

Faculty and Staff Association Salary Scales - Faculty July 1, 2007 - June 30, 2010

15.1 Faculty Salary Scales

15.1.1 Effective July 1, 2007, the following salary scale shall apply to each Regular and Temporary Faculty Employee:

Step	Annual	Monthly	Bi-Weekly	Hourly
1	45,855	3,821.25	1,757.62	25.11
2	48,098	4,008.17	1,843.59	26.34
3	50,318	4,193.17	1,928.68	27.55
4	52,584	4,382.00	2,015.54	28.79
5	54,851	4,570.92	2,102.43	30.03
6	57,071	4,755.92	2,187.53	31.25
7	59,361	4,946.75	2,275.30	32.50
8	61,700	5,141.67	2,364.96	33.79
9	63,991	5,332.58	2,452.77	35.04
10	66,357	5,529.75	2,543.46	36.34
11	68,813	5,734.42	2,637.60	37.68
12	71,082	5,923.50	2,724.57	38.92
13	73,249	6,104.08	2,807.63	40.11
14	75,245	6,270.42	2,884.13	41.20
15	79,201	6,600.08	3,035.77	43.37

15.1.2 Effective July 1, 2008, the following salary scale shall apply to each Regular and Temporary Faculty Employee:

Step	Annual	Monthly	Bi-Weekly	Hourly
1	46,818	3,901.50	1,794.53	25.64
2	49,108	4,092.33	1,882.31	26.89
3	51,375	4,281.25	1,969.20	28.13
4	53,688	4,474.00	2,057.86	29.40
5	56,003	4,666.92	2,146.59	30.67
6	58,269	4,855.75	2,233.45	31.91
7	60,608	5,050.67	2,323.10	33.19
8	62,996	5,249.67	2,414.63	34.49
9	65,335	5,444.58	2,504.28	35.78
10	67,750	5,645.83	2,596.85	37.10
11	70,258	5,854.83	2,692.98	38.47
12	72,575	6,047.92	2,781.79	39.74
13	74,787	6,232.25	2,866.58	40.95
14	76,825	6,402.08	2,944.70	42.07
15	81,458	6,788.17	3,122.28	44.60

15.1.3 Effective July 1, 2009, the following salary scale shall apply to each Regular and Temporary Faculty Employee:

Step	Annual	Monthly	Bi-Weekly	Hourly
1	47,801	3,983.42	1,832.21	26.17
2	50,139	4,178.25	1,921.82	27.45
3	52,454	4,371.17	2,010.56	28.72
4	54,815	4,567.92	2,101.05	30.02
5	57,179	4,764.92	2,191.67	31.31
6	59,493	4,957.75	2,280.36	32.58
7	61,881	5,156.75	2,371.89	33.88
8	64,319	5,359.92	2,465.34	35.22
9	66,707	5,558.92	2,556.87	36.53
10	69,173	5,764.42	2,651.39	37.88
11	71,733	5,977.75	2,749.52	39.28
12	74,099	6,174.92	2,840.21	40.57
13	76,358	6,363.17	2,926.80	41.81
14	78,438	6,536.50	3,006.52	42.95
15	83,730	6,977.50	3,209.36	45.85

Faculty and Staff Association Salary Scales

Assistant Instructor

July 1, 2007 - June 30, 2010

15.2 Assistant Instructor Salary Scales

15.2.1 Effective July 1, 2007 the following Salary Scale shall apply to each Assistant Instructor Employee:

STEP	Annual	Monthly	Biweekly	Hourly
1	48,085	4,007.08	1,843.09	26.33
2	49,605	4,133.75	1,901.36	27.16
3	51,100	4,258.33	1,958.66	27.98
4	52,573	4,381.08	2,015.12	28.79
5	53,893	4,491.08	2,065.71	29.51
6	55,215	4,601.25	2,116.39	30.23
7	56,538	4,711.50	2,167.10	30.96
8	58,161	4,846.75	2,229.31	31.85
9	59,700	4,975.00	2,288.30	32.69
10	61,677	5,139.75	2,364.07	33.77

15.2.2 Effective July 1, 2008 the following Salary Scale shall apply to each Assistant Instructor Employee:

STEP	Annual	Monthly	Biweekly	Hourly
1	49,095	4,091.25	1,881.81	26.88
2	50,647	4,220.58	1,941.30	27.73
3	52,173	4,347.75	1,999.79	28.57
4	53,677	4,473.08	2,057.43	29.39
5	55,025	4,585.42	2,109.10	30.13
6	56,375	4,697.92	2,160.85	30.87
7	57,725	4,810.42	2,212.59	31.61
8	59,382	4,948.50	2,276.11	32.52
9	60,954	5,079.50	2,336.36	33.38
10	62,972	5,247.67	2,413.71	34.48

15.2.3 Effective July 1, 2009 the following Salary Scale shall apply to each Assistant Instructor Employee:

STEP	Annual	Monthly	Biweekly	Hourly
1	50,126	4,177.17	1,921.33	27.45
2	51,711	4,309.25	1,982.08	28.32
3	53,269	4,439.08	2,041.80	29.17
4	54,804	4,567.00	2,100.63	30.01
5	56,181	4,681.75	2,153.41	30.76
6	57,559	4,796.58	2,206.23	31.52
7	58,937	4,911.42	2,259.05	32.27
8	60,629	5,052.42	2,323.90	33.20
9	62,234	5,186.17	2,385.42	34.08
10	64,294	5,357.83	2,464.38	35.21

Faculty and Staff Association Salary Scales
Technical Staff
July 1, 2007 - June 30, 2010

15.3 Technical Staff Salary Scales

15.3.1 The salary scale for the category of Nurse in the Medical Services Department shall be Technical Staff Step 7 - 18.

15.3.2 Effective July 1, 2007 the following Salary Scale shall apply to each Technical Staff Employee:

STEP	Annual	Monthly	Biweekly	Hourly
1	34,074	2,839.50	1,306.05	18.66
2	35,178	2,931.50	1,348.37	19.26
3	36,341	3,028.42	1,392.95	19.90
4	37,426	3,118.83	1,434.54	20.49
5	38,667	3,222.25	1,482.10	21.17
6	39,914	3,326.17	1,529.90	21.86
7	41,175	3,431.25	1,578.23	22.55
8	42,401	3,533.42	1,625.23	23.22
9	43,645	3,637.08	1,672.91	23.90
10	45,098	3,758.17	1,728.60	24.69
11	46,591	3,882.58	1,785.83	25.51
12	48,085	4,007.08	1,843.09	26.33
13	49,605	4,133.75	1,901.36	27.16
14	51,100	4,258.33	1,958.66	27.98
15	52,573	4,381.08	2,015.12	28.79
16	54,079	4,506.58	2,072.84	29.61
17	55,508	4,625.67	2,127.62	30.39
18	57,342	4,778.50	2,197.91	31.40

15.3.3 Effective July 1, 2008 the following Salary Scale shall apply to each Technical Staff Employee:

STEP	Annual	Monthly	Biweekly	Hourly
1	34,790	2,899.17	1,333.50	19.05
2	35,917	2,993.08	1,376.70	19.67
3	37,104	3,092.00	1,422.19	20.32
4	38,212	3,184.33	1,464.66	20.92
5	39,479	3,289.92	1,513.23	21.62
6	40,752	3,396.00	1,562.02	22.31
7	42,040	3,503.33	1,611.39	23.02
8	43,291	3,607.58	1,659.34	23.70
9	44,562	3,713.50	1,708.06	24.40
10	46,045	3,837.08	1,764.90	25.21
11	47,569	3,964.08	1,823.32	26.05
12	49,095	4,091.25	1,881.81	26.88
13	50,647	4,220.58	1,941.30	27.73
14	52,173	4,347.75	1,999.79	28.57
15	53,677	4,473.08	2,057.43	29.39
16	55,215	4,601.25	2,116.39	30.23
17	56,674	4,722.83	2,172.31	31.03
18	58,546	4,878.83	2,244.06	32.06

15.3.4 Effective July 1, 2009 the following Salary Scale shall apply to each Technical Staff Employee:

STEP	Annual	Monthly	Biweekly	Hourly
1	35,521	2,960.08	1,361.52	19.45
2	36,671	3,055.92	1,405.60	20.08
3	37,883	3,156.92	1,452.05	20.74
4	39,014	3,251.17	1,495.40	21.36
5	40,308	3,359.00	1,545.00	22.07
6	41,608	3,467.33	1,594.83	22.78
7	42,923	3,576.92	1,645.23	23.50
8	44,200	3,683.33	1,694.18	24.20
9	45,498	3,791.50	1,743.93	24.91
10	47,012	3,917.67	1,801.97	25.74
11	48,568	4,047.33	1,861.61	26.59
12	50,126	4,177.17	1,921.33	27.45
13	51,711	4,309.25	1,982.08	28.32
14	53,269	4,439.08	2,041.80	29.17
15	54,804	4,567.00	2,100.63	30.01
16	56,375	4,697.92	2,160.85	30.87
17	57,864	4,822.00	2,217.92	31.68
18	59,775	4,981.25	2,291.17	32.73

Faculty and Staff Association Salary Scales
Senior Systems Analyst/Intermediate Systems Analyst Junior Systems Analyst
July 1, 2007 - June 30, 2010

15.4 Information Technology Services

15.4.1 The Employees in the Information Technology Services Department shall be considered to be Technical Staff except for the provisions of the wages scales which follow.

15.4.2 Effective July 1, 2007 the following salary scales shall apply to the Employees in the Information Technology Services Department:

Senior Systems Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	56,358	4,696.50	2,160.20	30.86
2	58,744	4,895.33	2,251.65	32.17
3	61,203	5,100.25	2,345.91	33.51
4	63,665	5,305.42	2,440.27	34.86
5	66,071	5,505.92	2,532.50	36.18
6	68,532	5,711.00	2,626.83	37.53
7	70,508	5,875.67	2,702.57	38.61
8	72,381	6,031.75	2,774.36	39.63
9	74,787	6,232.25	2,866.58	40.95

Intermediate Systems Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	45,955	3,829.58	1,761.45	25.16
2	48,234	4,019.50	1,848.80	26.41
3	50,644	4,220.33	1,941.18	27.73
4	53,029	4,419.08	2,032.60	29.04
5	55,384	4,615.33	2,122.86	30.33
6	57,796	4,816.33	2,215.32	31.65
7	59,457	4,954.75	2,278.98	32.56
8	61,030	5,085.83	2,339.27	33.42
9	63,052	5,254.33	2,416.78	34.53

Junior Systems Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	41,328	3,444.00	1,584.10	22.63
2	42,673	3,556.08	1,635.65	23.37
3	43,971	3,664.25	1,685.40	24.08
4	45,296	3,774.67	1,736.19	24.80
5	46,669	3,889.08	1,788.82	25.55
6	48,234	4,019.50	1,848.80	26.41
7	49,613	4,134.42	1,901.66	27.17
8	50,920	4,243.33	1,951.76	27.88
9	52,600	4,383.33	2,016.15	28.80

Faculty and Staff Association Salary Scales
Senior Systems Analyst/Intermediate Systems Analyst Junior Systems Analyst
July 1, 2007 - June 30, 2010

15.4.3 Effective July 1, 2008 the following salary scales shall apply to the Employees in the Information Technology Services Department:

Senior Systems Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	57,542	4,795.17	2,205.58	31.51
2	59,978	4,998.17	2,298.95	32.84
3	62,488	5,207.33	2,395.16	34.22
4	65,002	5,416.83	2,491.52	35.59
5	67,458	5,621.50	2,585.66	36.94
6	69,971	5,830.92	2,681.98	38.31
7	71,989	5,999.08	2,759.33	39.42
8	73,901	6,158.42	2,832.62	40.47
9	76,358	6,363.17	2,926.80	41.81

Intermediate Systems Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	46,920	3,910.00	1,798.44	25.69
2	49,247	4,103.92	1,887.63	26.97
3	51,708	4,309.00	1,981.96	28.31
4	54,143	4,511.92	2,075.30	29.65
5	56,547	4,712.25	2,167.44	30.96
6	59,010	4,917.50	2,261.85	32.31
7	60,706	5,058.83	2,326.86	33.24
8	62,312	5,192.67	2,388.41	34.12
9	64,376	5,364.67	2,467.53	35.25

Junior Systems Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	42,196	3,516.33	1,617.37	23.11
2	43,569	3,630.75	1,670.00	23.86
3	44,894	3,741.17	1,720.78	24.58
4	46,247	3,853.92	1,772.64	25.32
5	47,649	3,970.75	1,826.38	26.09
6	49,247	4,103.92	1,887.63	26.97
7	50,655	4,221.25	1,941.60	27.74
8	51,989	4,332.42	1,992.73	28.47
9	53,705	4,475.42	2,058.51	29.41

Faculty and Staff Association Salary Scales
Senior Systems Analyst/Intermediate Systems Analyst Junior Systems Analyst
July 1, 2007 - June 30, 2010

15.4.4 Effective July 1, 2009 the following salary scales shall apply to the Employees in the Information Technology Services Department:

Senior Systems Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	58,750	4,895.83	2,251.88	32.17
2	61,238	5,103.17	2,347.25	33.53
3	63,800	5,316.67	2,445.45	34.94
4	66,367	5,530.58	2,543.84	36.34
5	68,875	5,739.58	2,639.97	37.71
6	71,440	5,953.33	2,738.29	39.12
7	73,501	6,125.08	2,817.29	40.25
8	75,453	6,287.75	2,892.11	41.32
9	77,962	6,496.83	2,988.28	42.69

Intermediate Systems Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	47,905	3,992.08	1,836.19	26.23
2	50,281	4,190.08	1,927.27	27.53
3	52,794	4,399.50	2,023.59	28.91
4	55,280	4,606.67	2,118.88	30.27
5	57,734	4,811.17	2,212.94	31.61
6	60,249	5,020.75	2,309.34	32.99
7	61,981	5,165.08	2,375.73	33.94
8	63,621	5,301.75	2,438.59	34.84
9	65,728	5,477.33	2,519.35	35.99

Junior Systems Analyst

STEP	Annual	Monthly	Biweekly	Hourly
1	43,082	3,590.17	1,651.33	23.59
2	44,484	3,707.00	1,705.07	24.36
3	45,837	3,819.75	1,756.93	25.10
4	47,218	3,934.83	1,809.86	25.86
5	48,650	4,054.17	1,864.75	26.64
6	50,281	4,190.08	1,927.27	27.53
7	51,719	4,309.92	1,982.38	28.32
8	53,081	4,423.42	2,034.59	29.07
9	54,833	4,569.42	2,101.74	30.02

Faculty and Staff Association Salary Scales
Laboratory Helpers
July 1, 2007 - June 30, 2010

15.5 Laboratory Helpers

15.5.1 Effective July 1, 2007 the following salary scale shall apply to Laboratory Helpers:

STEP	Annual	Monthly	Biweekly	Hourly
1	31,109	2,592.42	1,192.41	17.03
2	31,831	2,652.58	1,220.08	17.43
3	32,651	2,720.92	1,251.51	17.88
4	34,075	2,839.58	1,306.09	18.66

15.5.2 Effective July 1, 2008 the following salary scale shall apply to Laboratory Helpers:

STEP	Annual	Monthly	Biweekly	Hourly
1	31,762	2,646.83	1,217.43	17.39
2	32,499	2,708.25	1,245.68	17.80
3	33,337	2,778.08	1,277.80	18.25
4	34,791	2,899.25	1,333.54	19.05

15.5.3 Effective July 1, 2009 the following salary scale shall apply to Laboratory Helpers:

STEP	Annual	Monthly	Biweekly	Hourly
1	32,429	2,702.42	1,243.00	17.76
2	33,181	2,765.08	1,271.82	18.17
3	34,037	2,836.42	1,304.64	18.64
4	35,522	2,960.17	1,361.56	19.45

Faculty and Staff Association Salary Scales
Student Employees, Work Study Students, Challenge Program Students, Markers and Part-time Studies
July 1, 2007 - June 30, 2010

15.7

15.7.1 Student Employees, Work Study Students, and Challenge Program Students

The parties agree that the rates for Student Employees, Work Study Students and Challenge Program Students will be as follows:

	July 1, 2007	July 1, 2008	July 1, 2009
Hourly	12.81	13.08	13.35

These rates are inclusive of vacation pay and paid holiday pay.

15.7.2 Markers

The parties agree that the rates for Markers will be as follows:

	July 1, 2007	July 1, 2008	July 1, 2009
Hourly	27.88	28.47	29.07

These rates are inclusive of vacation pay and paid holiday.

15.8 Part-time Studies Rates

15.8.1 Instructors/Lecturers

The parties agree that the rates for Instructors/Lecturers in Part-time Studies will be as follows:

Teaching Experience	July 1, 2007	July 1, 2008	July 1, 2009
0 - 1 Years	55.34	56.50	57.69
2 Years	69.16	70.61	72.09
3 Years	83.01	84.75	86.53

These rates are inclusive of vacation pay and paid holiday pay.

15.8.2 Lab Assistants/Demonstrators

The parties agree that the rates for Lab Assistants/Demonstrators in Part-Time Studies will be as follows:

	July 1, 2007	July 1, 2008	July 1, 2009
Hourly	41.53	42.4	43.29

These rates are inclusive of vacation pay and paid holiday.

15.18 Curriculum Development

	July 1, 2007	July 1, 2008	July 1, 2009
	41.50	42.37	43.26

15.19 PTS Administration

	July 1, 2007	July 1, 2008	July 1, 2009
Hourly	41.50	42.37	43.26

**Faculty and Staff Association Salary Scales
Administrative Allowances and Qualification Differential
July 1, 2007 - June 30, 2010**

15.6 Administrative Allowances (Level 1 & 2)

15.6.1 Effective July 1, 2007, Employees receiving Level 1 or 2 allowances will be paid as follows:

Level	Annual	Monthly	Biweekly	Hourly
1	2934.21	244.52	112.47	1.61
2	1446.65	120.55	55.45	0.79

15.6.2 Effective July 1, 2008, Employees receiving Level 1 or 2 allowances will be paid as follows:

Level	Annual	Monthly	Biweekly	Hourly
1	2995.83	249.65	114.83	1.64
2	1477.03	123.09	56.61	0.81

15.6.3 Effective July 1, 2009, Employees receiving Level 1 or 2 allowances will be paid as follows:

Level	Annual	Monthly	Biweekly	Hourly
1	3058.74	254.9	117.24	1.67
2	1508.05	125.67	57.8	0.83

15.16 Qualification Differential

15.16.1 Effective July 1, 2007, Employees who have been at the top of the salary scale for a minimum of twelve (12) months and hold either a Master's or a Doctoral degree from a recognized university, will be paid a qualification differential as follows:

Annual	Monthly	Biweekly	Hourly
526.96	43.91	20.2	N/A

15.16.2 Effective July 1, 2008, Employees who have been at the top of the salary scale for a minimum of twelve (12) months and hold either a Master's or a Doctoral degree from a recognized university, will be paid a qualification differential as follows:

Annual	Monthly	Biweekly	Hourly
538.03	44.84	20.62	N/A

15.16.3 Effective July 1, 2009, Employees who have been at the top of the salary scale for a minimum of twelve (12) months and hold either a Master's or a Doctoral degree from a recognized university, will be paid a qualification differential as follows:

Annual	Monthly	Biweekly	Hourly
549.33	45.78	21.06	N/A

15.16.4 Qualified part-time Employees will receive the differential on a pro-rata basis.