



Board of Governors Meeting

December 3, 2025
2300 Vartan Way, Suite 207
Harrisburg, PA 17110

9 a.m. Public Meeting

1. Roll call
2. Remarks by the Chair
3. Remarks by union leaders
4. Public comment
5. Board consideration
 - a. Ratification of MOU for POA and side letter for APSCUF
6. Other business
7. Adjournment

- The start time may be delayed; thank you for your patience.
- An Executive Session may be called as needed.
- The sequence of the agenda items may change.

Board of Governors Meeting

December 3, 2025

SUBJECT: Ratification of Memorandum of Understanding for POA and Side Letter for APSCUF

UNIVERSITIES AFFECTED: MOU – All Universities; Side letter – Indiana University of Pennsylvania

BACKGROUND: The State System has concluded meet and discuss sessions with the PASSHE Officers Association (POA), which represents police and security supervisors, for a successor memorandum of understanding. Additionally, the State System and the Association of Pennsylvania State College and University Faculties (APSCUF) have negotiated a side letter regarding the impact of the creation of a proposed College of Osteopathic Medicine at Indiana University of Pennsylvania (IUP). Implementation of the memorandum and the side letter is dependent upon approval by the Board of Governors.

MOTION: That the Board ratifies:

- (1) the Memorandum of Understanding with the PASSHE Officers Association;
- (2) the tentative agreement side letter with APSCUF; and

authorizes the Chancellor and the Chairwoman of the Board to execute the appropriate documents.

Supporting Documents Included: (1) POA Meet and Discuss Summary; (2) Tentative Agreement Side Letter for IUP College of Osteopathic Medicine

Other Supporting Documents Available: N/A

Prepared by: Karen M. Romano (kromano@passhe.edu)

**Summary of Understanding as result of Meet and Discuss Between
Pennsylvania's State System of Higher Education (State System) and the PASSHE
Officers Association (POA)**

Term of Memorandum of Understanding

September 1, 2025 through August 31, 2028

Recommendation 17 Salaries and Wages

Police Supervisors

First full pay period in September 2025	General Pay Increase of 5.25%
First full pay period in September 2026	General Pay Increase of 4%
First full pay period in September 2027	General Pay Increase of 4%

Starting August 1, 2025 through
August 31, 2028

Supervisor receive a Step Increment or Longevity Payment, as applicable, on anniversary date¹. Step increments are granted through the beginning of a supervisor's seventh year of service. Increasing Longevity Payments of \$200 per year are granted for each year of service beginning at a supervisor's eighth year of service through twentieth year of service (Year 8 = \$200, Year 20 and beyond = \$2600).

Part-Time employees will be paid at Step 1 for the term of the collective bargaining agreement. Regional Pay of an additional \$4.00 per hour will be added to the base hourly pay rate of supervisors at the following universities: Cheyney, East Stroudsburg, Kutztown, Millersville and West Chester.

Security Officers 2

First full pay period in September 2025	General Pay Increase of 5.25%
First full pay period in September 2026	General Pay Increase of 4%
First full pay period in September 2027	General Pay Increase of 4%

Starting August 1, 2025 through
August 31, 2028

Officers receive a Step Increment or Longevity Payment, as applicable, on anniversary date. Step increments are granted through the beginning of an officer's eighth year of service. Increasing Longevity Payments of \$125 per year are granted for each year of service beginning at an officer's ninth year of service through twentieth year of service (Year 9 = \$125, Year 20 and beyond = \$1500).

Part-Time employees will be paid at Step 1 for the term of the collective bargaining agreement.

¹ Anniversary date is the employee's date of appointment at a State System university.

Recommendation 6 Rest Periods

Delete Section 2

Recommendation 7 Meal Periods

Delete Section 2

Recommendation 18 Overtime

At the employee's option, compensatory time at the appropriate rate, shall be granted in lieu of premium overtime pay, subject to the maximums provided by law. The compensatory time shall be used within 26 pay periods following the earning of said time. The compensatory time off shall be scheduled for periods of time requested by the employee subject to management's responsibility to maintain efficient operations. Unused compensatory time earned that is not used during the 26 pay period time frame shall be processed for payment during the next full pay period and paid at the next pay date at the rate in effect at the time of payment. By mutual written agreement between the University and the employee, payment for earned but unused compensatory time may be provided to the employee prior to the end of the compensatory time year and will be paid at the rate in effect at the time of payment.

Recommendation 22 Life Insurance

Section. 1 The employer shall continue to assume the entire cost of the insurance coverage for eligible employees as set forth in the currently existing life insurance plan as modified by Section 2. The amount of insurance is based on the employee's annual pay rate in effect on the preceding January 1, rounded to the nearest \$1,000, but not to exceed \$40,000. The amount will be reduced to fifty percent (50%) on the date the insured individual reaches age seventy (70). This is reflective in Act 42 of 2007, Act of July 17, 2007, P.L. 141, No. 42, § 1.1, 72 P.S. §§ 1501-A–1508-A. The Employer will follow any changes in the statute and will notify the union of said changes prior to implementation.

Recommendation 27 Seniority

Section 10. Employees, upon majority vote of the involved employees (those employees who provide twenty-four (24) hour coverage for security and patrol continuity), shall have the opportunity to re-bid their current shift assignments on an annual basis.

Appendix J

Section 7. If a holiday falls on a scheduled workday and the employee does not work, holiday compensation will be at the straight time rate for the first eight (8) hours. The remaining work hours in the scheduled workday must be reconciled by the use of holiday, compensatory, annual, or personal paid leave quota the employee has. If paid leave is exhausted, leave without pay time will be charged

TENTATIVE AGREEMENT

SIDE LETTER REGARDING THE IMPACT OF CREATION OF IUP COLLEGE OF OSTEOPATHIC MEDICINE

The State System and APSCUF enter into this side letter to adapt the provisions of 2023-2027 collective bargaining agreement to the plan to create a College of Osteopathic Medicine (“COM”) at Indiana University of Pennsylvania (“IUP”). This side letter:

- is intended to apply only to the creation of the COM and shall not create a precedent for any other situation within the State System.
- addresses issues that the parties presently anticipate. Any future issues will be resolved by mutual agreement of the parties through bargaining or, where applicable, through meet and discuss.
- shall be effective from the date of execution through the term of the 2023-2027 collective bargaining agreement.

Any provision of the collective bargaining agreement and State and Local side letters that are not modified here apply to the COM as written.

A. Definitions

For purposes of this Side Letter, the following definitions shall apply:

1. “BIOMEDICAL SCIENCES FACULTY” -- A COM FACULTY whom IUP does not require to hold a Medical Doctor or Doctor of Osteopathic Medicine degree to teach in the COM.
2. “COM” -- The IUP College of Osteopathic Medicine.
3. "COM FACULTY" -- A FACULTY MEMBER who is appointed to a position in the COM. COM FACULTY include BIOMEDICAL SCIENCES FACULTY and PHYSICIAN FACULTY.
4. "COM ASSISTANT DEAN" – A role held by a COM FACULTY, the professional responsibilities/duties of which include one or more of the following: (a) coordinating the students’ experience in clinical education activities such as site-based clinical education; (b) monitoring comparable implementation of curriculum across rotation sites as required by accreditation standards; (c) monitoring implementation of curricular standards across departments within the COM, disciplines, and/or sites; or (d) supporting and providing recommendations for the creation of graduate medical education residency positions. In this context, the reference to this role as an “assistant

dean” is not reflective of managerial employee status; rather, it reflects nomenclature unique to medical programs for rank and file FACULTY who perform these sorts of duties. The focus of a COM ASSISTANT DEAN role may be clinical and/or curricular and is distinct from the role of the Dean/Associate Dean(s), who develop clinical rotation sites, oversee activities of FACULTY, and ensure compliance with accrediting standards. IUP will allocate time within the COM FACULTY’s workload to account for the professional responsibilities of this role, subject to Article 23, Section H; provided, however, that the minimum workload equivalent assigned will be 12.5% of a twelve (12) month appointment.

5. “PHYSICIAN FACULTY” -- A COM FACULTY whom IUP requires to hold a Medical Doctor or Doctor of Osteopathic Medicine degree to teach in the COM.

B. Appointment of Faculty

1. Until four (4) Regular COM FACULTY are hired, a search committee shall be established as follows: IUP will identify existing related departments outside the COM, each of which shall select a representative to the search committee from among volunteers from its regular, full-time FACULTY. The departments so designated will select their representatives pursuant to their normal departmental processes. For purposes of this section, the related departments shall include, among others, Allied and Public Health; Anthropology, Geospatial and Earth Sciences; Biology; Counseling and Human Development; Madia Department of Chemistry, Biochemistry, and Physics; Music, Theater and Dance – Applied Theater; Nursing; Psychology; and School Psychology, Special Education, and Sociology, and any other departments already established within the COM. If no regular full-time FACULTY MEMBER is selected from any of the above-listed related departments, the search process will continue without representation from that department.

Once constituted, the search committee shall act as the departmental search committee and shall conduct the recommendation vote referenced in Article 11, Section A.1. for the hiring of COM FACULTY, and otherwise act in accordance with Article 11, Section A.1 through 4. Until there is an Interim Department Chair in the COM, the recommendation of the search committee shall be forwarded directly to President or their designee, and Article 11, Section B shall not apply.

2. After four (4) regular COM FACULTY are employed, and continuing through the term of the 2023-2027 collective bargaining agreement, the entire COM shall be considered one department for purposes of the procedures for appointment of FACULTY MEMBERS within the COM under Article 11, Section A through Section E. FACULTY MEMBERS within this combined department shall elect a FACULTY MEMBER to serve the role of Department Chairperson for the Article 11 appointment procedure. To

the extent that the remainder of Article 11 is implicated during the term of this side letter, it will be applied to each COM department.

C. Interim and Initial Department Chairperson Selection

1. Until Regular Department Chairpersons are hired within the COM, IUP intends to establish a Department of Medicine (or similarly-titled interim department) within the COM, with an Interim Department Chairperson.

a. The selection of the Interim Department Chairperson for the Department of Medicine (or similarly-titled interim department), shall be in accordance with Article 6, Section B.1. of the Collective Bargaining agreement, except that the related departments listed in Section B of this Side Letter shall collectively serve as the department for the purpose of designating candidates with the President/designee, and for the purpose of voting in the election of the interim department chair.

b. The Interim Department Chairperson of the Department of Medicine (or similarly-titled department) shall serve a term of 12 months or until the Departments within the COM are reorganized under Regular Department Chairpersons, whichever comes first.

2. For purposes of selecting the initial Regular Department Chairpersons for all Departments within the COM, the President or the Provost/Vice-President for Academic Affairs may appoint Chairpersons no earlier than the 2025/2026 Academic Year and the provisions of Article 6, Section B.1. shall not apply to these appointments. The Chairpersons selected will serve in their roles subject to the provisions of Article 6, Section B.3 and Article 14, until the next contractually scheduled Chairperson election following the 2026 election cycle.

3. The right to select Chairpersons as noted in number C.2. above, will continue through the term of the 2023-2027 collective bargaining agreement. Thereafter, Chairpersons will be elected and selected in accordance with Article 6, Sections B.1. and B.2.

D. Evaluation of Faculty

1. COM FACULTY hired prior to the start of the Fall 2026 semester will be considered Fall 2026 hires for purposes of their performance evaluations in accordance with Article 12, Section F.5. and F.6. However, their entire work record from date of hire will be considered in their initial evaluation.

2. From the time that the COM is reorganized under its initial Regular Department Chairpersons, and continuing through the term of the 2023-2027 collective bargaining agreement, the entire COM shall be considered one department for purposes of the procedures for evaluation of COM FACULTY under Article 12. FACULTY MEMBERS within this combined department shall elect a FACULTY MEMBER to serve the role of Department Chairperson for the Article 12 evaluation procedure.
3. COM FACULTY will be evaluated based upon work performed during the entirety of their 12-month appointment.
4. Evaluations of COM FACULTY will follow Article 12 with the following exceptions:
 - a. If in the opinion of the Dean/designee after consultation with the Department Chairperson, and with the agreement of the COM FACULTY, the deadlines noted in Article 12, Section H. do not provide sufficient time for evaluation based upon the sequencing of a COM FACULTY's workload, the applicable deadlines shall be extended by 60 days and the Dean/designee will notify the temporary COM FACULTY and the Department Chairperson of this extension.
 - b. If a COM FACULTY's workload occurs entirely outside the regular academic fall and spring semesters, they will be observed during their appointment and shall submit their evaluation materials within 30 days after their appointment concludes. They will then be evaluated by the next applicable deadlines in Article 12, Section H.

E. Salaries

1. Salaries for Full-time COM FACULTY

- a. Effective with the start of spring 2026, BIOMEDICAL SCIENCES FACULTY salaries shall be based upon the annualized schedule reflected in Article 22, Pay Schedules C and D (see Appendix 1 to this Side Letter).
- b. Effective with the start of spring 2026, PHYSICIAN FACULTY salaries shall be based upon a fifty percent (50%) increase to the annualized schedule reflected in Article 22, Pay Schedules C and D (see Appendix 2 to this Side Letter).

2. Salaries for Part-time COM FACULTY

- a. Effective with the start of spring 2026 part-time BIOMEDICAL SCIENCES FACULTY salaries shall be prorated based upon the FTE of

their appointment using Article 22, Pay Schedules C and D. (For example, a BIOMEDICAL SCIENCES FACULTY MEMBER with a 25% workload appointment will be paid 25% of the Article 22 salary for their respective rank and step.)

- b. Effective with the start of spring 2026 part-time PHYSICIAN FACULTY salaries shall be prorated based upon the FTE of their appointment using a fifty percent (50%) increase to Article 22, Pay Schedules C and D. (For example, a PHYSICIAN FACULTY with a 25% workload appointment will be paid an amount equal to 37.5% ($25\% \times 1.5 = 37.5\%$) of the Article 22 salary for their rank and step.)
- 3. Compensation for FACULTY MEMBERS whose home department is not in the COM who accept an assignment in the COM, including a summer contract, will be based upon Article 22 or Article 25 as applicable.
- 4. Article 24, SUMMER EMPLOYMENT, is not applicable for COM FACULTY.

F. Workload/Overload

ACADEMIC FACULTY

- 1. The assigned FTE workload for a full-time COM FACULTY shall be equated to twenty-four (24) workload hours for a twelve (12) month appointment. (e.g. 12.5% 12-month FTE = 3 workload hours).

Overload beyond twenty-four (24) workload hours in a twelve (12) month period shall be compensated in accordance with Article 25, Section A. Once the initial course schedule at the COM is determined, the parties will bargain any necessary modifications to this agreement to adapt the provisions of Article 25, Section A to the structure of the COM academic calendar.

- a. Laboratory contact hours in the COM will be treated like chemistry, biology, physics, allied health science and earth science labs for purposes of workload hours, subject to the exception in section F.1.b. below.
- b. For Osteopathic Manipulative Medicine labs:
 - i. the primary instructor will receive workload as outlined above in F.1.a.
 - ii. additional instructors performing small group demonstrations in the presence of the primary instructor will have the labs based upon four (4) contact hours equated to one (1) workload hour.

- c. If a FACULTY MEMBER whose home department is not in the COM is assigned workload in the COM, the following will apply:
 - i. If the workload occurs in the regular academic fall semester, or if the course spans the regular academic fall semester and the preceding summer or the subsequent winter, the workload or applicable overload will be applied to the academic fall semester.
 - ii. If the workload occurs in the regular academic spring semester, or if the course spans the regular academic spring semester and the preceding winter or the subsequent summer, the workload or applicable overload will be applied to the academic spring semester.
 - iii. If the workload occurs entirely in the summer or winter session the workload will be applied to only that session.
 - iv. The FACULTY MEMBER will be informed of the workload equivalency for their assignment in the COM prior to commencement of the assignment.

2. Preparations

- a. For COM FACULTY, eight (8) preparations per twelve (12) month appointment shall be the standard assigned preparations. Assigned prep overload will be compensated in accordance with the formula noted in Article 25, Section B.1 and B.2. for preparations beyond eight (8).
- b. For FACULTY MEMBERS whose home department is not in the COM, their preparations will be calculated based upon the standard in Article 23, Section A.1.b. and applied with the corresponding workload outlined in sections F.1.c. above.
- c. Each FACULTY MEMBER who team teaches less than fifty (50%) percent of a course shall receive one half preparation for that course.
- d. The laboratory portion of a COM course shall be treated like chemistry, biology, physics, allied health science and earth science labs noted in Article 25, Section B for purposes of preparations.
- e. A FACULTY MEMBER who teaches two (or more) courses with similar content, but which are not taught at the same time by the same instructor(s), will be awarded separate preparations.

G. Distance Education

The parties recognize that modes of instruction for courses in the COM must be in alignment with the accreditation standards and requirements established by the

Commission on Osteopathic College Accreditation (“COCA”). To that end, notwithstanding the provisions of Article 41, Section B.2., the default mode of instruction shall be entirely in real time with the FACULTY MEMBER(s) and students in the same physical location. Any exceptions are subject to approval either through the curricular approval process or by the President or their designee on a case-by-case basis.

H. FACULTY MEMBERS whose home department is not in the COM

1. Library FACULTY, Counseling FACULTY, and other FACULTY MEMBERS whose basic responsibilities lie primarily outside the classroom, and who work with or provide services to students in the COM, shall be members of the relevant existing departments outside the COM.
2. Assignment of IUP FACULTY MEMBERS whose home department is not in the COM to teach in the COM on a part time basis shall be in accordance with Article 7, Section B.2.
3. IUP FACULTY MEMBERS may accept voluntary non-teaching assignments in the COM for appropriate workload equivalencies in accordance with Article 23, Section H.
4. FACULTY MEMBERS from other State System Universities may be invited to teach or provide services to the COM in accordance with Article 7, Section B.3.

I. Reporting

IUP/the State System shall report at IUP Chapter Meet and Discuss and State Meet and Discuss regarding the following: Updated plans/timelines for appointment of COM FACULTY as changes are made; copies of appointment letters for COM FACULTY, which shall be posted to a Shared Drive each month; selection of Interim Department Chairpersons; employment of FACULTY MEMBERS whose home department is not in the COM to perform work for the COM by headcount and workload by March 15 and November 15 of each year; and overload worked by FACULTY MEMBERS performing work for the COM by March 15 and November 15 of each year. In addition, the State System shall add the FACULTY MEMBER’s department to the regular Faculty Separation Reports.

Tentative Agreement: August 6, 2025



State System

Brian D. Lipkin



APSCUF

APPENDIX 1

		ANNUALIZED BIOMEDICAL - SPRING 2026			
PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	REGULAR BIWEEKLY ANNUAL	\$2,811.27 \$73,318.03	\$3,254.41 \$84,875.09	\$3,767.38 \$98,253.39	\$4,579.29 \$119,427.76
2	REGULAR BIWEEKLY ANNUAL	\$2,951.84 \$76,983.95	\$3,417.13 \$89,118.73	\$3,955.75 \$103,165.95	\$4,808.26 \$125,399.31
3	REGULAR BIWEEKLY ANNUAL	\$3,099.44 \$80,833.30	\$3,587.98 \$93,574.51	\$4,153.55 \$108,324.46	\$5,048.67 \$131,669.37
4	REGULAR BIWEEKLY ANNUAL	\$3,254.41 \$84,875.09	\$3,767.38 \$98,253.39	\$4,361.22 \$113,740.58	\$5,301.11 \$138,252.88
5	REGULAR BIWEEKLY ANNUAL	\$3,417.13 \$89,118.73	\$3,955.75 \$103,165.95	\$4,579.28 \$119,427.75	\$5,566.16 \$145,165.54
6	REGULAR BIWEEKLY ANNUAL	\$3,502.55 \$91,346.59	\$4,054.64 \$105,745.02	\$4,693.76 \$122,413.35	\$5,705.31 \$148,794.50
7	REGULAR BIWEEKLY ANNUAL	\$3,587.98 \$93,574.51	\$4,153.55 \$108,324.46	\$4,808.26 \$125,399.32	\$5,844.47 \$152,423.86
8	REGULAR BIWEEKLY ANNUAL	\$3,677.68 \$95,913.94	\$4,257.39 \$111,032.75	\$4,928.46 \$128,534.13	\$5,990.58 \$156,234.25
9	REGULAR BIWEEKLY ANNUAL	\$3,767.38 \$98,253.39	\$4,361.22 \$113,740.58	\$5,048.67 \$131,669.37	\$6,136.70 \$160,045.12
10	REGULAR BIWEEKLY ANNUAL	\$3,861.57 \$100,709.85	\$4,470.25 \$116,584.00	\$5,174.88 \$134,960.92	\$6,290.12 \$164,046.45
11	REGULAR BIWEEKLY ANNUAL	\$3,955.75 \$103,165.95	\$4,579.28 \$119,427.75	\$5,301.11 \$138,252.88	\$6,443.53 \$168,047.35
12	REGULAR BIWEEKLY ANNUAL	\$4,054.64 \$105,745.02	\$4,693.76 \$122,413.35	\$5,433.63 \$141,709.00	\$6,604.62 \$172,248.61
13	REGULAR BIWEEKLY ANNUAL	\$4,156.01 \$108,388.63	\$4,811.11 \$125,473.66	\$5,569.47 \$145,251.72	\$6,769.74 \$176,554.82

		ANNUALIZED BIOMEDICAL - SPRING 2027			
PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	REGULAR BIWEEKLY ANNUAL	\$2,895.61 \$75,517.57	\$3,352.05 \$87,421.35	\$3,880.41 \$101,200.99	\$4,716.66 \$123,010.60
2	REGULAR BIWEEKLY ANNUAL	\$3,040.39 \$79,293.47	\$3,519.64 \$91,792.30	\$4,074.42 \$106,260.93	\$4,952.50 \$129,161.29
3	REGULAR BIWEEKLY ANNUAL	\$3,192.42 \$83,258.30	\$3,695.62 \$96,381.74	\$4,278.15 \$111,574.19	\$5,200.13 \$135,619.45
4	REGULAR BIWEEKLY ANNUAL	\$3,352.05 \$87,421.35	\$3,880.41 \$101,200.99	\$4,492.06 \$117,152.80	\$5,460.14 \$142,400.47
5	REGULAR BIWEEKLY ANNUAL	\$3,519.64 \$91,792.30	\$4,074.42 \$106,260.93	\$4,716.66 \$123,010.58	\$5,733.15 \$149,520.51
6	REGULAR BIWEEKLY ANNUAL	\$3,607.63 \$94,086.98	\$4,176.28 \$108,917.37	\$4,834.58 \$126,085.75	\$5,876.47 \$153,258.34
7	REGULAR BIWEEKLY ANNUAL	\$3,697.82 \$96,439.16	\$4,280.69 \$111,640.31	\$4,955.44 \$129,237.90	\$6,023.38 \$157,089.79
8	REGULAR BIWEEKLY ANNUAL	\$3,790.27 \$98,850.14	\$4,387.70 \$114,431.31	\$5,079.33 \$132,468.85	\$6,173.97 \$161,017.04
9	REGULAR BIWEEKLY ANNUAL	\$3,885.02 \$101,321.39	\$4,497.40 \$117,292.10	\$5,206.31 \$135,780.57	\$6,328.32 \$165,042.46
10	REGULAR BIWEEKLY ANNUAL	\$3,982.15 \$103,854.43	\$4,609.83 \$120,224.40	\$5,336.47 \$139,175.08	\$6,486.52 \$169,168.53
11	REGULAR BIWEEKLY ANNUAL	\$4,081.70 \$106,450.79	\$4,725.08 \$123,230.01	\$5,469.88 \$142,654.46	\$6,648.69 \$173,397.74
12	REGULAR BIWEEKLY ANNUAL	\$4,183.74 \$109,112.06	\$4,843.20 \$126,310.76	\$5,606.63 \$146,220.82	\$6,814.90 \$177,732.68
13	REGULAR BIWEEKLY ANNUAL	\$4,288.34 \$111,839.86	\$4,964.28 \$129,468.53	\$5,746.79 \$149,876.34	\$6,985.28 \$182,176.00

APPENDIX 2

		ANNUALIZED PHYSICIAN - SPRING 2026			
PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	REGULAR BIWEEKLY ANNUAL	\$4,216.91 \$109,977.05	\$4,881.62 \$127,312.64	\$5,651.08 \$147,380.09	\$6,868.93 \$179,141.65
2	REGULAR BIWEEKLY ANNUAL	\$4,427.76 \$115,475.92	\$5,125.69 \$133,678.10	\$5,933.62 \$154,748.92	\$7,212.38 \$188,098.96
3	REGULAR BIWEEKLY ANNUAL	\$4,649.15 \$121,249.95	\$5,381.97 \$140,361.76	\$6,230.32 \$162,486.69	\$7,573.01 \$197,504.06
4	REGULAR BIWEEKLY ANNUAL	\$4,881.62 \$127,312.64	\$5,651.08 \$147,380.09	\$6,541.83 \$170,610.87	\$7,951.66 \$207,379.32
5	REGULAR BIWEEKLY ANNUAL	\$5,125.69 \$133,678.10	\$5,933.62 \$154,748.92	\$6,868.93 \$179,141.62	\$8,349.25 \$217,748.31
6	REGULAR BIWEEKLY ANNUAL	\$5,253.83 \$137,019.88	\$6,081.96 \$158,617.53	\$7,040.65 \$183,620.03	\$8,557.97 \$223,191.75
7	REGULAR BIWEEKLY ANNUAL	\$5,381.97 \$140,361.76	\$6,230.32 \$162,486.69	\$7,212.38 \$188,098.98	\$8,766.71 \$228,635.80
8	REGULAR BIWEEKLY ANNUAL	\$5,516.52 \$143,870.91	\$6,386.09 \$166,549.12	\$7,392.68 \$192,801.19	\$8,985.87 \$234,351.38
9	REGULAR BIWEEKLY ANNUAL	\$5,651.08 \$147,380.09	\$6,541.83 \$170,610.87	\$7,573.01 \$197,504.06	\$9,205.05 \$240,067.68
10	REGULAR BIWEEKLY ANNUAL	\$5,792.36 \$151,064.77	\$6,705.37 \$174,875.99	\$7,762.32 \$202,441.37	\$9,435.19 \$246,069.67
11	REGULAR BIWEEKLY ANNUAL	\$5,933.62 \$154,748.92	\$6,868.93 \$179,141.62	\$7,951.66 \$207,379.32	\$9,665.30 \$252,071.03
12	REGULAR BIWEEKLY ANNUAL	\$6,081.96 \$158,617.53	\$7,040.65 \$183,620.03	\$8,150.44 \$212,563.49	\$9,906.94 \$258,372.92
13	REGULAR BIWEEKLY ANNUAL	\$6,234.01 \$162,582.95	\$7,216.66 \$188,210.50	\$8,354.20 \$217,877.58	\$10,154.61 \$264,832.23

		ANNUALIZED PHYSICIAN - SPRING 2027			
PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	REGULAR BIWEEKLY ANNUAL	\$4,343.42 \$113,276.36	\$5,028.07 \$131,132.02	\$5,820.61 \$151,801.49	\$7,075.00 \$184,515.90
2	REGULAR BIWEEKLY ANNUAL	\$4,560.59 \$118,940.20	\$5,279.46 \$137,688.45	\$6,111.63 \$159,391.39	\$7,428.76 \$193,741.93
3	REGULAR BIWEEKLY ANNUAL	\$4,788.63 \$124,887.45	\$5,543.43 \$144,572.61	\$6,417.23 \$167,361.29	\$7,800.20 \$203,429.18
4	REGULAR BIWEEKLY ANNUAL	\$5,028.07 \$131,132.02	\$5,820.61 \$151,801.49	\$6,738.08 \$175,729.19	\$8,190.21 \$213,600.70
5	REGULAR BIWEEKLY ANNUAL	\$5,279.46 \$137,688.45	\$6,111.63 \$159,391.39	\$7,075.00 \$184,515.87	\$8,599.72 \$224,280.76
6	REGULAR BIWEEKLY ANNUAL	\$5,411.44 \$141,130.48	\$6,264.42 \$163,376.06	\$7,251.86 \$189,128.63	\$8,814.70 \$229,887.50
7	REGULAR BIWEEKLY ANNUAL	\$5,546.73 \$144,658.74	\$6,421.03 \$167,460.46	\$7,433.16 \$193,856.85	\$9,035.07 \$235,634.69
8	REGULAR BIWEEKLY ANNUAL	\$5,685.40 \$148,275.21	\$6,581.56 \$171,646.97	\$7,618.99 \$198,703.27	\$9,260.95 \$241,525.56
9	REGULAR BIWEEKLY ANNUAL	\$5,827.53 \$151,982.09	\$6,746.09 \$175,938.15	\$7,809.47 \$203,670.85	\$9,492.47 \$247,563.70
10	REGULAR BIWEEKLY ANNUAL	\$5,973.22 \$155,781.64	\$6,914.75 \$180,336.60	\$8,004.70 \$208,762.62	\$9,729.78 \$253,752.79
11	REGULAR BIWEEKLY ANNUAL	\$6,122.55 \$159,676.18	\$7,087.62 \$184,845.01	\$8,204.82 \$213,981.69	\$9,973.03 \$260,096.61
12	REGULAR BIWEEKLY ANNUAL	\$6,275.62 \$163,668.08	\$7,264.81 \$189,466.14	\$8,409.94 \$219,331.23	\$10,222.36 \$266,599.02
13	REGULAR BIWEEKLY ANNUAL	\$6,432.51 \$167,759.79	\$7,446.43 \$194,202.79	\$8,620.19 \$224,814.51	\$10,477.91 \$273,264.00