professional Research series is the annual salary rate for Step 9, plus 11 percent:

192,600

*Notes: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor. Associate Professor. or Professor.

** Associate Research____, Step 5, is not used on the Santa Cruz campus.

**PROFESSIONAL RESEARCH SERIES
ACADEMIC YEAR 1/9th***

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/15</u>		<u>Adjusted Scale 7/1/16</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Research ____ (3225)	1	2	58,500	6,500.00	59,400	6,600.00
	2	2	62,000	6,888.89	63,000	7,000.00
	3	2	65,400	7,266.67	66,400	7,377.78
	4	2	69,100	7,677.78	70,200	7,800.00
	5	2	72,600	8,066.67	73,700	8,188.89
Associate Research ____ (3215)	1	2	72,700	8,077.78	73,800	8,200.00
	2	2	76,100	8,455.56	77,300	8,588.89
	3	2	80,400	8,933.33	81,700	9,077.78
	4	3	85,300	9,477.78	86,600	9,622.22
	5**					
Research ____ (3205)	1	3	85,500	9,500.00	86,800	9,644.44
	2	3	92,000	10,222.22	93,400	10,377.78
	3	3	98,800	10,977.78	100,300	11,144.44
	4	3	105,900	11,766.67	107,500	11,944.44
	5	--	113,500	12,611.11	115,300	12,811.11
	6	--	122,800	13,644.44	124,700	13,855.56
	7	--	132,900	14,766.67	134,900	14,988.89
	8	--	143,800	15,977.78	146,000	16,222.22
	9	--	156,000	17,333.33	158,400	17,600.00

BUC:A7

The campus salary limit for the Professional Research series is the annual salary rate for Step 9, plus 11 percent:

175,800

*Note: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

** Associate Research____, Step 5, is not used on the Santa Cruz campus.

**PROFESSIONAL RESEARCH SERIES--
BUSINESS/ ECONOMICS/ ENGINEERING
ACADEMIC YEAR 1/9th***

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>		<u>Adjusted Scale 7/1/2016</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Research ____ (1986)	1	2	77,900	8,655.56	79,100	8,788.89
	2	2	81,800	9,088.89	83,100	9,233.33
	3	2	85,900	9,544.44	87,200	9,688.89
	4	2	90,500	10,055.56	91,900	10,211.11
	5	2	94,400	10,488.89	95,900	10,655.56
Associate Research ____ (1984)	1	2	94,500	10,500.00	96,000	10,666.67
	2	2	97,800	10,866.67	99,300	11,033.33
	3	2	101,800	11,311.11	103,400	11,488.89
	4	3	105,000	11,666.67	106,600	11,844.44
	5**					
Research ____ (1982)	1	3	105,100	11,677.78	106,700	11,855.56
	2	3	108,100	12,011.11	109,800	12,200.00
	3	3	114,200	12,688.89	116,000	12,888.89
	4	3	121,000	13,444.44	122,900	13,655.56
	5	--	128,100	14,233.33	130,100	14,455.56
	6	--	137,800	15,311.11	139,900	15,544.44
	7	--	147,700	16,411.11	150,000	16,666.67
	8	--	158,100	17,566.67	160,500	17,833.33
	9	--	170,900	18,988.89	173,500	19,277.78

BUC:A7
Comp Group A90

The campus salary limit for the Professional Research series is the annual salary rate for Step 9, plus 11 percent:

192,600

*Notes: These rates are applicable only to faculty who also hold an academic year (9-month) appointment in one of the following titles: Acting Professor, Adjunct Professor, Professor in Residence, Visiting Professor, Assistant Professor, Associate Professor, or Professor.

** Associate Research____, Step 5, is not used on the Santa Cruz campus.

**PROJECT ____ (E.G., SCIENTIST) SERIES
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/15</u>		<u>Adjusted Scale 7/1/16</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Project ____ (3394)	1	2	53,900	4,491.67	54,800	4,566.67
	2	2	57,000	4,750.00	57,900	4,825.00
	3	2	59,900	4,991.67	60,800	5,066.67
	4	2	63,300	5,275.00	64,300	5,358.33
	5	2	66,500	5,541.67	67,500	5,625.00
Associate Project ____ (3392)	1	2	66,700	5,558.33	67,800	5,650.00
	2	2	69,900	5,825.00	71,000	5,916.67
	3	2	74,000	6,166.67	75,200	6,266.67
	4	3	78,600	6,550.00	79,800	6,650.00
	5*					
Project ____ (3390)	1	3	78,700	6,558.33	79,900	6,658.33
	2	3	84,400	7,033.33	85,700	7,141.67
	3	3	91,600	7,633.33	93,000	7,750.00
	4	3	99,400	8,283.33	100,900	8,408.33
	5	--	107,600	8,966.67	109,300	9,108.33
	6	--	116,900	9,741.67	118,700	9,891.67
	7	--	126,900	10,575.00	128,900	10,741.67
	8	--	137,400	11,450.00	139,500	11,625.00
	9	--	149,200	12,433.33	151,500	12,625.00

BUC: FX
Comp Group A95

The campus salary limit for the Project Scientist series is the annual salary rate for Step 9, plus 11 percent:

168,200

* Associate Project____, Step 5, is not used on the Santa Cruz campus.

**PROJECT ____ (E.G., SCIENTIST) SERIES
BUSINESS/ECONOMICS/ENGINEERING
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/15</u>		<u>Adjusted Scale 7/1/16</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Project ____ (3395)	1	2	71,600	5,966.67	72,700	6,058.33
	2	2	75,300	6,275.00	76,500	6,375.00
	3	2	79,200	6,600.00	80,400	6,700.00
	4	2	82,800	6,900.00	84,100	7,008.33
	5	2	86,600	7,216.67	87,900	7,325.00
Associate Project ____ (3393)	1	2	86,700	7,225.00	88,100	7,341.67
	2	2	90,000	7,500.00	91,400	7,616.67
	3	2	93,500	7,791.67	95,000	7,916.67
	4	3	96,200	8,016.67	97,700	8,141.67
	5*					
Project ____ (3391)	1	3	96,300	8,025.00	97,800	8,150.00
	2	3	99,600	8,300.00	101,100	8,425.00
	3	3	105,600	8,800.00	107,200	8,933.33
	4	3	113,400	9,450.00	115,200	9,600.00
	5	--	121,900	10,158.33	123,800	10,316.67
	6	--	131,300	10,941.67	133,300	11,108.33
	7	--	140,500	11,708.33	142,700	11,891.67
	8	--	150,400	12,533.33	152,700	12,725.00
	9	--	163,500	13,625.00	166,000	13,833.33

BUC: FX

The campus salary limit for the Project Scientist series is the annual salary rate for Step 9, plus 11 percent:

184,300

* Associate Project____, Step 5, is not used on the Santa Cruz campus.

**PROJECT (E.G., SCIENTIST) SERIES - Non-exempt
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
Assistant (3494)	I	2	26.25
	II	2	27.73
	III	2	29.12
	IV	2	30.80
	V	2	32.33
	VI	2	33.96
Associate (3492)	I	2	32.48
	II	2	34.01
	III	2	36.02
	IV	3	38.22
	V*		
Project (3490)	I	3	38.27
	II	3	41.05
	III	3	44.55
	IV	3	48.33
	V	--	52.35
	VI	--	56.85
	VII	--	61.74
	VIII	--	66.82
	IX	--	72.56

BUC: FX

* Associate Project____, Step 5, is not used on the Santa Cruz campus.

**PROJECT (E.G., SCIENTIST) SERIES - Non-exempt
BUSINESS/ECONOMICS/ENGINEERING
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
Assistant (3495)	I	2	34.82
	II	2	36.64
	III	2	38.51
	IV	2	40.28
	V	2	42.10
	VI	2	43.73
Associate (3493)	I	2	42.20
	II	2	43.78
	III	2	45.50
	IV	3	46.80
	V*		
Project (3491)	I	3	46.84
	II	3	48.42
	III	3	51.35
	IV	3	55.18
	V	--	59.30
	VI	--	63.85
	VII	--	68.35
	VIII	--	73.14
	IX	--	79.51

BUC: FX

* Associate Project____, Step 5, is not used on the Santa Cruz campus.

**SPECIALIST SERIES
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale 7/1/16</u>		<u>Scale 11/20/16</u>	
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Assistant Specialist (3320)	1	2	43,428	3,619.00	47,484	3,957.00
	2	2	46,260	3,855.00	48,492	4,041.00
	3	2	49,500	4,125.00	49,500	4,125.00
Associate Specialist (3310)	1	2	53,928	4,494.00	53,928	4,494.00
	2	2	57,672	4,806.00	57,672	4,806.00
	3	2	61,848	5,154.00	61,848	5,154.00
	4	2	64,920	5,410.00	64,920	5,410.00
Specialist (3300)	1	3	69,708	5,809.00	69,708	5,809.00
	2	3	76,656	6,388.00	76,656	6,388.00
	3	3	85,704	7,142.00	85,704	7,142.00
	4	3	96,240	8,020.00	96,240	8,020.00
	5	--	106,716	8,893.00	106,716	8,893.00

BUC: FX
Comp Group A40

The campus salary limit for the Specialist series is the annual salary rate for Specialist Step 5, plus 11 percent:

118,455

**SPECIALIST SERIES
FISCAL YEAR
Non-exempt**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Scale Hourly</u>
Junior Specialist (3329)	I	1	17.99
	II	1	19.18
Assistant Specialist (3321)	I	2	22.75
	II	2	23.23
Associate Specialist (3311)	III	2	23.71
	I	2	25.83
	II	2	27.63
	III	2	29.63
	IV	--	31.10
Specialist (3301)	I	3	33.39
	II	3	36.72
	III	--	41.05
	IV	--	46.10
	V	--	51.11

BUC: FX

ACADEMIC STUDENT EMPLOYEES

	Salary Scale 10/1/2015			Salary Scale 10/1/16		
	<u>Annual</u>	<u>1/9 Monthly</u>	<u>Quarterly</u>	<u>Annual</u>	<u>1/9 Monthly</u>	<u>Quarterly</u>
Teaching Assistant (2310) GSHIP (2311) Non-GSHIP** Comp Group A63/B63	38,559	4,284.33	12,852.99	40,102	4,455.78	13,367.33
Teaching Fellow (2300) GSHIP Comp Group A63/B63	45,209	5,023.22	15,069.66	47,018	5,224.22	15,672.67
Associate In - Academic Year	40,400	4,488.89	13,466.67	42,016	4,668.44	14,005.33
(1501) 9 month GSHIP	41,185	4,576.11	13,728.33	42,833	4,759.22	14,277.67
Summer Session	42,120	4,680.00	14,040.00	43,805	4,867.22	14,601.67
	43,039	4,782.11	14,346.33	44,761	4,973.44	14,920.33
(1506) 1/9 GSHIP	43,923	4,880.33	14,641.00	45,680	5,075.56	15,226.67
Academic Year	44,910	4,990.00	14,970.00	46,707	5,189.67	15,569.00
	45,949	5,105.44	15,316.33	47,787	5,309.67	15,929.00
(1507) 1/9th Non-GSHIP	46,830	5,203.33	15,610.00	48,704	5,411.56	16,234.67
	47,891	5,321.22	15,963.67	49,807	5,534.11	16,602.33

BUC: BX

**Hiring an undergraduate student as a Teaching Assistant is an exception to normal practice. Those undergraduate students who meet the campus requirements for an exceptional appointment as a TA shall be appointed in title code 2311.

ACADEMIC STUDENT EMPLOYEES

	Salary Scale <u>10/1/15</u>	Salary Scale <u>10/1/2016</u>
	<u>Hourly</u>	<u>Hourly</u>
Reader		
(2850) GSHIP		
(2851) Non-GSHIP		
With Baccalaureate	14.73	15.32
Without Baccalaureate	14.00	14.56
 Comp Group A61/B61		
	<u>Hourly</u>	<u>Hourly</u>
Remedial Tutor I		
(2288) GSHIP		
(2280) NON-GSHIP		
Single Student Sessions	14.73	15.32
Group Student Sessions	19.82	20.62
 Comp Group A62/B62		
	<u>Hourly</u>	<u>Hourly</u>
Remedial Tutor II		
(2289) GSHIP		
(2290) Non-GSHIP		
Single Student Sessions	17.71	18.42
Group Student Sessions	22.78	23.70

BUC: BX

ACADEMIC STUDENT EMPLOYEES

	Salary Scale <u>10/1/2015</u>			Salary Scale <u>10/1/2016</u>		
	<u>Hourly</u>			<u>Hourly</u>		
Non-Student Reader (2500) Professional Reader	14.73			15.32		
	<u>Hourly</u>			<u>Hourly</u>		
Non-Student Tutor (2510) Tutor						
Single Student Sessions	14.73			15.32		
Group Student Sessions	19.82			20.62		
	<u>Annual</u>	<u>1/9 Monthly</u>	<u>Quarterly</u>	<u>Annual</u>	<u>1/9 Monthly</u>	<u>Quarterly</u>
(2510) Course Assistant**	38,559	4,284.33	12,852.99	40,102	4,455.78	13,367.33
BUC: BX						

**Hiring a non-student as a Teaching Assistant is an exception to normal practice. Those non-students who meet the campus requirements for an exceptional appointment as a TA shall be appointed in title code 2510 using the pay rate associated with the Teaching Assistant (title code 2310).

**GRADUATE STUDENT RESEARCHER
FISCAL YEAR**

	<u>Step</u>	<u>Adjusted Scale 10/1/15</u>			<u>Adjusted Scale 10/1/16</u>		
		<u>Annual</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Hourly</u>
Graduate Student Researcher	1	36,492	3,041.00	17.48	37,956	3,163.00	18.18
(3266) GRAD STDNT RES - NO REMISSION	2	39,324	3,277.00	18.83	40,908	3,409.00	19.59
(3276) GRAD STDNT RES - PARTIAL FEE REM	3	43,620	3,635.00	20.89	45,372	3,781.00	21.73
	4	47,112	3,926.00	22.56	49,008	4,084.00	23.47
	5	50,244	4,187.00	24.06	52,260	4,355.00	25.03
	6	52,584	4,382.00	25.18	54,696	4,558.00	26.20
	7	56,796	4,733.00	27.20	59,076	4,923.00	28.29
	8	61,320	5,110.00	29.37	63,780	5,315.00	30.55
	9	66,240	5,520.00	31.72	68,892	5,741.00	32.99
	10	71,520	5,960.00	34.25	74,388	6,199.00	35.63

BUC: 99

**POSTDOCTORAL SCHOLAR-EMPLOYEE
POSTDOCTORAL SCHOLAR-FELLOW
POSTDOCTORAL SCHOLAR-PAID DIRECT
FISCAL YEAR**

Postdoctoral Scholar Titles:

Postdoctoral Scholar – Employee (3252)
Postdoctoral Scholar – Fellow (3253)
Postdoctoral Scholar – Paid Direct (3254)

Salary/Stipend Scale 2/1/2016			Salary/Stipend Scale 12/1/2016		
<u>Experience Level</u>	<u>Annual</u>	<u>Monthly</u>	<u>Experience Level</u>	<u>Annual</u>	<u>Monthly</u>
Level 0 (0 - 11 months)	43,692	3,641.00	Level 0 (0 - 11 months)	48,216	4,018.00
Level 1 (12 - 23 months)	45,444	3,787.00	Level 1 (12 - 23 months)	50,316	4,193.00
Level 2 (24 - 35 months)	47,268	3,939.00	Level 2 (24 - 35 months)	52,140	4,345.00
Level 3 (36 - 47 months)	49,152	4,096.00	Level 3 (36 - 47 months)	54,228	4,519.00
Level 4 (48 - 59 months)	51,120	4,260.00	Level 4 (48 - 59 months)	56,400	4,700.00
Level 5 (60 - 71 months)	53,160	4,430.00 *	Level 5 (60 - 71 months)	58,560	4,880.00 *

*Appointment to Postdoctoral Scholar, Experience Level 5, is by exception.

These are minimum annual compensation rates; Postdoctoral Scholars in any of the three titles may be paid at a higher rate.

For compensation requirements for appointments and reappointments, please refer to:
[CAPM 610.000.F](#)

BUC: PX
Comp Group B69

**REPRESENTED*
LIBRARIAN SERIES
FISCAL YEAR**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>Phase One Scale</u>		<u>Phase Two: Salary-Point-Based Scale</u>							
			<u>11/1/13</u>		<u>Assistant Librarian 7/1/14</u>		<u>Associate Librarian 7/1/14</u>		<u>Librarian 7/1/14</u>			
			<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>		
Assistant Librarian	1	2	47,722	3,976.83	47,722	3,976.83						
3620-Career	2	2	50,347	4,195.58	49,010	4,084.17						
3621-Potential Career	3	2	53,116	4,426.33	50,334	4,194.50						
3622-Temporary					51,693	4,307.75						
					53,088	4,424.00						
					54,521	4,543.42						
					55,993	4,666.08						
Associate Librarian	1	2	53,116	4,426.33	57,505	4,792.08	53,116	4,426.33				
3616-Career	2	2	56,037	4,669.75	59,057	4,921.42	54,550	4,545.83				
3617-Potential Career	3	2	59,119	4,926.58			56,023	4,668.58				
3618-Temporary	4	2	62,371	5,197.58			57,536	4,794.67				
	5	2	65,801	5,483.42			59,089	4,924.08				
	6	2	69,420	5,785.00			60,684	5,057.00				
	7	3	73,238	6,103.17			62,323	5,193.58				
							64,006	5,333.83				
							65,734	5,477.83				
Librarian	1	3	73,238	6,103.17			67,509	5,625.75	73,238	6,103.17		
3612-Career	2	3	79,097	6,591.42			69,331	5,777.58	75,215	6,267.92		
3613-Potential Career	3	3	85,425	7,118.75			71,203	5,933.58	77,246	6,437.17		
3614-Temporary	4	3	92,259	7,688.25			73,126	6,093.83	79,332	6,611.00		
	5	---	99,640	8,303.33			75,100	6,258.33	81,474	6,789.50		
	6	---	107,611	8,967.58			77,128	6,427.33	83,674	6,972.83		
	7	---	116,220	9,685.00			79,211	6,600.92	85,933	7,161.08		
							81,349	6,779.08	88,253	7,354.42		
							83,546	6,962.17	90,636	7,553.00		
									93,083	7,756.92		
									95,596	7,966.33		
									98,177	8,181.42		
									100,828	8,402.33		
									103,551	8,629.25		
									106,346	8,862.17		
									109,218	9,101.50		
									112,167	9,347.25		
									115,195	9,599.58		
									116,220	9,685.00		

* For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). As such, for employees covered by a Memorandum of Understanding (MOU), the Salary Scale applies only to the extent provided for in the MOU.

ASSISTANT AND ASSOCIATE UNIVERSITY LIBRARIANS
FISCAL YEAR

Assistant University Librarian (3610)	Adjusted Scale	
	7/1/15	
	<u>Annual Range</u>	<u>Monthly Range</u>
	88,700 - 159,900	7,391.67 - 13,325.00

	Adjusted Scale	
	7/1/16	
	<u>Annual Range</u>	<u>Monthly Range</u>
	90,100 - 162,300	7,508.33 - 13,525.00

Associate University Librarian (3600)	Adjusted Scale	
	7/1/14	
	<u>Annual Range</u>	<u>Monthly Range</u>
	97,600 - 175,800	8,133.33 - 14,650.00

	Adjusted Scale	
	7/1/15	
	<u>Annual Range</u>	<u>Monthly Range</u>
	99,100 - 178,500	8,258.33 - 14,875.00

BUC: 99
Comp Group A76

**UNEX CONTINUING EDUCATOR
FISCAL YEAR**

	Adjusted Scale 7/1/2015						Adjusted Scale 7/1/16					
	Level I (3520)		Level II (3521)		Level III (3522)		Level I (3520)		Level II (3521)		Level III (3522)	
	Salary Range		Salary Range		Salary Range		Salary Range		Salary Range		Salary Range	
	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
Minimum	47,784	3,982.00	58,152	4,846.00	70,104	5,842.00	48,504	4,042.00	59,028	4,919.00	71,160	5,930.00
Maximum	86,400	7,200.00	102,600	8,550.00	144,012	12,001.00	87,696	7,308.00	104,148	8,679.00	146,184	12,182.00

These are the minimum and maximum amounts for each level of Continuing Educator. For appropriate salary at each level, see following pages.

The campus salary limit for the series is the highest published salary rate for the series: 146,184

BUC: FX
Comp Group A40

**CONTINUING EDUCATOR
FISCAL YEAR**

**Level I
(3520)**

<u>Annual</u>	<u>Monthly</u>
48,504	4,042
49,500	4,125
50,196	4,183
51,420	4,285
52,572	4,381
53,928	4,494
55,140	4,595
56,448	4,704
57,672	4,806
59,028	4,919
60,408	5,034
61,848	5,154
63,396	5,283
64,920	5,410
66,648	5,554
68,100	5,675
69,708	5,809
71,160	5,930
72,624	6,052
74,664	6,222
76,656	6,388
78,168	6,514
80,184	6,682
82,260	6,855
84,120	7,010
85,704	7,142
87,696	7,308

BUC: FX

The campus salary limit for the series is the highest published salary rate for the series: 146,184

**CONTINUING EDUCATOR
FISCAL YEAR**

**Level II
(3521)**

<u>Annual</u>	<u>Monthly</u>
59,028	4,919
60,408	5,034
61,848	5,154
63,396	5,283
64,920	5,410
66,648	5,554
68,100	5,675
69,708	5,809
71,160	5,930
72,624	6,052
74,664	6,222
76,656	6,388
78,168	6,514
80,184	6,682
82,260	6,855
84,120	7,010
85,704	7,142
87,696	7,308
90,168	7,514
92,184	7,682
94,236	7,853
96,240	8,020
98,724	8,227
99,672	8,306
101,652	8,471
104,148	8,679

BUC: FX

The campus salary limit for the series is the highest published salary rate for the series: 146,184

**CONTINUING EDUCATOR
FISCAL YEAR**

**Level III
(3522)**

<u>Annual</u>	<u>Monthly</u>
71,160	5,930.00
72,624	6,052.00
74,664	6,222.00
76,656	6,388.00
78,168	6,514.00
80,184	6,682.00
82,260	6,855.00
84,120	7,010.00
85,704	7,142.00
87,696	7,308.00
90,168	7,514.00
92,184	7,682.00
94,236	7,853.00
96,240	8,020.00
98,724	8,227.00
99,672	8,306.00
101,652	8,471.00
104,148	8,679.00
106,716	8,893.00
109,164	9,097.00
111,624	9,302.00
114,576	9,548.00
117,660	9,805.00
120,504	10,042.00
123,372	10,281.00
126,468	10,539.00
129,528	10,794.00
132,756	11,063.00
135,960	11,330.00
139,320	11,610.00
142,740	11,895.00
146,184	12,182.00

BUC: FX

The campus salary limit for the series is the highest published salary rate for the series: 146,184

**ACADEMIC COORDINATOR
ACADEMIC YEAR**

**Salary Scale
7/1/2015**

I (0840)				II (0842)				III (0844)			
<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>		<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>		<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>	
		<u>Annual</u>	<u>Monthly</u>			<u>Annual</u>	<u>Monthly</u>			<u>Annual</u>	<u>Monthly</u>
1	2	42,780	3,565.00	1	2	55,608	4,634.00	1	3	70,104	5,842.00
2	2	44,784	3,732.00	2	2	58,152	4,846.00	2	3	75,516	6,293.00
3	2	46,632	3,886.00	3	2	60,924	5,077.00	3	3	81,036	6,753.00
4	2	48,768	4,064.00	4	2	63,960	5,330.00	4	3	86,400	7,200.00
5	2	50,652	4,221.00	5	2	67,092	5,591.00	5	3	92,832	7,736.00
6	2	53,124	4,427.00	6	2	70,104	5,842.00	6	3	100,140	8,345.00
7	2	55,608	4,634.00	7	2	73,560	6,130.00	7	3	107,544	8,962.00
8	2	58,152	4,846.00	8	2	77,004	6,417.00	8	3	115,920	9,660.00
9	2	60,924	5,077.00	9	2	81,036	6,753.00	9	--	124,596	10,383.00
10	2	63,960	5,330.00	10	2	84,432	7,036.00				
11	2	67,092	5,591.00	11	2	88,824	7,402.00				
12	2	70,104	5,842.00	12	2	92,832	7,736.00				
13	2	73,560	6,130.00	13	2	97,260	8,105.00				
14	2	77,004	6,417.00	14	2	102,600	8,550.00				
15	--	81,036	6,753.00	15	--	107,544	8,962.00				

**Salary Scale
7/1/2016**

I (0840)				II (0842)				III (0844)			
<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/16</u>		<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/16</u>		<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/16</u>	
		<u>Annual</u>	<u>Monthly</u>			<u>Annual</u>	<u>Monthly</u>			<u>Annual</u>	<u>Monthly</u>
1	2	43,428	3,619.00	1	2	56,448	4,704.00	1	3	71,160	5,930.00
2	2	45,456	3,788.00	2	2	59,028	4,919.00	2	3	76,656	6,388.00
3	2	47,340	3,945.00	3	2	61,848	5,154.00	3	3	82,260	6,855.00
4	2	49,500	4,125.00	4	2	64,920	5,410.00	4	3	87,696	7,308.00
5	2	51,420	4,285.00	5	2	68,100	5,675.00	5	3	94,236	7,853.00
6	2	53,928	4,494.00	6	2	71,160	5,930.00	6	3	101,652	8,471.00
7	2	56,448	4,704.00	7	2	74,664	6,222.00	7	3	109,164	9,097.00
8	2	59,028	4,919.00	8	2	78,168	6,514.00	8	3	117,660	9,805.00
9	2	61,848	5,154.00	9	2	82,260	6,855.00	9	--	126,468	10,539.00
10	2	64,920	5,410.00	10	2	85,704	7,142.00				
11	2	68,100	5,675.00	11	2	90,168	7,514.00				
12	2	71,160	5,930.00	12	2	94,236	7,853.00				
13	2	74,664	6,222.00	13	2	98,724	8,227.00				
14	2	78,168	6,514.00	14	2	104,148	8,679.00				
15	--	82,260	6,855.00	15	--	109,164	9,097.00				

BUC: 99
Comp Group A40

The campus salary limit for the series is the highest published salary rate for the series: 126,468

**ACADEMIC COORDINATOR
FISCAL YEAR**

**Salary Scale
7/1/2015**

I (0841)				II (0843)				III (0845)			
<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>		<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>		<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/2015</u>	
		<u>Annual</u>	<u>Monthly</u>			<u>Annual</u>	<u>Monthly</u>			<u>Annual</u>	<u>Monthly</u>
1	2	48,768	4,064.00	1	2	63,960	5,330.00	1	3	81,036	6,753.00
2	2	50,652	4,221.00	2	2	67,092	5,591.00	2	3	86,400	7,200.00
3	2	53,124	4,427.00	3	2	70,104	5,842.00	3	3	92,832	7,736.00
4	2	55,608	4,634.00	4	2	73,560	6,130.00	4	3	100,140	8,345.00
5	2	58,152	4,846.00	5	2	77,004	6,417.00	5	3	107,544	8,962.00
6	2	60,924	5,077.00	6	2	81,036	6,753.00	6	3	115,920	9,660.00
7	2	63,960	5,330.00	7	2	84,432	7,036.00	7	3	124,596	10,383.00
8	2	67,092	5,591.00	8	2	88,824	7,402.00	8	3	133,944	11,162.00
9	2	70,104	5,842.00	9	2	92,832	7,736.00	9	--	144,012	12,001.00
10	2	73,560	6,130.00	10	2	97,260	8,105.00				
11	2	77,004	6,417.00	11	2	102,600	8,550.00				
12	2	81,036	6,753.00	12	2	107,544	8,962.00				
13	2	84,432	7,036.00	13	2	112,872	9,406.00				
14	2	88,824	7,402.00	14	2	118,716	9,893.00				
15	--	92,832	7,736.00	15	--	124,596	10,383.00				

**Salary Scale
7/1/2016**

I (0841)				II (0843)				III (0845)			
<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/16</u>		<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/16</u>		<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 7/1/16</u>	
		<u>Annual</u>	<u>Monthly</u>			<u>Annual</u>	<u>Monthly</u>			<u>Annual</u>	<u>Monthly</u>
1	2	49,500	4,125.00	1	2	64,920	5,410.00	1	3	82,260	6,855.00
2	2	51,420	4,285.00	2	2	68,100	5,675.00	2	3	87,696	7,308.00
3	2	53,928	4,494.00	3	2	71,160	5,930.00	3	3	94,236	7,853.00
4	2	56,448	4,704.00	4	2	74,664	6,222.00	4	3	101,652	8,471.00
5	2	59,028	4,919.00	5	2	78,168	6,514.00	5	3	109,164	9,097.00
6	2	61,848	5,154.00	6	2	82,260	6,855.00	6	3	117,660	9,805.00
7	2	64,920	5,410.00	7	2	85,704	7,142.00	7	3	126,468	10,539.00
8	2	68,100	5,675.00	8	2	90,168	7,514.00	8	3	135,960	11,330.00
9	2	71,160	5,930.00	9	2	94,236	7,853.00	9	--	146,184	12,182.00
10	2	74,664	6,222.00	10	2	98,724	8,227.00				
11	2	78,168	6,514.00	11	2	104,148	8,679.00				
12	2	82,260	6,855.00	12	2	109,164	9,097.00				
13	2	85,704	7,142.00	13	2	114,576	9,548.00				
14	2	90,168	7,514.00	14	2	120,504	10,042.00				
15	--	94,236	7,853.00	15	--	126,468	10,539.00				

BUC: 99
Comp Group A40

The campus salary limit for the series is the highest published salary rate for the series: 146,184

**ACADEMIC COORDINATOR
FISCAL YEAR
Non-exempt**

I (0851)			II (0853)			III (0855)		
<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 11/20/16 Hourly</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 11/20/16 Hourly</u>	<u>Step</u>	<u>Years at Step</u>	<u>Adjusted Scale 11/20/16 Hourly</u>
1	2	23.71	1	2	31.10	1	3	39.40
2	2	24.63	2	2	32.62	2	3	42.00
3	2	25.83	3	2	34.09	3	3	45.14
4	2	27.04	4	2	35.76	4	3	48.69
5	2	28.28	5	2	37.44	5	3	52.29
6	2	29.63	6	2	39.40	6	3	56.36
7	2	31.10	7	2	41.05	7	3	60.57
8	2	32.62	8	2	43.19	8	3	65.12
9	2	34.09	9	2	45.14	9	--	70.02
10	2	35.76	10	2	47.29			
11	2	37.44	11	2	49.88			
12	2	39.40	12	2	52.29			
13	2	41.05	13	2	54.88			
14	2	43.19	14	2	57.72			
15	--	45.14	15	--	60.57			

BUC: 99