

ARTICLE 16 SALARY

Section 1. Salary Increase.

Upon ratification of this Agreement by the parties, the base salary of each faculty member shall be increased one (1) percent effective August 19, 2010, up to the maximum of the assigned salary range indicated in Section 2. Effective the first pay period January 2011, the base salary of each faculty member shall be increased an additional one (1) percent as calculated on the base salary in effect on the last day of the 2009-10 academic year.

Section 2. Salary Ranges

Effective August 19, 2010 for the 2010-11 academic year, faculty salary range minimums and maximums shall be increased by 1%. The ranges for 2010-11 are follows:

Minimum and Maximum Salary Ranges for Academic Year 2010-11

Rank	Minimum Base	Maximum Base
Instructor	\$42,236 <u>42,659</u>	\$59,628 <u>60,224</u>
Assistant Professor	\$47,305 <u>47,778</u>	\$66,784 <u>67,451</u>
Associate Professor	\$52,982 <u>53,511</u>	\$74,798 <u>75,545</u>
Associate Professor, Senior	\$59,340 <u>59,932</u>	\$83,773 <u>84,610</u>
Professor	\$67,647 <u>68,324</u>	\$95,502 <u>96,457</u>

Section 3. Doctoral Stipend.

Personnel awarded the Doctoral Stipend will have an annual maximum salary as follows (See Article 17, Section 3):

Rank	Maximum Salary with Doctoral Stipend
Instructor	\$62,628 <u>63,224</u>
Assistant Professor	\$69,784 <u>70,451</u>
Associate Professor	\$77,798 <u>78,545</u>
Associate Professor, Senior	\$86,773 <u>87,610</u>
Professor	\$98,502 <u>99,457</u>