

**86% CREDIT LABORATORY-PERFORMANCE INSTRUCTIONAL
PRO RATA "MIRROR" SCALE (INTERIM) (.67 SIZE FACTOR)
EFFECTIVE 01/10/08**

TABLE	TITLE	SEMESTERS	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60/ Ph.D.
40	Instructor, Hourly	1-4	1	62.16	63.58	65.00	66.41	67.83
		5-8	2	65.00	66.41	67.83	69.25	70.67
		9-12	3	67.83	69.25	70.67	72.08	73.51
		13-16	4	70.67	72.08	73.51	74.92	76.34
		17-20	5	73.51	74.92	76.34	77.76	79.18
		21-24	6	76.34	77.76	79.18	80.60	82.01
		25-28	7	79.18	80.60	82.01	83.43	84.85
		29-32	8	82.01	83.43	84.85	86.27	87.69
		33-36	9	84.85	86.27	87.69	89.11	90.52
		37-40	10	87.69	89.11	90.52	91.94	93.36
		41-44	11	90.52	91.94	93.36	94.78	96.20
		45 & Over	12	93.36	94.78	96.20	97.61	99.04

Pro Rata Formula: Steps 1 through 12 of Exhibit B (2007-2008), Columns F, F+15, F+30, F+45, and F+60/Ph.D. + 787.5 X .86 = Hourly Rate. (Ref. Article 20.A.5 et seq.)

Note: The rates in the above scale do not reflect the preceding Pro Rata Formula. Rather, the rates in the above scale exceed the rates that would be derived by application of the Pro Rata Formula. Therefore, the scale is an interim one. The rates in the above scale represent the retroactive rates in effect for Academic Year 1999-2000 plus an across-the-board increase of 4.62%. Additionally, Steps 10, 11, and 12 were added effective 8/1/01. Employees paid on this interim scale will be paid at the above rates until such future time as the actual pro rata formula rates exceed the rates in the interim scale.

EXHIBIT C-1 (2007-2008)

86% CREDIT *LECTURE-LABORATORY* INSTRUCTIONAL
 PRO RATA "MIRROR" SCALE (.75 SIZE FACTOR)
 EFFECTIVE 01/10/08

TABLE	TITLE	SEMESTERS	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60/ Ph.D.
41	Instructor, Hourly	1-4	1	66.29	67.80	69.32	70.83	72.34
		5-8	2	69.32	70.83	72.34	73.85	75.36
		9-12	3	72.34	73.85	75.36	76.88	78.39
		13-16	4	75.36	76.88	78.39	79.90	81.41
		17-20	5	78.39	79.90	81.41	82.93	84.44
		21-24	6	81.41	82.93	84.44	85.95	87.47
		25-28	7	84.44	85.95	87.47	88.98	90.49
		29-32	8	87.47	88.98	90.49	92.01	93.52
		33-36	9	90.49	92.01	93.52	95.03	96.54
		37-40	10	93.52	95.03	96.54	98.06	99.57
		41-44	11	96.54	98.06	99.57	101.08	102.59
		45 & Over	12	99.57	101.08	102.59	104.10	105.62

Pro Rata Formula: Steps 1 through 12 of Exhibit B (2006-2007), Columns F, F+15, F+30, F+45, and F+60/Ph.D. + 700 X .86 = Hourly Rate. (Ref. Article 20.A.5 et seq.)

EXHIBIT C-1-1 (2007-2008)

86% CREDIT LECTURE-LABORATORY INSTRUCTIONAL
 PRO RATA "MIRROR" SCALE (.85 SIZE FACTOR)
 SCIENCE-RELATED DISCIPLINES ONLY*--EFFECTIVE 01/10/08

TABLE	TITLE	SEMESTERS	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60/ Ph.D.
42	Instructor, Hourly	1-4	1	75.11	76.83	78.55	80.26	81.97
		5-8	2	78.55	80.26	81.97	83.68	85.40
		9-12	3	81.97	83.68	85.40	87.11	88.83
		13-16	4	85.40	87.11	88.83	90.54	92.25
		17-20	5	88.83	90.54	92.25	93.97	95.69
		21-24	6	92.25	93.97	95.69	97.40	99.11
		25-28	7	95.69	97.40	99.11	100.82	102.54
		29-32	8	99.11	100.82	102.54	104.26	105.97
		33-36	9	102.54	104.26	105.97	107.68	109.40
		37-40	10	105.97	107.68	109.40	111.11	112.83
		41-44	11	109.40	111.11	112.83	114.54	116.25
		45 & Over	12	112.83	114.54	116.25	117.97	119.68

Pro Rata Formula: Steps 1 through 12 of Exhibit B (2007-2008), Columns F, F+15, F+30, F+45, and F+60/Ph.D. ÷ 617.75 X .86 = Hourly Rate. (Ref. Article 20.A.1.1.2 and 20.A.5 et seq.)

*Note: The science-related disciplines are defined as Architecture (ARCH, CM, INTR, DSGN), Astronomy (ASTR), Biology (ANAT, BIO, BOT, GEN, M B, PHYS, ZOOL), Chemistry (CHEM), Computer Networking & Information Technology (CNIT), Earth Sciences (GEOG, GEOL, GIS, OCAN, PALE), Engineering (BTEC, CAD, ELEC, ENGN, ET, GIS, WELD), and Physics (PHYC, P SC).

EXHIBIT C-2 (2007-2008)

**86% CREDIT LECTURE INSTRUCTIONAL
PRO RATA "MIRROR" SCALE (1.00 SIZE FACTOR)
EFFECTIVE 01/10/08**

TABLE	TITLE	SEMESTERS	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60/ Ph.D.
51	Instructor, Hourly	1-4	1	88.38	90.40	92.42	94.44	96.46
		5-8	2	92.42	94.44	96.46	98.47	100.49
		9-12	3	96.46	98.47	100.49	102.50	104.52
		13-16	4	100.49	102.50	104.52	106.54	108.55
		17-20	5	104.52	106.54	108.55	110.57	112.59
		21-24	6	108.55	110.57	112.59	114.60	116.62
		25-28	7	112.59	114.50	116.62	118.64	120.66
		29-32	8	116.52	118.64	120.66	122.67	124.69
		33-36	9	120.66	122.67	124.69	126.71	128.72
		37-40	10	124.69	126.71	128.72	130.74	132.76
		41-44	11	128.72	130.74	132.76	134.78	136.79
		45 & Over	12	132.76	134.78	136.79	138.81	140.83

Pro Rata Formula: Steps 1 through 12 of Exhibit B (2007-2008), Columns F, F+15, F+30, F+45, and F+60/Ph.D. + 525 X .86 = Hourly Rate. (Ref. Article 20.A.5 et seq.)

EXHIBIT C-3 (2007-2008)

86% CREDIT COMPOSITION INSTRUCTIONAL
 PRO RATA "MIRROR" SCALE (1.25 SIZE FACTOR)
 EFFECTIVE 01/10/08

TABLE	TITLE	SEMESTERS	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60/ Ph.D.
50	Instructor, Hourly	1-4	1	110.48	113.01	115.53	118.05	120.57
		5-8	2	115.53	118.05	120.57	123.09	125.61
		9-12	3	120.57	123.09	125.61	128.13	130.65
		13-16	4	125.61	128.13	130.65	133.17	135.69
		17-20	5	130.65	133.17	135.69	138.22	140.74
		21-24	6	135.69	138.22	140.74	143.26	145.78
		25-28	7	140.74	143.26	145.78	148.30	150.82
		29-32	8	145.78	148.30	150.82	153.34	155.86
		33-36	9	150.82	153.34	155.86	158.38	160.90
		37-40	10	155.86	158.38	160.90	163.43	165.95
		41-44	11	160.90	163.43	165.95	168.47	170.98
		45 & Over	12	165.95	168.47	170.98	173.51	176.04

Pro Rata Formula: Steps 1 through 12 of Exhibit B (2007-2008), Columns F, F+15, F+30, F+45, F+60/Ph.D. ÷ 420 X .86 = Hourly Rate. (Ref. Article 20.A.5 et seq.)

EXHIBIT C-4 (2007-2008)

86% *NONCREDIT* INSTRUCTIONAL
 PRO RATA "MIRROR" SCALE
 EFFECTIVE 01/10/08

TABLE	TITLE	SEMESTERS	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60/ Ph.D.
61	Instructor, Hourly	1-4	1	53.03	54.24	55.45	56.66	57.87
		5-8	2	55.45	56.66	57.87	59.08	60.29
		9-12	3	57.87	59.08	60.29	61.50	62.71
		13-16	4	60.29	61.50	62.71	63.92	65.13
		17-20	5	62.71	63.92	65.13	66.34	67.55
		21-24	6	65.13	66.34	67.55	68.76	69.97
		25-28	7	67.55	68.76	69.97	71.18	72.39
		29-32	8	69.97	71.18	72.39	73.60	74.81
		33-36	9	72.39	73.60	74.81	76.02	77.23
		37-40	10	74.81	76.02	77.23	78.44	79.66
		41-44	11	77.23	78.44	79.66	80.87	82.07
		45 & Over	12	79.66	80.87	82.07	83.28	84.50

Pro Rata Formula: Steps 1 through 12 of Exhibit B (2007-2008), Columns F, F+15, F+30, F+45, and F+60/Ph.D. ÷ 875 X .86 = Hourly Rate. (Ref. Article 20.A.5 et seq.)

EXHIBIT C-5 (2007-2008)

100% COUNSELORS AND LIBRARIANS PRO RATA "MIRROR" SCALE
EFFECTIVE 8/01/07

TABLE	TITLE	SEMESTERS	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60/ Ph.D.
91	Instructor, Hourly	1-4	1	51.40	52.57	53.74	54.93	56.10
		5-8	2	53.74	54.93	56.10	57.27	58.44
		9-12	3	56.10	57.27	58.44	59.61	60.79
		13-16	4	58.44	59.61	60.79	61.95	63.14
		17-20	5	60.79	61.95	63.14	64.31	65.47
		21-24	6	63.14	64.31	65.47	66.65	67.82
		25-28	7	65.47	66.65	67.82	68.99	70.16
		29-32	8	67.82	68.99	70.16	71.35	72.52
		33-36	9	70.16	71.35	72.52	73.70	74.86
		37-40	10	72.52	73.70	74.86	76.04	77.21
		41-44	11	74.86	76.04	77.21	78.38	79.56
		45 & Over	12	77.21	78.38	79.56	80.72	81.89

Pro Rata Formula: Steps 1 through 12 of Exhibit B (2007-2008), Columns F, F+15, F+30, F+45, F+60/Ph.D. ÷ 1050 = Hourly Rate. (Ref. Article 20.A.5 et seq.)

*Counselors and librarians who have substitute counselor or librarian assignments shall be paid at Step 1, Rating F, of this scale for such substitute assignments.

**86% CREDIT & NONCREDIT INSTRUCTIONALLY-RELATED
PRO RATA "MIRROR" SCALE
EFFECTIVE 01/10/08**

TABLE	TITLE	SEMESTERS	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60/ Ph.D.
71	Instructor, Hourly	1-4	1*	37.88	38.74	39.61	40.47	41.34
		5-8	2*	39.61	40.47	41.34	42.20	43.07
		9-12	3	41.34	42.20	43.07	43.93	44.80
		13-16	4	43.07	43.93	44.80	45.66	46.52
		17-20	5	44.80	45.66	46.52	47.39	48.25
		21-24	6	46.52	47.39	48.25	49.12	49.98
		25-28	7	48.25	49.12	49.98	50.84	51.71
		29-32	8	49.98	50.84	51.71	52.57	53.44
		33-36	9	51.71	52.57	53.44	54.30	55.17
		37-40	10	53.44	54.30	55.17	56.03	56.90
		41-44	11	55.17	56.03	56.90	57.76	58.62
		45 & Over	12	56.90	57.76	58.62	59.49	60.36

Pro Rata Formula: Steps 1 through 12 of Exhibit B (2007-2008), Columns F, F+15, F+30, F+45, and F+60/Ph.D. ÷ 1225 X .86 = Hourly Rate. (Ref. Article 20.A.5 et seq. and Article 20.A.6)

*Step 1 is not applicable to faculty whose first date of paid service on this scale was prior to 1/19/99.
Effective Academic Year 1999-2000, Part-time Office Hours will be paid in accord with this scale.

**CREDIT LABORATORY-PERFORMANCE INSTRUCTIONAL OVERLOAD "MIRROR" SCALE
EFFECTIVE 01/10/08**

TABLE	TITLE	YEARS COMPLETED	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60/ Ph.D.
43	Instructor, Hourly	0 – 4	1*	62.16	63.58	65.00	66.41	67.83
		5 – 9	2	65.00	66.41	67.83	69.25	70.67
		10 or More	3	67.83	69.25	70.67	72.08	73.51

Pro Rata Formula: Steps 1, 2, and 3 of this Scale shall be the same as Steps 1, 2, and 3 of the 86% Credit Laboratory-Performance Instructional Pro Rata "Mirror" Scale (Interim) (Exhibit C (2007-2008)). (Ref. Article 20.A.5 et seq.)

**CREDIT LECTURE-LABORATORY INSTRUCTIONAL OVERLOAD "MIRROR" SCALE
EFFECTIVE 01/10/08**

TABLE	TITLE	YEARS COMPLETED	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60/ Ph.D.
44	Instructor, Hourly	0 – 4	1*	66.29	67.80	69.32	70.83	72.34
		5 – 9	2	69.32	70.83	72.34	73.85	75.36
		10 or More	3	72.34	73.85	75.36	76.88	78.39

Pro Rata Formula: Steps 1, 2, and 3 of this scale shall be the same as Steps 1, 2, and 3 of the 86% Credit Lecture-Laboratory Instructional Pro Rata "Mirror" Scale (Exhibit C-1 (2007-2008)). (Ref. Article 20.A.5 et seq.)

**CREDIT LECTURE-LABORATORY INSTRUCTIONAL OVERLOAD "MIRROR" SCALE
(Science-Related Disciplines ONLY) EFFECTIVE 01/10/08**

TABLE	TITLE	YEARS COMPLETED	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60/ Ph.D.
48	Instructor, Hourly	0 – 4	1*	75.11	76.83	78.55	80.26	81.97
		5 – 9	2	78.55	80.26	81.97	83.68	85.40
		10 or More	3	81.97	83.68	85.40	87.11	88.83

Pro Rata Formula: Steps 1, 2, and 3 of this Scale shall be the same as Steps 1, 2, and 3 of the 86% Credit Lecture Laboratory-Instructional Pro Rata "Mirror" Scale (.85 size factor) Science-Related Disciplines Only (Exhibit C-1-1 (2007-2008)). (Ref. Article 20.A.5 et seq.)

**CREDIT LECTURE INSTRUCTIONAL OVERLOAD "MIRROR" SCALE
EFFECTIVE 01/10/08**

TABLE	TITLE	YEARS COMPLETED	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60/ Ph.D.
54	Instructor, Hourly	0 – 4	1*	88.38	90.40	92.42	94.44	96.46
		5 – 9	2	92.42	94.44	96.46	98.47	100.49
		10 or More	3	96.46	98.47	100.49	102.50	104.52

Pro Rata Formula: Steps 1, 2, and 3 of this Scale shall be the same as Steps 1, 2, and 3 of the 86% Credit Instructional Pro Rata "Mirror" Scale (Exhibit C-2 (2007-2008)). (Ref. Article 20.A.5 et seq.)

*Step 1 is not applicable to contract and regular faculty whose first date of paid service was prior to 8/1/96.

EXHIBIT C-7 (2007-2008)
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CREDIT COMPOSITION INSTRUCTIONAL OVERLOAD "MIRROR" SCALE
EFFECTIVE 01/10/08

TABLE	TITLE	YEARS COMPLETED	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60/Ph.D.
53	Instructor, Hourly	0 – 4	1*	110.48	113.01	115.53	118.05	120.57
		5 – 9	2	115.53	118.05	120.57	123.09	125.61
		10 or More	3	120.57	123.09	125.61	128.13	130.65

Pro Rata Formula: Steps 1, 2, and 3 of this Scale shall be the same as Steps 1, 2, and 3 of the 86% Credit Composition Instructional Pro Rata "Mirror" Scale (Exhibit C-3 (2007-2008)). (Ref. Article 20.A.5 et seq.)

NONCREDIT INSTRUCTIONAL OVERLOAD "MIRROR" SCALE
EFFECTIVE 01/10/08

TABLE	TITLE	YEARS COMPLETED	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60/Ph.D.
64	Instructor, Hourly	0 – 4	1*	53.03	54.24	55.45	56.66	57.87
		5 – 9	2	55.45	56.66	57.87	59.08	60.29
		10 or More	3	57.87	59.08	60.29	61.50	62.71

Pro Rata Formula: Steps 1, 2, and 3 of this Scale shall be the same as Steps 1, 2, and 3 of the 86% Noncredit Instructional Pro Rata "Mirror" Scale (Exhibit C-4 (2007-2008)). (Ref. Article 20.A.5 et seq.)

*Step 1 is not applicable to contract and regular faculty whose first date of paid service was prior to 8/1/96.

COUNSELORS AND LIBRARIANS OVERLOAD "MIRROR" SCALE
EFFECTIVE 8/01/07

TABLE	TITLE	YEARS COMPLETED	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60/Ph.D.
94	Instructor, Hourly	0 – 4	1*	51.40	52.57	53.74	54.93	56.10
		5 – 9	2	53.74	54.93	56.10	57.27	58.44
		10 or More	3	56.10	57.27	58.44	59.61	60.79

Pro Rata Formula: Steps 1, 2, and 3 of this Scale shall be the same as Steps 1, 2, and 3 of the 100% Counselors and Librarians Pro Rata "Mirror" Scale (Exhibit C-5 (2007-2008)). (Ref. Article 20.A.5 et seq.)

*Step 1 is not applicable to contract and regular faculty whose first date of paid service was prior to 8/1/96.

CREDIT & NONCREDIT INSTRUCTIONALLY-RELATED OVERLOAD "MIRROR" SCALE
EFFECTIVE 01/01/08

TABLE	TITLE	YEARS COMPLETED	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60/Ph.D.
74	Instructor, Hourly	0 – 4	1*	37.88	38.74	39.61	40.47	41.34
		5 – 9	2	39.61	40.47	41.34	42.20	43.07
		10 or More	3	41.34	42.20	43.07	43.93	44.80

Pro Rata Formula: Steps 1, 2, and 3 of this Scale shall be the same as Steps 1, 2, and 3 of the 86% Credit and Noncredit Instructionally-related Pro Rata "Mirror" Scale (Exhibit C-6 (2007-2008)). (Ref. Article 20.A.5 et seq.)

*Step 1 is not applicable to contract and regular faculty whose first date of paid instructionally-related overload service was prior to 1/19/99.

*Tenure review overload assignments will be paid at Step 1 or 2 of this Scale only, not Step 3.

CREDIT LABORATORY-PERFORMANCE INSTRUCTIONAL SUBSTITUTE SCALE

TABLE	TITLE	EFFECTIVE 01/10/08
S40	Instructor, Hourly (Substitute)	62.16

Pro Rata Formula: Step 1, Rating F, of the 86% Credit Laboratory-Performance Instructional Pro Rata "Mirror" Scale (Interim) (Exhibit C (2007-2008)) (Ref. Article 20.A.5 et seq.)

CREDIT LECTURE-LABORATORY INSTRUCTIONAL SUBSTITUTE SCALE

TABLE	TITLE	EFFECTIVE 01/10/08
S41	Instructor, Hourly (Substitute)	66.29

Pro Rata Formula: Step 1, Rating F, of the 86% Credit Lecture-Laboratory Instructional Pro Rata "Mirror" Scale (Exhibit C-1 (2007-2008)) (Ref. Article 20.A.5 et seq.)

**CREDIT LECTURE-LABORATORY INSTRUCTIONAL SUBSTITUTE SCALE
Science-Related Disciplines ONLY**

TABLE	TITLE	EFFECTIVE 01/10/08
S41	Instructor, Hourly (Substitute)	75.11

Pro Rata Formula: Step 1, Rating F, of the 86% Credit Lecture-Laboratory Instructional Pro Rata "Mirror" Scale Science-Related Disciplines ONLY (Exhibit C-1-1 (2007-2008)) (Ref. Article 20.A.5 et seq.)

CREDIT LECTURE INSTRUCTIONAL SUBSTITUTE SCALE

TABLE	TITLE	EFFECTIVE 01/10/08
S51	Instructor, Hourly (Substitute)	88.38

Pro Rata Formula: Step 1, Rating F, of the 86% Credit Lecture Instructional Pro Rata "Mirror" Scale (Exhibit C-2 (2007-2008)) (Ref. Article 20.A.5 et seq.)

CREDIT COMPOSITION INSTRUCTIONAL SUBSTITUTE SCALE

TABLE	TITLE	EFFECTIVE 01/10/08
S50	Instructor, Hourly (Substitute)	110.48

Pro Rata Formula: Step 1, Rating F, of the 86% Credit Composition Instructional Pro Rata "Mirror" Scale (Exhibit C-3 (2007-2008)) (Ref. Article 20.A.5 et seq.)

NONCREDIT INSTRUCTIONAL SUBSTITUTE SCALE

TABLE	TITLE	EFFECTIVE 01/10/08
S61	Instructor, Hourly (Substitute)	53.03

Pro Rata Formula: Step 1, Rating F, of the 86% Noncredit Instructional Pro Rata "Mirror" Scale (Exhibit C-4 (2007-2008)) (Ref. Article 20.A.5 et seq.)

COUNSELORS AND LIBRARIANS SUBSTITUTE SCALE

TABLE	TITLE	EFFECTIVE 8/1/07
S91	Instructor, Hourly (Substitute)	51.40

Pro Rata Formula: Step 1, Rating F, of the 100% Counselors and Librarians Pro Rata "Mirror" Scale (Exhibit C-5 (2007-2008)) (Ref. Article 20.A.5 et seq.)

CREDIT AND NONCREDIT INSTRUCTIONALLY-RELATED SUBSTITUTE SCALE

TABLE	TITLE	EFFECTIVE 01/10/08
S71	Instructionally-Related, Hourly (Substitute)	37.88

Pro Rata Formula: Step 1, Rating F, of the 86% Credit & Noncredit Instructionally-related Pro Rata "Mirror" Scale (Exhibit C-6 (2007-2008)). (Ref. Article 20.A.5 et seq.)