CREDIT LABORATORY-PERFORMANCE (.67) INSTRUCTIONAL OVERLOAD "MIRROR"

EFFECTIVE 1/1/15

TABLE	TITLE	YEARS COMPLETED	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60 / Ph.D.
43	Instructor, Hourly	0 - 4	1*	59.94	61.31	62.68	64.04	65.41
		5 - 9	2	62.68	64.04	65.41	66.65	68.15
		10 or more	3	65.41	66.65	68.15	69.51	70.89

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-1 (1/1/15). (Ref. Article 20.A.5 et seq.)

CREDIT LECTURE-LABORATORY (.75) INSTRUCTIONAL OVERLOAD "MIRROR" SCALE

EFFECTIVE 1/1/15

TABLE	TITLE	YEARS COMPLETED	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60 / Ph.D.
44	Instructor, Hourly	0 - 4	1*	63.92	65.38	66.84	68.30	69.76
		5 - 9	2	66.84	68.30	69.76	71.22	72.67
		10 or more	3	69.76	71.22	72.67	74.13	75.59

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-2 (1/1/15). (Ref. Article 20.A.5 et seq.)

CREDIT LECTURE-LABORATORY (.85) INSTRUCTIONAL OVERLOAD "MIRROR" SCALE

(Science-Related Disciplines ONLY) EFFECTIVE 1/1/15

TABLE	TITLE	YEARS COMPLETED	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60 / Ph.D.
48	Instructor, Hourly	0 - 4	1*	72.43	74.09	75.74	77.39	79.05
		5 - 9	2	75.74	77.39	79.05	80.70	82.35
		10 or more	3	79.05	80.70	82.35	84.00	85.66

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-3 (1/1/15). (Ref. Article 20.A.5 et seq.)

CREDIT LECTURE INSTRUCTIONAL OVERLOAD "MIRROR" SCALE

EFFECTIVE 1/1/15

TABLE	TITLE	YEARS COMPLETED	STEP	RATINGS				
				F	F+15	F+30	F+45	F+60 / Ph.D.
54	Instructor, Hourly	0 - 4	1*	85.23	87.18	89.12	91.07	93.01
		5 - 9	2	89.12	91.07	93.01	94.95	96.90
		10 or more	3	93.01	94.95	96.90	98.84	100.79

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-5 (1/1/155). (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.