	Average Spike Plan (ASP)											
Description	Tenure/Tenure-Track salaries are dependent upon an average of the CUPA data by college/school and by rank. Instructor salaries are at the average level from CUPA data. (Note: If current salary is above this value, there is a "do no harm" clause in place. Instead, a 1% raise is given)											
	Instructor	Assistant	Associate	Full								
CAS/CEC	\$57,717	\$59,222	\$67,027	\$80,857								
HIMSE	\$57,717	\$75,936	\$84,141	\$102,234								
SOB	\$57,717	\$72,853	\$78,381	\$92,181								
			Total Cost*:	\$839,634								
Including the +25	5% "Fudge Factor	" needed for b	penefits, etc. ==>	\$1,049,543								

^{*}The effects from non-9-month and non-full-time contracts, as well as all standard Instructor, Assistant Professor, Associate Professor, Full Professor, and Visiting Professor contracts have been accounted for in this calculation.

						Saint	Marti	n's SAL	ARY SC	ALES [Old vs. N	ew: Av	erage	Spike F	Plan (A	SP)]									
	FT Instructor 5:5 Teaching Load					Assistant Professor					Associate Professor						Professor								
	CAS/CEC/SOB HIMSE		MSE	CAS/CEC HIMSE			SOB		CAS/CEC		HIMSE		SOB		CAS/CEC		HIMSE		SOB						
Step	OLD	New (ASP)	OLD	New (ASP)	OLD	NEW (ASP)	OLD	NEW (ASP)	OLD	NEW (ASP)	OLD	NEW (ASP)	OLD	NEW (ASP)	OLD	NEW (ASP)	OLD	NEW (ASP)	OLD	NEW (ASP)	OLD	NEW (ASP)			
0	\$39,000	\$57,717	\$60,000	\$60,600	\$48,650	\$59,222	\$70,000	\$75,936	\$69,145	\$72,853	\$50,670	\$67,027	\$75,000	\$84,141	\$71,037	\$78,381	\$54,305	\$80,857	\$80,000	\$102,234	\$76,976	\$92,181			
2	\$39,300 \$39,600	\$57,717 \$57,717	\$60,600 \$61,206	\$61,206 \$61,818	\$49,110 \$49,570	\$59,222 \$59,222	\$70,700 \$71,407	\$75,936 \$75,936	\$69,836 \$70,534	\$72,853 \$72,853	\$51,180 \$51,690	\$67,027 \$67,027	\$75,750 \$76,508	\$84,141	\$71,755 \$72,480	\$78,381 \$78,381	\$54,921 \$55,537	\$80,857	\$80,800	\$102,234 \$102,234	\$77,754 \$78,539	\$92,181 \$92,181			
3	\$39,900	\$57,717	\$61,818	\$62,436	\$50,030	\$59,222	\$72,121	\$75,936	\$71,239	\$72,853	\$52,200	\$67,027	\$77,273	\$84,141	\$73,205	\$78,381	\$56,153	\$80,857	\$82,424	\$102,234	\$79,332	\$92,181			
4	\$40,200	\$57,717	\$62,436	\$63,060	\$50,490	\$59,222	\$72,842	\$75,936	\$71,951	\$72,853	\$52,710	\$67,027	\$78,045	\$84,141	\$73,937	\$78,381	\$56,769	\$80,857	\$83,248	\$102,234	\$80,133	\$92,181			
5 6	\$40,500	\$57,717 \$57,717	\$63,061 \$63,691	\$63,692 \$64,328	\$50,950 \$51,410	\$59,222 \$59,222	\$73,571 \$74,306	\$75,936 \$75,936	\$72,671 \$73,398	\$73,398 \$74,132	\$53,220 \$53,730	\$67,027 \$67,027	\$78,826 \$79,614	\$84,141	\$74,676 \$75,423	\$78,381 \$78,381	\$57,385 \$58,001	\$80,857	\$84,081 \$84,922	\$102,234 \$102,234	\$80,943 \$81,761	\$92,181 \$92,181			
7	\$41,100	\$57,717	\$64,328	\$64,971	\$51,870	\$59,222	\$75,049	\$75,936	\$74,132	\$74,132	\$54,240	\$67,027	\$80,410	\$84,141	\$76,177	\$78,381	\$58,617	\$80,857	\$85,771	\$102,234	\$82,587	\$92,181			
8	\$41,400	\$57,717	\$64,971	\$65,621	\$52,330	\$59,222	\$75,800	\$76,558	\$74,873	\$75,622	\$54,750	\$67,027	\$81,214	\$84,141	\$76,939	\$78,381	\$59,233	\$80,857	\$86,629	\$102,234	\$83,421	\$92,181			
9	\$41,700	\$57,717	\$65,621	\$66,277	\$52,790	\$59,222	\$76,558	\$77,324	\$75,622	\$76,378	\$55,260	\$67,027	\$82,026	\$84,141	\$77,708	\$78,485	\$59,849	\$80,857	\$87,495	\$102,234	\$84,264	\$92,181			
10 11	\$42,000 \$42,300	\$57,717 \$57,717	\$66,277 \$66,940	\$66,940 \$67.609	\$53,250 \$53,710	\$59,222 \$59,222	\$77,324 \$78,097	\$78,097 \$78.878	\$76,378 \$77,142	\$77,142 \$77,913	\$55,770 \$56,280	\$67,027 \$67,027	\$82,847	\$84,141	\$78,485 \$79,270	\$79,270 \$80.063	\$60,465 \$61,081	\$80,857	\$88,370	\$102,234 \$102,234	\$85,721 \$86.578	\$92,181 \$92.181			
12	\$42,600	\$57,717	\$67,610	\$68,286	\$54,170	\$59,222	\$78,097	\$78,878	\$77,913	\$78,692	\$56,790	\$67,027	\$84,512	\$85,357	\$80,062	\$80,863	\$61,697	\$80,857	\$90,146	\$102,234	\$87,444	\$92,181			
13	\$42,900	\$57,717	\$68,286	\$68,969	\$54,630	\$59,222	\$78,097	\$78,878	\$78,692	\$79,479	\$57,300	\$67,027	\$85,357	\$86,211	\$80,863	\$81,672	\$62,313	\$80,857	\$91,047	\$102,234	\$88,318	\$92,181			
14 15	\$43,200 \$43,500	\$57,717 \$57,717	\$68,968 \$69,658	\$69,658 \$70,355	\$55,090 \$55,550	\$59,222 \$59,222	\$78,097 \$78,097	\$78,878 \$78,878	\$79,479 \$80,274	\$80,274 \$81,077	\$57,810 \$58,320	\$67,027 \$67,027	\$85,784 \$86,213	\$86,642	\$81,672 \$82,489	\$82,489	\$62,929 \$63,545	\$80,857	\$91,958 \$92,878	\$102,234 \$102,234	\$89,201 \$90,093	\$92,181 \$92,181			
16	\$43,800	\$57,717	\$70,355	\$71,059	\$56,010	\$59,222	\$78,097	\$78,878	\$80,274	\$81,077	\$58,830	\$67,027	\$86,644	\$87,510	\$83,314	\$84,147	\$64,161	\$80,857	\$93,806	\$102,234	\$90,994	\$92,181			
17	\$44,100	\$57,717	\$71,058	\$71,769	\$56,470	\$59,222	\$78,097	\$78,878	\$80,274	\$81,077	\$59,340	\$67,027	\$87,077	\$87,948	\$84,174	\$85,016	\$64,777	\$80,857	\$94,744	\$102,234	\$91,904	\$92,823			
18	\$44,400	\$57,717	\$71,769	\$72,487	\$56,930	\$59,222	\$78,097	\$78,878	\$80,274	\$81,077	\$59,850	\$67,027	\$87,512	\$88,387	\$84,988	\$85,838	\$65,393	\$80,857	\$95,692	\$102,234	\$92,823	\$93,751			
19 20	\$44,700 \$45,000	\$57,717 \$57,717	\$72,487 \$73,211	\$73,212 \$73,943	\$57,390 \$57,850	\$59,222 \$59,222	\$78,097 \$78,097	\$78,878 \$78,878	\$80,274 \$80,274	\$81,077 \$81,077	\$60,360 \$60,870	\$67,027 \$67,027	\$87,950 \$88,390	\$88,830	\$85,838	\$86,696	\$66,009 \$66,625	\$80,857	\$96,649 \$97,615	\$102,234 \$102,234	\$93,751 \$94,689	\$94,689			
21	\$45,300	\$57,717	\$73,944	\$74,683	\$58,310	\$59,222	\$78,097	\$78,878	\$80,274	\$81,077	\$61,380	\$67,027	\$88,832	\$89,720	\$87,563	\$88,439	\$67,241	\$80,857	\$98,591	\$102,234	\$95,636	\$96,592			
22	\$45,600	\$57,717	\$74,683	\$75,430	\$58,770	\$59,358	\$78,097	\$78,878	\$80,274	\$81,077	\$61,890	\$67,027	\$89,276	\$90,169	\$88,439	\$89,323	\$67,857	\$80,857	\$99,577	\$102,234	\$96,592	\$97,558			
23	\$45,900	\$57,717	\$75,430	\$76,184	\$59,230	\$59,822	\$78,097	\$78,878	\$80,274	\$81,077	\$62,400	\$67,027	\$89,722	\$90,619	\$89,323	\$90,216	\$68,473	\$80,857	\$100,573	\$102,234	\$97,558	\$98,534			
24 25	\$46,200 \$46,500	\$57,717 \$57,717	\$76,184 \$76,946	\$76,946 \$77,715	\$59,690	\$60,287 \$60,752	\$78,097 \$78,097	\$78,878 \$78,878	\$80,274 \$80,274	\$81,077 \$81,077	\$62,910 \$63,420	\$67,027 \$67,027	\$90,171 \$90,622	\$91,073 \$91,528	\$90,124 \$90,124	\$91,025 \$91,025	\$69,089 \$69,705	\$80,857	\$101,579 \$102,595	\$102,595 \$103,621	\$98,534 \$99,519	\$99,519 \$100.514			
26	\$46,800	\$57,717	\$77,715	\$78,492	\$60,610	\$61,216	\$78,097	\$78,878	\$80,274	\$81,077	\$63,930	\$67,027	\$91,075	\$91,986	\$90,124	\$91,025	\$70,321	\$80,857	\$103,621	\$104,657	\$100,514	\$101,519			
27	\$47,100	\$57,717	\$77,715	\$78,492	\$61,070	\$61,681	\$78,097	\$78,878	\$80,274	\$81,077	\$64,440	\$67,027	\$91,530	\$92,445	\$90,124	\$91,025	\$70,937	\$80,857	\$104,657	\$105,704	\$101,519	\$102,534			
28 29	\$47,400 \$47,700	\$57,717 \$57,717	\$77,715 \$77,715	\$78,492 \$78,492	\$61,530 \$61,990	\$62,145 \$62,610	\$78,097 \$78,097	\$78,878 \$78,878	\$80,274 \$80,274	\$81,077 \$81,077	\$64,950 \$65,460	\$67,027 \$67,027	\$91,988 \$92,448	\$92,908	\$90,124 \$90,124	\$91,025	\$71,553 \$72,169	\$80,857	\$105,703 \$106,760	\$106,760 \$107,828	\$102,534 \$103,560	\$103,559			
30	\$48,000	\$57,717	\$77,715	\$78,492	\$62,450	\$63,075	\$78,097	\$78,878	\$80,274	\$81,077	\$65,970	\$67,027	\$92,910	\$93,839	\$90,124	\$91,025	\$72,785	\$80,857	\$100,700	\$107,828	\$104,596	\$105,642			
31	\$48,300	\$57,717	\$77,715	\$78,492	\$62,910	\$63,539	\$78,097	\$78,878	\$80,274	\$81,077	\$66,480	\$67,145	\$93,374	\$94,308	\$90,124	\$91,025	\$73,401	\$80,857	\$108,906	\$109,995	\$105,642	\$106,698			
32	\$48,600	\$57,717	\$77,715	\$78,492	\$63,370	\$64,004	\$78,097	\$78,878	\$80,274	\$81,077	\$66,990	\$67,660	\$93,841	\$94,779	\$90,124	\$91,025	\$74,017	\$80,857	\$109,995	\$111,095	\$106,698	\$107,765			
33	\$48,900	\$57,717 \$57,717	\$77,715 \$77,715	\$78,492 \$78,492	\$63,830	\$64,468 \$64,933	\$78,097 \$78,097	\$78,878 \$78,878	\$80,274 \$80,274	\$81,077 \$81,077	\$67,500 \$68,010	\$68,175 \$68,690	\$94,311 \$94,782	\$95,254	\$90,124 \$90,124	\$91,025 \$91,025	\$74,633 \$75,249	\$80,857	\$111,095 \$112,206	\$112,206 \$113,328	\$107,765 \$108,843	\$108,843			
35	\$49,500	\$57,717	\$77,715	\$78,492	\$64,750	\$65,398	\$78,097	\$78,878	\$80,274	\$81,077	\$68,520	\$69,205	\$95,256	\$96,209	\$90,124	\$91,025	\$75,865	\$80,857	\$113,328	\$114,461	\$109,931	\$111,030			
36	\$49,800	\$57,717	\$77,715	\$78,492	\$65,210	\$65,862	\$78,097	\$78,878	\$80,274	\$81,077	\$69,030	\$69,720	\$95,732	\$96,689	\$90,124	\$91,025	\$76,481	\$80,857	\$114,462	\$115,607	\$111,030	\$112,141			
37 38	\$50,100 \$50,400	\$57,717 \$57,717	\$77,715 \$77,715	\$78,492 \$78,492	\$65,670	\$66,327 \$66,791	\$78,097 \$78,097	\$78,878 \$78,878	\$80,274 \$80,274	\$81,077 \$81,077	\$69,540 \$70,050	\$70,235 \$70,751	\$96,211 \$96,692	\$97,173 \$97,659	\$90,124 \$90,124	\$91,025 \$91,025	\$77,097 \$77,713	\$80,857	\$115,606 \$116,762	\$116,762 \$117,930	\$112,141 \$113,262	\$113,262 \$114,395			
39	\$50,700	\$57,717	\$77,715	\$78,492	\$66,590	\$67,256	\$78,097	\$78,878	\$80,274	\$81,077	\$70,050	\$70,751	\$96,692	\$97,659	\$90,124	\$91,025	\$77,713	\$80,857	\$116,762	\$117,930	\$113,262	\$114,395			
40	\$51,000	\$57,717	\$77,715	\$78,492	\$67,050	\$67,721	\$78,097	\$78,878	\$80,274	\$81,077	\$71,070	\$71,781	\$97,661	\$98,638	\$90,124	\$91,025	\$78,945	\$80,857	\$119,109	\$120,300	\$115,539	\$116,694			
41	\$51,300	\$57,717	\$77,715	\$78,492	\$67,510	\$68,185	\$78,097	\$78,878	\$80,274	\$81,077	\$71,580	\$72,296	\$98,150	\$99,132	\$90,124	\$91,025	\$79,561	\$80,857	\$120,300	\$121,503	\$116,694	\$117,861			
42	\$51,600 \$51,900	\$57,717 \$57,717	\$77,715 \$77,715	\$78,492 \$78,492	\$67,970	\$68,650 \$69,114	\$78,097 \$78,097	\$78,878 \$78,878	\$80,274	\$81,077 \$81,077	\$72,090 \$72,600	\$72,811 \$73,326	\$98,640 \$99,134	\$99,626 \$100,125	\$90,124 \$90,124	\$91,025	\$80,177 \$80,793	\$80,979	\$121,503 \$122,718	\$122,718 \$123,945	\$117,861 \$119,040	\$119,040 \$120.230			
44	\$52,200	\$57,717	\$77,715	\$78,492	\$68,890	\$69,579	\$78,097	\$78,878	\$80,274	\$81,077	\$73,110	\$73,841	\$99,629	\$100,125	\$90,124	\$91,025	\$81,409	\$82,223	\$123,945	\$125,184	\$120,230	\$120,230			
45	\$52,500	\$57,717	\$77,715	\$78,492	\$69,350	\$70,044	\$78,097	\$78,878	\$80,274	\$81,077	\$73,620	\$74,356	\$100,127	\$101,128	\$90,124	\$91,025	\$82,025	\$82,845	\$125,185	\$126,437	\$121,432	\$122,647			
46	\$52,800	\$57,717	\$77,715	\$78,492	\$69,810	\$70,508	\$78,097	\$78,878 \$78,878	\$80,274	\$81,077 \$81,077	\$74,130	\$74,871 \$75,386	\$100,628	\$101,634 \$102,142	\$90,124	\$91,025 \$91,025	\$82,641	\$83,467	\$126,437	\$127,701 \$128,978	\$122,647	\$123,873 \$125.112			
47	\$53,100 \$53,400	\$57,717 \$57,717	\$77,715 \$77,715	\$78,492 \$78,492	\$70,270 \$70,730	\$70,973 \$71,437	\$78,097 \$78,097	\$78,878	\$80,274 \$80,274	\$81,077	\$74,640 \$75,150	\$75,386	\$101,131 \$101,637	\$102,142	\$90,124 \$90,124	\$91,025	\$83,257 \$83,873	\$84,090	\$127,701 \$128,978	\$128,978	\$123,873 \$125,112	\$125,112			
49	\$53,700	\$57,717	\$77,715	\$78,492	\$71,190	\$71,902	\$78,097	\$78,878	\$80,274	\$81,077	\$75,660	\$76,417	\$102,145	-	\$90,124	\$91,025	\$84,489	\$85,334	\$130,268	\$131,571	\$126,363	\$127,626			
Increment	\$300	No Steps	1% Steps	No Steps	\$460	No Steps	1% Steps	No Steps	1% Steps	No Steps	\$510	No Steps	1% Steps	No Steps	1% Steps	No Steps	\$616	No Steps	1% Steps	No Steps	1% Steps	No Steps			
	1		St 25				Sa 11		Sec. 15				Step 13:		St 24										
Notes:	1		Step 26 Max				Step 11 Max		Step 15 Max				Switch to 0.5%		Step 24 Max										
													Steps												
	Cells co	lored blue r	epresent a 1	1% raise		Cells col	ored blue r	epresent a	1% raise			Cells col	ored blue r	epresent a .	1% raise			Cells colo	Cells colored blue represent a 1% raise						