

SALARY SCALES

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Shown opposite and on the following pages are the various salary scales in effect at the issuance of the Proposed Budget.

Pay Scale I, in effect for the period July 1, 2005 through December 31, 2005, applies to all salaried positions represented by the Civil Service Employees Association.

Pay Scale II, in effect for the period September 1, 2007 through August 31, 2008, applies to all salaried positions represented by the Westchester Community College Federation of Teachers.

Pay Scale III, in effect for the period January 1, 2007 through December 31, 2007, applies to all salaried Management positions not represented by any union.

To find the salary scale of a particular position in Pay Scales I and II, find the Roman numeral job group opposite the position title in the budget proper; then find the corresponding group and applicable scales below. Each job group has a multi-step scale, representing the beginning rate and annual increases for which an employee is eligible.

PAY SCALE I (Effective July 1, 2005)

CIVIL SERVICE EMPLOYEES ASSOCIATION

STEPS

Group	1	2	3	4	5
I	26,185	27,145	28,190	29,180	30,205
II	27,145	28,225	29,270	30,350	31,495
III	28,055	29,180	30,350	31,615	32,975
IV	29,375	30,670	32,105	33,550	35,105
V	31,125	32,655	34,265	35,940	37,590
VI	33,650	35,490	37,335	39,175	41,005
VII	36,620	38,700	40,840	42,970	45,095
VIII	39,795	42,225	44,650	47,160	49,600
IX	43,695	46,420	49,100	51,795	54,475
X	48,270	51,225	54,150	57,100	60,040
XI	51,610	55,825	60,080	64,275	68,530
XII	57,335	62,110	66,890	71,670	76,420
XIII	63,540	68,745	74,005	79,250	83,910
XIV	70,320	76,125	81,720	86,695	91,705
XV	77,920	83,760	89,250	94,760	100,245

Longevity Rates

(Effective January 1, 2005)

5 years = \$1,000

10 years = \$1,200

15 years = \$1,500

20 years = \$2,000

25 years = \$2,900

PAY SCALE II (Effective September 1, 2007)

WESTCHESTER COMMUNITY COLLEGE FEDERATION OF TEACHERS

Group	STEPS						
	1	2	3	4	5	6	7
<u>Instructor, Instructor-Librarian, Instructor-Counselor:</u>							
	52,545	54,955	57,355	59,760	62,165		
<u>Assistant Professor, Assistant Professor-Librarian, Assistant Professor-Counselor, Coordinator of Student Health Services:</u>							
	60,605	65,590	70,590	75,615	80,660	85,630	88,115
<u>Associate Professor:</u>							
	69,400	74,630	79,915	85,155	90,395	95,655	97,170
<u>Professor:</u>							
	77,870	84,260	90,725	97,170	103,615	110,035	111,065
<u>Academic Support Center Coordinator:</u>							
I	45,440	47,815	50,190	52,560	54,915		
II	58,390	63,185	67,960	72,715	77,505	82,295	
III	66,890	71,905	76,915	81,890	86,870	93,380	
IV	75,040	81,165	87,335	93,435	99,555	105,740	

Longevity Rate

\$3,095

PAY SCALE III (Effective January 1, 2007)

WESTCHESTER COMMUNITY COLLEGE MANAGERS

<u>Group</u>	<u>Minimum</u>	<u>Maximum</u>
1	62,925	97,605
2	77,160	119,690
3	91,780	135,935
4	106,375	158,570

Longevity Rates

5 years = \$2,225
10 years = \$2,425
15 years = \$2,725
20 years = \$3,725
25 years = \$5,125