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**NOTES:**
1) Salary Plan, Grade is for use in UCPath only.
2) For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). As such, for employees covered by a Memorandum of Understanding (MOU), the Salary Scale applies to the extent provided for in the MOU.
3) Time at Full Specialist Step 9 is for 4 years, but may be for an indefinite time.