**§ 6220. Salary schedules in certain public institutions of higher learning.** For the purposes of this section, "college" shall mean a senior college as defined in subdivision five of section sixty-two hundred two of this article. Any reference in this section to a "community college of the board of trustees" or to a "community college sponsored or administered by the board of higher education of the city of New York" shall be deemed a reference to a community college as defined in subdivision four of section sixty-two hundred two of this article and to a locally sponsored community college administered by the board pursuant to subdivision three of section sixty-three hundred six of this chapter.

In any public institution of higher learning under the jurisdiction of the board of trustees, including community colleges sponsored or administered by the board of trustees, the salaries, increments and annual salary schedules of the following positions shall continue to be no lower than those established by the board of higher education and approved by the mayor and in full force and effect the first day of January, nineteen hundred sixty-five:

1. President;

2. Dean;

3. Professor;

4. Registrar;

5. Lecturers;

6. Associate professors and librarians;

7. Assistant professors and associate librarians;

8. Instructors, assistant registrars and assistant librarians;

9. Library assistants;

10. Tutors;

11. Research assistants and clinical assistants;

12. Fellows and laboratory teaching assistants;

13. Services on an hourly basis of compensation: persons appointed to teaching positions in the evening and summer session with compensation on an hourly basis;

14. Temporary employees in teaching and supervising positions; and

15. College physician--doctor and/or dentist: on session service.

The annual increments provided through the operation of this subdivision shall be added on January first of each year.

16. Administrative employees of the non-instructional staff.

A. Group I. College office assistant A, college secretarial assistant A;

Group II. College office assistant B, college secretarial assistant B;

Group III. College administrative assistant;

Group IV. Such other administrative positions of the non-instructional staff now existing and such other administrative positions of the non-instructional staff as the board of trustees may establish from time to time and at such salary and salary schedules as the said board of trustees may establish with the approval of the mayor of the city of New York.

B. The annual increments provided through the operation of this section in the foregoing salary schedules for groups I, II, and III hereof shall become effective on the first day of July or the first day

of January in each year following the completion of a year of service.

C. Effective July first, nineteen hundred sixty-six, titles of administrative employees of the non-instructional staff of community colleges sponsored or administered by the board of trustees shall be changed as follows:

1. Group I. College office assistant A, college secretarial assistant A.

2. Group II. College office assistant B, college secretarial assistant B.

3. Group III. College administrative assistant.

4. Group IV. Such other administrative positions of the non-instructional staff now existing and such other administrative positions of the non-instructional staff as the board of trustees may establish from time to time and at such salary and salary schedules as said board of trustees may establish with the approval of the mayor of the city of New York.

5. The qualification requirements for these positions and the conditions of employment shall be as established by the board of trustees, and shall be the same as those established for comparable titles for four-year colleges of the board of trustees of the city university of New York.

6. Salaries and salary conditions for these positions shall be as established by the board of trustees, and shall be the same as those established for comparable titles for four-year colleges of the board of trustees.

7. All permanent administrative employees of the non-instructional staff of the community colleges sponsored or administered by the board of trustees, who are high school graduates and who on June thirtieth, nineteen hundred sixty-six had permanent or probationary status in the

titles listed in column one below shall without examination (except as otherwise specified) have their titles changed to the equated titles in column two:

| Column 1<br>Title as of June 30, 1966 | Column 2<br>Equated Title as of July 1, 1966 |
|---|---|
| Account Clerk | College office assistant A |
| Administrative assistant | College administrative assistant |
| Clerk | College office assistant A |
| Department library aide | College office assistant A |
| Senior Clerk | College office assistant B |
| Senior stenographer | College secretarial assistant B |
| Stenographer | College secretarial assistant A |
| Supervising clerk | College administrative assistant |

(if incumbent passes a noncompetitive qualifying examination conducted by the New York city department of personnel; a probationary period of one year shall begin on appointment as a college administrative assistant)

or

College office assistant B (if incumbent fails to pass the above qualifying examination; in which case incumbent's salary shall continue to increase by increments until the maximum of supervising clerk schedule has been reached). Supervising stenographer College administrative assistant

(if incumbent passes a non-competitive qualifying examination conducted by the New York city department of personnel; a probationary period of one year shall begin on appointment as college administrative assistant)

or

College secretarial assistant B (if incumbent fails to pass the above qualifying examination; in which case incumbent's salary shall continue to increase by increments until the maximum of supervising stenographer schedule has been reached).

Typist College office assistant A

An employee who on July first, nineteen hundred sixty-six has not yet completed his probationary period shall, if he subsequently completes his probationary period, be reclassified to the appropriate equivalent title at the time of his permanent appointment. An employee who is not a high school graduate shall be reclassified within a year after July first, nineteen hundred sixty-six to the appropriate equivalent title on presentation of a high school diploma or its equivalent, failing to do which such employee shall remain in his career and salary plan title.

8. No person employed in the community colleges sponsored or administered by the board of trustees at the time this article goes into effect shall suffer any diminution of salary, status, tenure, and retirement rights, nor shall he receive in his new title a salary less than he would have received had he continued in his former title. Any such person shall retain his right to promotion on a city-wide basis from any civil service list in existence on July first, nineteen hundred sixty-six or established as the result of any examination for which the filing period began prior to that date.

9. All persons appointed on or after the date this article takes effect to serve in administrative positions of the non-instructional staff in the community colleges of the board of trustees shall be appointed for the probationary period of one year, during which the service of a person appointed to any such position may be discontinued by the board of trustees at any time. All persons employed in the administrative service of the non-instructional staff of the community colleges sponsored or administered by the board of trustees who have served the full probationary period shall hold their respective positions during good behavior and efficient and competent service, and

shall not be removed except for cause after a hearing by the affirmative vote of a majority of the board of trustees.

The board of trustees shall provide by appropriate by-laws, for the presentation of charges, the reference thereof to a committee of the board of trustees or to others for hearings, the conduct of such hearings and the report thereof on the basis of which the board of trustees shall take such action as it deems necessary or advisable.

10. Laboratory staff.

Group I. College science assistant A; college science technician A; college engineering technician A;

Group II. College science assistant B; college science technician B; college engineering technician B;

Group III. College science assistant C; college science technician C; college engineering technician C;

11. Professor;

12. Associate professor;

13. Assistant professor;

14. Instructor;

15. Lecturer (nursing science);

16. Senior registrar;

17. Associate registrar;

18. Technical assistant.

In positions for which annual increments are specified through the

operation of this section, the board of trustees nevertheless shall have the right to assign fixed salaries, not exceeding the maximum specified through the operation of this section, to appointees in special cases, to vote larger increments in special cases, when in its judgment the nature of the duties or the character of the services renders such action just, or to withhold an annual increment from any member of the staff whose services for the preceding year are unsatisfactory.

In any position for which no annual increment is provided through the operation of this section, the specified salary of an incumbent shall be fixed at the minimum rate, or the maximum rate, or between, by resolution of the board of trustees. Such action shall be taken with due consideration for the duties to be discharged, prevailing rates of compensation for one discharging such duties, and the qualifications, training and experience of the incumbent.

Nothing contained in this section shall be construed to prevent the establishing of salary schedules by the board of trustees with the consent of the director of the budget of the state of New York with respect to senior colleges, and with the consent of the mayor with respect to community colleges, with maxima higher than those contained in the minimum schedules provided through the operation of this section, and the payment by the state or the city, as appropriate, of compensations and salaries fixed in accordance with such new schedule.