

Section 5. Pay-Range Structure, etc.—Academic Professionals.

1. The structure for compensating Academic Professionals groups their positions in job families based upon job responsibilities. The levels within families and associated pay ranges are as follows.
2. Academic Professional 12-month salary rates effective July 1, 2007:

Job Family	Minimum	Maximum
Program Administrator I	32,340	48,012
Program Administrator II	36,936	55,404
Program Administrator III	46,056	69,096
Advisor/Counselor I	32,340	48,012
Advisor/Counselor II	36,936	55,404
Instructional Technical Specialist I	32,400	48,012
Instructional Technical Specialist II	36,936	55,404
Psychologist	53,292	79,944
Clinical Social Worker	36,936	55,404
Dentist	94,944	142,404
Physician	94,944	142,404
Psychology Resident	32,340	48,012
Educational Technology Specialist	52,200	78,324

3. Academic Professional 12-month salary rates effective January 1, 2008:

Job Family	Minimum	Maximum
Program Administrator I	34,044	53,064
Program Administrator II	38,880	61,224
Program Administrator III	48,480	76,356
Advisor/Counselor I	34,044	53,064
Advisor/Counselor II	38,880	61,224
Instructional Technical Specialist I	34,104	53,064
Instructional Technical Specialist II	38,880	61,224
Psychologist	56,100	88,344
Clinical Social Worker	38,880	61,224
Dentist	99,936	157,368
Physician	99,936	157,368
Psychology Resident	34,044	53,064
Educational Technology Specialist	54,948	86,556
Attorney	48,468	76,356

4. Academic Professional 12-month salary rates effective January 1, 2009:

Job Family	Minimum	Maximum
Program Administrator I	35,568	57,828
Program Administrator II	40,632	66,732
Program Administrator III	50,652	83,232
Advisor/Counselor I	35,568	57,828
Advisor/Counselor II	40,632	66,732
Instructional Technical Specialist I	35,640	57,828
Instructional Technical Specialist II	40,632	66,732
Psychologist	58,608	96,300
Clinical Social Worker	40,632	66,732
Dentist	104,424	171,516
Physician	104,424	171,516
Psychology Resident	35,568	57,828
Educational Technology Specialist	57,408	94,332
Attorney	50,652	83,232

5. Nine- (9) month salary rate equivalencies will be calculated by dividing the twelve- (12) month salary rate by 1.22 and rounding to the nearest monthly whole-dollar amount.

The in-range salary advancement pool for Academic Professionals will be funded according to Section 3(B)7 of this Article.