

COLLECTIVE BARGAINING SALARY SCHEDULES 6/05 - 5/08

6/1/05 = 3.15%

9/1/06 = 2%

1/1/07 = 5%

SCHEDULE 81					SCHEDULE 82				
FULL-TIME					FULL-TIME				
	6/1/04	6/1/2005	9/1/2006	1/1/2007		6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	69,968	72,172	73,616	77,297	Step 0	57,378	59,186	60,370	63,389
1	74,979	77,341	78,888	82,833	1	61,489	63,426	64,695	67,930
2	77,698	80,146	81,749	85,837	2	64,203	66,226	67,551	70,929
3	80,409	82,942	84,601	88,832	3	66,920	69,028	70,409	73,930
4	83,127	85,746	87,461	91,835	4	69,633	71,827	73,264	76,928
5	88,625	91,417	93,246	97,909	5	74,165	76,502	78,033	81,935
6	92,020	94,919	96,818	101,659	6	76,882	79,304	80,891	84,936
7	95,411	98,417	100,386	105,406	7	79,598	82,106	83,749	87,937
8	97,654	100,731	102,746	107,884	8	82,316	84,909	86,608	90,939
9	101,727	104,932	107,031	112,383	9	86,384	89,106	90,889	95,434
*10	105,288	108,605	110,778	116,317					

Professor

Effective 4/16/97 when a full-time professor has been on step 9 for six (6) years they shall move to step 10 which is three and five-tenths percent (3.5%) higher.

Effective June 1, 2005, newly hired employees hired at Step 0 shall move to Step 1 when they become eligible for a step increase.

Associate Professor

COLLECTIVE BARGAINING SALARY SCHEDULES 6/05 - 5/08

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SCHEDULE 83

FULL-TIME

	6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	49,021	50,566	51,578	54,157
1	52,532	54,187	55,271	58,035
2	54,159	55,866	56,984	59,834
3	55,924	57,686	58,840	61,782
4	57,959	59,785	60,981	64,031
5	60,675	62,587	63,839	67,031
6	63,388	65,385	66,693	70,028
7	66,102	68,185	69,549	73,027
8	68,818	70,986	72,406	76,027
9	72,246	74,522	76,013	79,814

Assistant Professor

SCHEDULE 84

FULL-TIME

	6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	42,105	43,432	44,301	46,517
1	45,118	46,540	47,471	49,845
2	47,425	48,919	49,898	52,392
3	49,056	50,602	51,615	54,196

Instructor

Effective June 1, 2005, newly hired employees hired at Step 0 shall move to Step 1 when they become eligible for a step increase.

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SCHEDULE 85

	FULL TIME					PART TIME			
	6/1/04	6/1/2005	9/1/2006	1/1/2007		6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	44,129	45,520	46,431	48,753	Step 0	33.95	35.02	35.73	37.52
1	47,290	48,780	49,756	52,244	1	36.39	37.54	38.30	40.22
2	48,647	50,180	51,184	53,744	2	37.43	38.61	39.39	41.36
3	50,004	51,580	52,612	55,243	3	38.47	39.69	40.49	42.52
4	51,362	52,980	54,040	56,742	4	39.53	40.78	41.60	43.68
5	52,722	54,383	55,471	58,245	5	40.55	41.83	42.67	44.81
6	54,077	55,781	56,897	59,742	6	41.61	42.93	43.79	45.98
7	56,471	58,250	59,415	62,386	7	43.44	44.81	45.71	48.00
8	58,192	60,026	61,227	64,289	8	44.76	46.17	47.10	49.46
9	59,913	61,801	63,038	66,190	9	46.10	47.56	48.52	50.95
*10	61,710	63,654	64,928	68,175	*10	47.49	48.99	49.97	52.47

Classroom Assistant

Part-time classroom assistants employed on or after March 1, 1997 for nineteen (19) hours or more per week will advance a step on their respective salary schedule only after eighteen (18) months of service. The new step shall be applied at the incremental date that is closest to the eighteenth (18th) month of employment. For employees working one to nine (1-9) hours per week, an increment will be made after thirty-six (36) months of employment. For employees working ten to eighteen (10-18) hours per week, an increment will be made after twenty-four (24) months of employment.

*Effective 6/1/05, when an employee has been on step 9 for six (6) years they shall move to step 10 which is three percent (3%) higher.

Effective June 1, 2005, newly hired employees hired at Step 0 shall move to Step 1 when they become eligible for a step increase.

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SCHEDULE 86

	FULL TIME					PART TIME			
	6/1/04	6/1/2005	9/1/2006	1/1/2007		6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	25,446	26,248	26,773	28,112	Step 0	15.93	16.44	16.77	17.61
1	27,267	28,126	28,689	30,124	1	17.06	17.60	17.96	18.86
2	28,287	29,179	29,763	31,252	2	17.71	18.27	18.64	19.58
3	29,313	30,237	30,842	32,385	3	18.33	18.91	19.29	20.26
4	30,546	31,509	32,140	33,747	4	18.97	19.57	19.97	20.97
5	31,577	32,572	33,224	34,886	5	19.61	20.23	20.64	21.68
6	32,606	33,634	34,307	36,023	6	20.25	20.89	21.31	22.38
7	33,638	34,698	35,392	37,162	7	20.98	21.65	22.09	23.20
8	34,666	35,758	36,474	38,298	8	21.63	22.32	22.77	23.91
9	35,695	36,820	37,557	39,435	9	22.28	22.99	23.45	24.63
*10	36,766	37,925	38,684	40,619	***10	22.95	23.68	24.16	25.37
**11	37,869	39,062	39,844	41,837					

Clerical Assistant

Telephone Operator

Part-time staff employed on or after March 1, 1997 for nineteen (19) hours or more per week will advance a step on their respective salary schedule only after eighteen (18) months of service. The new step shall be applied at the incremental date that is closest to the eighteenth (18th) month of employment. For employees working one to nine (1-9) hours per week, an increment will be made after thirty-six (36) months of employment. For employees working ten to eighteen (10-18) hours per week, an increment will be made after twenty-four (24) months of employment.

Effective the 2002 - 2003 school year, full time employees hired in this schedule shall advance to Step 1 after approximately six (6) months and to Step 2 after the next six (6) months (depending on increment dates).

Effective 6/1/05, newly hired employees hired at Step 0 shall move to Step 1 when they become eligible for a step increase.

*Step 10 is for full-time employees only

**Effective 6/1/05, when a full-time employee has been on step 10 for six (6) years they shall move to step 11 which is three percent (3%) higher.

***Effective 6/1/05, when a part-time employee has been on step 9 for six (6) years they shall move to step 10 which is three percent (3%) higher.

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SCHEDULE 87

FULL TIME					PART TIME				
	6/1/04	6/1/2005	9/1/2006	1/1/2007		6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	27,749	28,624	29,197	30,657	Step 0	17.36	17.91	18.27	19.19
1	29,736	30,673	31,287	32,852	1	18.60	19.19	19.58	20.56
2	30,853	31,825	32,462	34,086	2	19.28	19.89	20.29	21.31
3	31,968	32,975	33,635	35,317	3	19.98	20.61	21.03	22.09
4	33,313	34,363	35,051	36,804	4	20.69	21.35	21.78	22.87
5	34,439	35,524	36,235	38,047	5	21.37	22.05	22.50	23.63
6	35,560	36,681	37,415	39,286	6	22.08	22.78	23.24	24.41
7	36,682	37,838	38,595	40,525	7	22.90	23.63	24.11	25.32
8	37,806	38,997	39,777	41,766	8	23.60	24.35	24.84	26.09
9	38,929	40,156	40,960	43,008	9	24.30	25.07	25.58	26.86
*10	40,097	41,361	42,189	44,299	***10	25.03	25.82	26.34	27.66
**11	41,300	42,601	43,454	45,627					

Accounting Clerk I	Library Clerk	Secretary I
Clerk I	Media Assistant	Stockroom Assistant I
Clerk Typist	Medical Assistant	Student Services Representative I
IT Assistant	Offset Press Operator I	

Part-time staff employed on or after March 1, 1997 for nineteen (19) hours or more per week will advance a step on their respective salary schedule only after eighteen (18) months of service. The new step shall be applied at the incremental date that is closest to the eighteenth (18th) month of employment. For employees working one to nine (1-9) hours per week, an increment will be made after thirty-six (36) months of employment. For employees working ten to eighteen (10-18) hours per week, an increment will be made after twenty-four (24) months of employment.

*Step 10 is for full-time employees only

**Effective 6/1/05, when a full-time employee has been on step 10 for six (6) years they shall move to step 11 which is three percent (3%) higher.

***Effective 6/1/05, when a part-time employee has been on step 9 for six (6) years they shall move to step 10 which is three percent (3%) higher.

Effective 6/1/05, newly hired employees hired at Step 0 shall move to Step 1 when they become eligible for a step increase.

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SCHEDULE 88

FULL TIME					PART TIME				
	6/1/04	6/1/2005	9/1/2006	1/1/2007		6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	30,266	31,220	31,845	33,438	Step 0	18.92	19.52	19.92	20.92
1	32,434	33,456	34,126	35,833	1	20.29	20.93	21.35	22.42
2	33,649	34,709	35,404	37,175	2	21.03	21.70	22.14	23.25
3	34,864	35,963	36,683	38,518	3	21.81	22.50	22.95	24.10
4	36,334	37,479	38,229	40,141	4	22.57	23.29	23.76	24.95
5	37,557	38,741	39,516	41,492	5	23.32	24.06	24.55	25.78
6	38,786	40,008	40,809	42,850	6	24.07	24.83	25.33	26.60
7	40,007	41,268	42,094	44,199	7	24.96	25.75	26.27	27.59
8	41,233	42,532	43,383	45,553	8	25.74	26.56	27.10	28.46
9	42,458	43,796	44,672	46,906	9	26.50	27.34	27.89	29.29
*10	43,731	45,109	46,012	48,313	***10	27.30	28.16	28.73	30.17
**11	45,043	46,462	47,392	49,762					

Accounting Clerk II Clerk II Collections Assistant Department Secretary Human Resources Rep	Library Aide Medical Assistant II Offset Press Operator II Payroll Analyst I Print Shop Assistant Records Assistant	Resource Assistant Secretary II Stockroom Assistant II Student Account Representative Student Services Representative II
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*Step 10 is for full-time employees only

**Effective 6/1/05, when a full-time employee has been on step 10 for six (6) years they shall move to step 11 which is three percent (3%) higher.

***Effective 6/1/05, when a part-time employee has been on step 9 for six (6) years they shall move to step 10 which is three percent (3%) higher.

Effective 6/1/05, newly hired employees hired at Step 0 shall move to Step 1 when they become eligible for a step increase.

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SCHEDULE 89

FULL TIME					PART TIME				
	6/1/04	6/1/2005	9/1/2006	1/1/2007		6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	33,009	34,049	34,730	36,467	Step 0	20.64	21.30	21.73	22.82
1	35,371	36,486	37,216	39,077	1	22.11	22.81	23.27	24.44
2	36,697	37,853	38,611	40,542	2	22.95	23.68	24.16	25.37
3	38,027	39,225	40,010	42,011	3	23.78	24.53	25.03	26.29
4	39,627	40,876	41,694	43,779	4	24.61	25.39	25.90	27.20
5	40,962	42,253	43,099	45,254	5	25.42	26.23	26.76	28.10
6	42,298	43,631	44,504	46,730	6	26.29	27.12	27.67	29.06
7	43,633	45,008	45,909	48,205	7	27.23	28.09	28.66	30.10
8	44,970	46,387	47,315	49,681	8	28.06	28.95	29.53	31.01
9	46,306	47,765	48,721	51,158	9	28.89	29.81	30.41	31.94
*10	47,695	49,198	50,182	52,692	*10	29.76	30.70	31.32	32.89
Assistant Supervisor, Mail Room				Laboratory Assistant					Secretary III
Cataloging Assistant I				Library Reference Assistant I					Student Acctg & Collections Asst
Counselor Assistant I				Offset Press Operator III					Student Services Representative III
Curatorial Assistant				Reconciliation Records Assistant					Technologist A
Information Assistant				Reference Assistant I					

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SCHEDULE 90

FULL TIME					PART TIME				
	6/1/04	6/1/2005	9/1/2006	1/1/2007		6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	35,999	37,133	37,876	39,770	Step 0	22.52	23.23	23.70	24.89
1	38,579	39,795	40,591	42,621	1	24.10	24.86	25.36	26.63
2	40,022	41,283	42,109	44,215	2	25.02	25.81	26.33	27.65
3	41,469	42,776	43,632	45,814	3	25.95	26.77	27.31	28.68
4	43,217	44,579	45,471	47,745	4	26.83	27.68	28.24	29.66
5	44,673	46,081	47,003	49,354	5	27.74	28.62	29.20	30.66
6	46,132	47,586	48,538	50,965	6	28.61	29.52	30.12	31.63
7	47,587	49,086	50,068	52,572	7	29.68	30.62	31.24	32.81
8	49,043	50,588	51,600	54,180	8	30.59	31.56	32.20	33.81
9	50,501	52,092	53,134	55,791	9	31.52	32.52	33.18	34.84
*10	52,016	53,655	54,729	57,466	*10	32.46	33.49	34.16	35.87
Accounting Clerk III				Human Resources Assistant					Records & Registration Assistant I
Admissions Office Assistant				Library Acquisitions Analyst					Research Assistant
Administrative Secretary				Library Reference Assistant II					Supervisor, Circulation
Bursar's Office Assistant				Museum Cataloger					Supervisor, Periodicals
Cataloging Assistant II				Museum Preparator					Supervisor, Receiving & Supplies
Counselor Assistant II				Payroll Analyst II					Technologist B
Educational Skills Assistant				Press Assistant					Telecommunications
Financial Aid Assistant									Technology Assistant

Part-time staff employed on or after March 1, 1997 for nineteen (19) hours or more per week will advance a step on their respective salary schedule only after eighteen (18) months of service. The new step shall be applied at the incremental date that is closest to the eighteenth (18th) month of employment. For employees working one to nine (1-9) hours per week, an increment will be made after thirty-six (36) months of employment. For employees working ten to eighteen (10-18) hours per week, an increment will be made after twenty-four (24) months of employment.

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SCHEDULE 91

FULL TIME					PART TIME				
	6/1/04	6/1/2005	9/1/2006	1/1/2007		6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	39,263	40,500	41,310	43,376	Step 0	24.54	25.32	25.83	27.13
1	42,076	43,402	44,271	46,485	1	26.32	27.15	27.70	29.09
2	43,654	45,030	45,931	48,228	2	27.27	28.13	28.70	30.14
3	45,229	46,654	47,588	49,968	3	28.29	29.19	29.78	31.27
4	47,136	48,621	49,594	52,074	4	29.27	30.20	30.81	32.36
5	48,723	50,258	51,264	53,828	5	30.24	31.20	31.83	33.43
6	50,312	51,897	52,935	55,582	6	31.24	32.23	32.88	34.53
7	51,904	53,539	54,610	57,341	7	32.39	33.42	34.09	35.80
8	53,490	55,175	56,279	59,093	8	33.36	34.42	35.11	36.87
9	55,079	56,814	57,951	60,849	9	34.38	35.47	36.18	37.99
*10	56,732	58,520	59,691	62,676	*10	35.41	36.53	37.27	39.14
Administrative Assistant				Conservation Technologist					Receiving Coordinator
Assistant Conservator				Counselor Assistant III					Records & Registration Assistant II
Assistant Coordinator, Print Shop				Exhibition Technologist					Research Associate
Assistant Curator, Costumes				Human Resources Associate					Technologist C
Assistant Museum Registrar				Micro Computer Support Specialist					Testing Center Coordinator
Assistant Supervisor, Accounts Payable				Office Associate					User Support Assistant I
				Project Coordinator					

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SCHEDULE 92

FULL TIME					PART TIME				
	6/1/04	6/1/2005	9/1/2006	1/1/2007		6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	42,820	44,169	45,053	47,306	Step 0	26.78	27.63	28.19	29.60
1	45,888	47,334	48,281	50,696	1	28.69	29.60	30.20	31.71
2	47,608	49,108	50,091	52,596	2	29.77	30.71	31.33	32.90
3	49,327	50,881	51,899	54,494	3	30.84	31.82	32.46	34.09
4	51,405	53,025	54,086	56,791	4	31.92	32.93	33.59	35.27
5	53,137	54,811	55,908	58,704	5	33.00	34.04	34.73	36.47
6	54,871	56,600	57,732	60,619	6	34.07	35.15	35.86	37.66
7	56,603	58,386	59,554	62,532	7	35.32	36.44	37.17	39.03
8	58,335	60,173	61,377	64,446	8	36.40	37.55	38.31	40.23
9	60,068	61,961	63,201	66,362	9	37.48	38.67	39.45	41.43
*10	61,870	63,819	65,096	68,351	*10	38.61	39.83	40.63	42.67
Assistant to Director, Museum at FIT				Financial Aid Office Supervisor					Student Life Office Supervisor
Bursar's Office Associate				Graphics Lab Assistant					Telecommunications Assistant
Bursar's Office Supervisor				Materials Assistant					Telecommunications Technologist
Communications Specialist				Purchasing Associate					Textile Educational Associate
Counselor Associate				Reconciliation Associate					Time and Attendance Coordinator
Department Coordinator				Registrar's Office Supervisor					User Support Assistant II
Electronics Maintenance Engineer				Slide Classifier, History of Art					Web Communications Assistant

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SCHEDULE 93

FULL TIME					PART TIME				
	6/1/04	6/1/2005	9/1/2006	1/1/2007		6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	46,701	48,173	49,137	51,594	Step 0	29.21	30.14	30.75	32.29
1	50,045	51,622	52,655	55,288	1	31.29	32.28	32.93	34.58
2	51,922	53,558	54,630	57,362	2	32.47	33.50	34.17	35.88
3	53,799	55,494	56,604	59,435	3	33.63	34.69	35.39	37.16
4	56,063	57,829	58,986	61,936	4	34.80	35.90	36.62	38.46
5	57,955	59,781	60,977	64,026	5	35.98	37.12	37.87	39.77
6	59,844	61,730	62,965	66,114	6	37.15	38.33	39.10	41.06
7	61,735	63,680	64,954	68,202	7	38.52	39.74	40.54	42.57
8	63,624	65,629	66,942	70,290	8	39.71	40.97	41.79	43.88
9	65,515	67,579	68,931	72,378	9	40.87	42.16	43.01	45.17
*10	67,481	69,607	71,000	74,550	*10	42.10	43.43	44.30	46.52

<ul style="list-style-type: none"> Accounting Supervisor Accounts Supervisor Administrative Coordinator Assistant Coordinator Assistant to the Bursar Assistant to the First Deputy Bursar Associate Curator, Costumes Associate Curator, Textiles Associate Research Curator 	<ul style="list-style-type: none"> Benefits Specialist Career Resource Associate Collections Supervisor Communications Technology Specialist Coordinator of Special Programs Exhibition Production Coordinator Grants Coordinator Mail Center Manager Network Support Specialist 	<ul style="list-style-type: none"> Recruiter Supervisor, Cashiering Operations Supervisor, End User Support Supervisor, Fabric and Findings Room Supervisor, Resource Distribution Supervisor, Student Financial Services Technology Associate Training Coordinator User Services Assistant User Support Assistant III
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Part-time staff employed on or after March 1, 1997 for nineteen (19) hours or more per week will advance a step on their respective salary schedule only after eighteen (18) months of service. The new step shall be applied at the incremental date that is closest to the eighteenth (18th) month of employment. For employees working one to nine (1-9) hours per week, an increment will be made after thirty-six (36) months of employment. For employees working ten to eighteen (10-18) hours per week, an increment will be made after twenty-four (24) months of employment.

*Effective 6/1/05, when an employee has been on step 9 for six (6) years they shall move to step 10 which is three percent (3%) higher.

Effective 6/1/05, newly hired employees hired at Step 0 shall move to Step 1 when they become eligible for a step increase.

COLLECTIVE BARGAINING SALARY SCHEDULES 6/05 - 5/08

6/1/05 = 3.15%

9/1/06 = 2%

1/1/07 = 5%

SCHEDULE 94

FULL TIME					PART TIME				
Step	6/1/04	6/1/2005	9/1/2006	1/1/2007	Step	6/1/04	6/1/2005	9/1/2006	1/1/2007
0	50,931	52,536	53,587	56,267	0	31.84	32.85	33.51	35.19
1	54,581	56,301	57,428	60,300	1	34.11	35.19	35.90	37.70
2	56,626	58,410	59,579	62,558	2	35.40	36.52	37.26	39.13
3	58,671	60,520	61,731	64,818	3	36.67	37.83	38.59	40.52
4	61,145	63,072	64,334	67,551	4	37.95	39.15	39.94	41.94
5	63,207	65,199	66,503	69,829	5	39.23	40.47	41.28	43.35
6	65,265	67,321	68,668	72,102	6	40.51	41.79	42.63	44.77
7	67,325	69,446	70,835	74,377	7	42.00	43.33	44.20	46.41
8	69,389	71,575	73,007	76,658	8	43.28	44.65	45.55	47.83
9	71,449	73,700	75,174	78,933	9	44.57	45.98	46.90	49.25
*10	73,593	75,912	77,431	81,303	*10	45.91	47.36	48.31	50.73

Administrative Associate
 Admissions Office Manager
 Assistant Supervisor, Payroll
 Associate Coordinator
 Conservator
 Coordinator, Academic Skills Center
 Coordinator, Media Services
 Coordinator, News & Information
 Coordinator, Publications/Communications

Curator of Costumes
 Curator of Textiles
 Educational Skills Associate
 Exhibition Manager
 Financial Analyst
 Graphics Lab Coordinator
 International Programs Coordinator
 Lead Operator
 Loan Specialist

Micro-Computer Hardware Specialist
 Museum Registrar
 Network Facilities Manager
 Payroll Coordinator
 Programmer Analyst
 Purchasing Agent
 Registrar's Office Manager
 Research Analyst
 Research Curator
 User Support Supervisor

Part-time staff employed on or after March 1, 1997 for nineteen (19) hours or more per week will advance a step on their respective salary schedule only after eighteen (18) months of service. The new step shall be applied at the incremental date that is closest to the eighteenth (18th) month of employment. For employees working one to nine (1-9) hours per week, an increment will be made after thirty-six (36) months of employment. For employees working ten to eighteen (10-18) hours per week, an increment will be made after twenty-four (24) months of employment.

*Effective 6/1/05, when an employee has been on step 9 for six (6) years they shall move to step 10 which is three percent (3%) higher.
 Effective 6/1/05, newly hired employees hired at Step 0 shall move to Step 1 when they become eligible for a step increase.

COLLECTIVE BARGAINING SALARY SCHEDULES 6/05 - 5/08

6/1/05 = 3.15%

9/1/06 = 2%

1/1/07 = 5%

SCHEDULE 95

FULL TIME					PART TIME				
	6/1/04	6/1/2005	9/1/2006	1/1/2007		6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	55,549	57,299	58,445	61,368	Step 0	34.72	35.82	36.54	38.37
1	59,526	61,402	62,631	65,763	1	37.20	38.38	39.15	41.11
2	61,761	63,707	64,982	68,232	2	38.60	39.82	40.62	42.66
3	63,992	66,008	67,329	70,696	3	40.02	41.29	42.12	44.23
4	66,686	68,787	70,163	73,672	4	41.39	42.70	43.56	45.74
5	68,936	71,108	72,531	76,158	5	42.81	44.16	45.05	47.31
6	71,184	73,427	74,896	78,641	6	44.19	45.59	46.51	48.84
7	73,430	75,744	77,259	81,122	7	45.79	47.24	48.19	50.60
8	75,679	78,063	79,625	83,607	8	47.20	48.69	49.67	52.16
9	77,927	80,382	81,990	86,090	9	48.62	50.16	51.17	53.73
*10	80,265	82,794	84,450	88,673	*10	50.07	51.65	52.69	55.33

Accounting Officer
 Assistant Database Administrator
 Associate Bursar
 Athletic Director
 Benefits Coordinator
 Benefits Manager
 Collection Manager
 Coordinator, Pre-College Programs
 Deputy Bursar

Executive Assistant
 Manager, Cashiering Operations
 Print Shop Manager
 Program Manager
 Salary and Certification Manager
 Senior Conservator
 Supervisor, Desktop Services
 Technology Manager

Part-time staff employed on or after March 1, 1997 for nineteen (19) hours or more per week will advance a step on their respective salary schedule only after eighteen (18) months of service. The new step shall be applied at the incremental date that is closest to the eighteenth (18th) month of employment. For employees working one to nine (1-9) hours per week, an increment will be made after thirty-six (36) months of employment. For employees working ten to eighteen (10-18) hours per week, an increment will be made after twenty-four (24) months of employment.

*Effective 6/1/05, when an employee has been on step 9 for six (6) years they shall move to step 10 which is three percent (3%) higher.

Effective 6/1/05, newly hired employees hired at Step 0 shall move to Step 1 when they become eligible for a step increase.

COLLECTIVE BARGAINING SALARY SCHEDULES 6/05 - 5/08

6/1/05 = 3.15%

9/1/06 = 2%

1/1/07 = 5%

SCHEDULE 96

FULL TIME					PART TIME									
	6/1/04	6/1/2005	9/1/2006	1/1/2007		6/1/04	6/1/2005	9/1/2006	1/1/2007					
Step 0	60,583	62,492	63,742	66,930	Step 0	37.87	39.07	39.86	41.86					
1	64,919	66,964	68,304	71,720	1	40.56	41.84	42.68	44.82					
2	67,357	69,479	70,869	74,413	2	42.11	43.44	44.31	46.53					
3	69,789	71,988	73,428	77,100	3	43.64	45.02	45.93	48.23					
4	72,730	75,021	76,522	80,349	4	45.14	46.57	47.51	49.89					
5	75,181	77,550	79,101	83,057	5	46.67	48.15	49.12	51.58					
6	77,633	80,079	81,681	85,766	6	48.18	49.70	50.70	53.24					
7	80,085	82,608	84,261	88,475	7	49.96	51.54	52.58	55.21					
8	82,535	85,135	86,838	91,180	8	51.49	53.12	54.19	56.90					
9	84,988	87,666	89,420	93,891	9	53.02	54.70	55.80	58.59					
*10	87,538	90,296	92,102	96,708	*10	54.62	56.35	57.48	60.36					
Assistant to the Dean Campus Card Manager Coordinator of Academic Computing Coordinator of Faculty Services Coordinator of Services for Students With Disabilities Coordinator of Technical Projects Coordinator of Web Communications Database Administrator Director of Health Services					Executive Coordinator Financial Aid Data Manager First Deputy Bursar Information Management Specialist Manager, Accounts Payable Manager, Enterprise Technology Services Manager, Fund Accounting Manager, Receiving, Print and Mail Operations Managing Coordinator, Non-Credit Programs Network Manager					Purchasing Contract Compliance Mana Purchasing Manager Senior Systems Analyst-Unix Scripting Senior Systems Analyst-Unix/Windows Systems Programmer Systems Specialist Technology Coordinator Technology Resource Manager Telecommunications Manager User Support Manager Web Systems Specialist				

Part-time staff employed on or after March 1, 1997 for nineteen (19) hours or more per week will advance a step on their respective salary schedule only after eighteen (18) months of service. The new step shall be applied at the incremental date that is closest to the eighteenth (18th) month of employment. For employees working one to nine (1-9) hours per week, an increment will be made after thirty-six (36) months of employment. For employees working ten to eighteen (10-18) hours per week, an increment will be made after twenty-four (24) months of employment.

*Effective 6/1/05, when an employee has been on step 9 for six (6) years they shall move to step 10 which is three percent (3%) higher.

Effective 6/1/05, newly hired employees hired at Step 0 shall move to Step 1 when they become eligible for a step increase.

COLLECTIVE BARGAINING SALARY SCHEDULES 6/05 - 5/08

6/1/05 = 3.15%

9/1/06 = 2%

1/1/07 = 5%

SCHEDULE 99

	FULL TIME				PART TIME		
	6/1/2005	9/1/2006	1/1/2007		6/1/2005	9/1/2006	1/1/2007
Notes: This schedule starts at step 1 instead of step 0.							
Step 1	65,615	66,928	70,274	Step 1	41.02	41.85	43.95
2	70,312	71,718	75,304	2	43.93	44.81	47.06
3	72,953	74,412	78,132	3	45.61	46.52	48.86
4	75,586	77,098	80,953	4	47.27	48.23	50.64
5	78,772	80,348	84,365	5	48.90	49.89	52.38
6	81,426	83,055	87,208	6	50.56	51.58	54.15
7	84,083	85,764	90,052	7	52.19	53.23	55.90
8	86,738	88,472	92,896	8	54.12	55.21	57.97
9	89,392	91,179	95,738	9	55.78	56.90	59.74
10	92,049	93,890	98,584	10	57.44	58.59	61.52
*11	94,810	96,706	101,542	*11	59.17	60.35	63.38

Part-time staff employed on or after March 1, 1997 for nineteen (19) hours or more per week will advance a step on their respective salary schedule only after eighteen (18) months of service. The new step shall be applied at the incremental date that is closest to the eighteenth (18th) month of employment. For employees working one to nine (1-9) hours per week, an increment will be made after thirty-six (36) months of employment. For employees working ten to eighteen (10-18) hours per week, an increment will be made after twenty-four (24) months of employment.

*Effective 6/1/05, when an employee has been on step 10 for six (6) years they shall move to step 11 which is three percent (3%) higher.
 Effective 6/1/05, newly hired employees hired at Step 1 shall move to Step 2 when they become eligible for a step increase.

COLLECTIVE BARGAINING SALARY SCHEDULES 6/05 - 5/08

6/1/05 = 3.15%

9/1/06 = 2%

1/1/07 = 5%

Schedule 97

PART-TIME CLASSROOM FACULTY

	6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	54.62	56.35	57.48	60.36
1	58.55	60.40	61.61	64.70
2	61.03	62.96	64.22	67.44
3	63.55	65.56	66.88	70.23
4	66.06	68.15	69.52	73.00
5	68.55	70.71	72.13	75.74
6	71.06	73.30	74.77	78.51
7	73.60	75.92	77.44	81.32
8	76.09	78.49	80.06	84.07
9	78.59	81.07	82.70	86.84
10	81.07	83.63	85.31	89.58
11	83.64	86.28	88.01	92.42
12	86.15	88.87	90.65	95.19
*13	89.17	91.98	93.82	98.52
**14	91.84	94.74	96.64	101.48

Effective January, 2003 Rates for Summer, Summerim, and Winter for Full-time Faculty Teaching in the Day

Contact Hours	Rate
1	2.5%
2	5.3%
3	7.0%
4	10.3%
5	12.5%
6	15.0%

For those part-time faculty who commenced prior to June 1, 1997, the approach determined by calculating the number of semesters the individual has worked of employment shall equal one (1) year of service for purposes of determining hourly rate schedule for part-time day and evening assignments. Such service

Part-time faculty appointed on or after June 1, 1997 will be eligible for a step schedule only after completion of every twenty-four (24) hours of teaching. Such schedule is effective at the beginning of the next sequential academic semester of service.

*Part-time faculty who have been on step 12 for six (6) years, and who have completed a full-time program for their last three (3) years, shall move to step 13 which is three percent (3.5%) higher.

**Effective 9/1/05 part-time faculty who have been on step 13 for six (6) years at least half of a full-time program for their last three (3) years, shall move to step 14 which is three percent (3%) higher.

Full-time faculty members of FIT teaching part-time evenings and/or weekend courses shall receive an annual step determined by the number of years of experience at FIT. Compensation shall be based on the hourly rate for that step or 1/1000 of their annual salary, whichever is greater.

SUMMER, SUMMERIM AND WINTERIM RATES:

Full-time faculty working in the above session(s) shall be compensated as follows: beginning of Winterim, 1998, full-time faculty will be compensated at a maximum rate for teaching forty-five (45) contact hours for a three (3) hour day course in the Summerim terms. The pay for all other day courses taught during Winterim, shall be prorated consistent with provisions of the Contract and meet with the provisions established by SUNY.

Effective at the beginning of Winterim 2003, full-time faculty will be compensated seven percent (7%) for teaching forty-five (45) contact hours for a three (3) hour day course in Winterim, Summer and Summerim term and prorated for all others.

Effective June 1, 2005, newly hired employees hired at Step 0 shall move to Step 1 which is three percent (3%) higher.

COLLECTIVE BARGAINING SALARY SCHEDULES 6/05 - 5/08

6/1/05 = 3.15%

9/1/06 = 2%

1/1/07 = 5%

SCHEDULE 98

PART-TIME NON-CLASSROOM FACULTY

	6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	30.58	31.55	32.19	33.80
1	32.77	33.81	34.49	36.22
2	34.18	35.26	35.97	37.77
3	35.59	36.72	37.46	39.34
4	37.01	38.18	38.95	40.90
5	38.40	39.61	40.41	42.44
6	39.79	41.05	41.88	43.98
7	41.21	42.51	43.37	45.54
8	42.57	43.92	44.80	47.04
9	44.03	45.42	46.33	48.65
10	45.40	46.84	47.78	50.17
11	46.83	48.31	49.28	51.75
12	48.25	49.77	50.77	53.31
*13	49.93	51.51	52.55	55.18
**14	51.43	53.06	54.13	56.84

Part-time non-classroom faculty employed on or after June 1, 1997 for nineteen (19) years will advance a step on their respective salary schedule only after eighteen (18) months of employment. The new step shall be applied at the incremental date that is closest to the eighteen (18) months of employment. For employees working one to nine (1-9) hours per week, an increment will be made after thirty-six (36) months of employment. For employees working ten to eighteen (10-18) hours per week, an increment will be made after twenty-four (24) months of employment.

*Part-time non-classroom faculty who have been on step 12 for six (6) years and who have worked at least half of a full-time program for their last three (3) years shall be moved to step 13 which is three and five tenths percent (3.5%) higher than step 12.

**Effective 9/1/05 part-time non-classroom faculty who have been on step 13 for six (6) years and who have worked at least half of a full-time program for their last three (3) years shall be moved to step 14 which is three percent (3%) higher than step 13.

Part-time non-classroom faculty who had a minimum of three (3) years of service at prior to August 31, 1975, and all full-time non-classroom faculty who were employed on August 31, 1975, are exempt from this salary schedule. They will continue to be governed by salary schedules applying to classroom faculty.

Effective June 1, 2005, newly hired employees hired at Step 0 shall move to Step 1 and be eligible for a step increase.

COLLECTIVE BARGAINING SALARY SCHEDULES 6/05 - 5/08

6/1/05 = 3.15%

9/1/06 = 2%

1/1/07 = 5%

SCHEDULE 100

	6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	33.53	34.59	35.29	37.06
1	35.92	37.06	37.81	39.71
2	38.42	39.64	40.44	42.47
3	41.15	42.45	43.30	45.47
4	41.15	42.45	43.30	45.47
5	41.15	42.45	43.30	45.47
*6	48.71	50.25	51.26	53.83

Only part-time/full-time staff, technologists and classroom assistants hired prior to March 30, 1988, shall be paid according to this schedule.

*Part-time/full-time staff, technologists and classroom assistants hired prior to September 1, 1972.

SCHEDULE 40

	6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	42,499	43,838	44,715	46,951
1	45,544	46,979	47,919	50,315
2	47,424	48,918	49,897	52,392
3	49,307	50,861	51,879	54,473
4	51,546	53,170	54,234	56,946
5	53,443	55,127	56,230	59,042
6	55,341	57,085	58,227	61,139
7	57,234	59,037	60,218	63,229
8	59,132	60,995	62,215	65,326
9	61,026	62,949	64,208	67,419
*10	62,857	64,837	66,134	69,441

Program Coordinator

SCHEDULE 45

	6/1/04	6/1/2005	9/1/2006	1/1/2007
Step 0	49,021	50,566	51,578	54,157
1	52,532	54,187	55,271	58,035
2	54,158	55,864	56,982	59,832
3	55,925	57,687	58,841	61,784
4	58,366	60,205	61,410	64,481
5	61,101	63,026	64,287	67,502
6	63,832	65,843	67,160	70,518
7	66,563	68,660	70,034	73,536
8	69,301	71,484	72,914	76,560
9	72,752	75,044	76,545	80,373
*10	74,935	77,296	78,842	82,785

Accounting Manager
Curator of Textiles

*Effective 6/1/05, when an employee has been on step 9 for six (6) years they shall move to step 10 which is three percent (3%) higher.
Effective 6/1/05, newly hired employees hired at Step 0 shall move to Step 1 when they become eligible for a step increase.