

16 ~~distributed to each bargaining unit member whose hiring date is~~
 17 ~~before July 1, 2016 regardless of any evaluation rating.~~

18 ~~12.3.2~~ Merit Annual Salary Increases. The following table describes the implementation of merit
 19 increases throughout the life of this Agreement with the qualifications described below.

<u>Eligibility:</u> Bargaining-unit member on payroll as of:	Period of Performance Reviewed for Merit	Increase takes effect first pay period of:	Merit Increase to Base Salary Amount:
June 30, 2018	AY 2017 - 2018	July 1, 2018 <u>Following ratification of this Agreement</u>	ME: 1.2% EE: <u>2.75%</u> , EX: <u>3.5%</u>
June 30, 2019	AY 2018 – 2019	July 1, 2019	ME: 1% EE: 2%, EX: 3% <u>To be negotiated</u>
June 30, 2020	AY 2019 - 2020	July 1, 2020	ME: 1% EE: 2%, EX: 3% <u>To be negotiated</u>

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 21 Key: ME: Meet Expectation, EE: Exceed Expectation, EX: Exemplary.

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 23 Qualification Eligibility: The salary increases described in the table in Section 12.3
 24 above shall be distributed to each bargaining unit member if the bargaining unit
 25 member received an annual evaluation, and received a's annual evaluation rating is
 26 of "Meet Expectations" or above; individuals that received below a "Meets
 27 Expectations are not eligible for any increase. .i

28 ~~ME: Meet Expectation, EE: Exceed Expectation, EX: Exemplary.~~

29 ~~12.4.3~~ Other Increases (OI). The University BOT may provide OIs up to one ~~half~~ percent (~~01.50~~%)
 30 of the total salary rate of the bargaining-unit in the following circumstances:

- 31 ~~• The University may provide OIs for verified written offers of outside employment.~~

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- ~~• The University may provide OIs for special achievements and exceptional merit that is recognized by an award from National or International Academic/Professional Community or funding agencies. An award letter containing a description of the award should be accompanied for the verification.~~
- ~~• No other OIs shall be provided unless negotiated with UFF and ratified by both parties. This pool expires with this collective bargaining agreement. The University shall notify UFF on OIs.~~

12.5-4 Promotion Increases. A bargaining-unit member who receives a promotion utilizing the promotion procedures in this collective bargaining agreement shall receive the base-salary increase shown below, effective on the same date as the promotion which shall take effect August 15th following the academic year in which the successful review takes place.

From Level I <u>Current Rank</u>	To Level II <u>Promotion Rank</u>	Promotion Increase to Base Salary Amount
Assistant Professor	Associate Professor	12% <u>or increase to minimum of 90% of median target salary, whichever is greater</u>
Assistant Librarian <u>Associate Professor</u>	Associate Librarian <u>Professor</u>	12% <u>or increase to minimum of 90% of median target salary, whichever is greater</u>
Wellness Counselor I	Wellness Counselor II	12%
Instructor I	Instructor II	12%

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From Level II	To Level III	Promotion increase to base salary amount:
Associate Professor	Professor	12%
Associate Librarian	Librarian	12%
Wellness Counselor II	Wellness Counselor III	12%
Instructor II	Instructor III	12%

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45 Median target salary noted in the above table is the median salary provided by
46 College and University Professional Association (CUPA) for the rank and field for
47 the individual using the following target schools, when they participate in the salary
48 survey, as comparators: Alfred University, Kettering University, Rose-Hulman
49 Institute of Technology, South Dakota School of Mines, University of Alaska
50 Southeast, University of Central Florida, University of South Florida, Clarkson
51 University, Colorado School of Mines, Franklin W. Olin College of Engineering,
52 Illinois Institute of Technology, Oregon Institute of Technology, Rochester Institute
53 of Technology,

54
55 12.6-5 Legislatively Mandated Increases. Any additional legislatively mandated increases shall
56 be implemented following the corresponding law and does not conflict with this agreement.

57 12.7 Anomaly Increases. Salary anomaly includes, but is not limited to the following:

58 ~~• whenever a unit member is paid at a salary that is lower than his or her colleagues in the~~
59 ~~same or closely related discipline who have similar records of accomplishment and similar~~
60 ~~seniority, and where there exists no legitimate reason for the disparity (e.g. prior merit awards or~~
61 ~~a starting salary based on a prior distinguished record).~~

62 ~~• whenever a unit member is paid at a salary that is similar to his or her colleagues in the~~
63 ~~same or closely related discipline who have inferior records of accomplishment or inferior~~
64 ~~seniority, and where there exists no legitimate reason for the disparity (e.g. prior merit awards or~~
65 ~~a starting salary based on a prior distinguished record).~~

66 ~~• whenever a unit member is paid at a salary that is lower than his or her colleagues in the~~
67 ~~same or closely related discipline who have inferior records of accomplishment or inferior~~
68 ~~seniority, and where there exists no legitimate reason for the disparity (e.g. prior merit awards or~~
69 ~~a starting salary based on a prior distinguished record).~~

70
71 ~~(a) Eligibility: All bargaining unit members are eligible for anomaly increases.~~

72 ~~(b) Salary Anomaly Committee: There shall be a standing committee referred to as the Salary~~
73 ~~Anomaly Committee (SAC), which shall be composed of an equal number of the UFF and the~~
74 ~~University representatives and a non-voting representative~~

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75 ~~from the Department of Human Resources. The SAC shall develop and maintain its rules and~~
76 ~~procedures for determining the existence of an anomaly and/or whether a salary adjustment is~~
77 ~~warranted.~~

78 ~~(c) — Periodic Reviews: By annual review or other means of identification, the SAC shall~~
79 ~~analyze the salary of a bargaining unit member to determine whether an anomaly exists. Such~~
80 ~~analysis shall consist of a review of the bargaining unit member’s salary history compared with~~
81 ~~his or her colleagues in the same or closely related discipline, including starting salary, length of~~
82 ~~service, merit awards, and any other salary adjustments.~~

83 ~~(d) — The SAC shall determine whether one or more salary adjustments are warranted. The SAC~~
84 ~~shall prepare and submit a report of any such determinations to the Provost and the UFF Poly~~
85 ~~Chapter President.~~

86 ~~(e) — Effective Date: Any salary adjustment based on the SAC’s determination shall become~~
87 ~~effective on August 15th following the academic year in which the annual review takes place.~~

88 ~~12.8-6 Salary floors. The salary floors for all bargaining-unit members with meets expectations~~
89 ~~ratings or above shall follow 9085% of the median salary (parity level) for comparable roles~~
90 ~~and comparable ranks in the most recent Oklahoma State University Salary survey, region 4,~~
91 ~~effective Aug 15, 2018target salary for peer institutions.~~

92 ~~12.9-7 Starting Salary. All bargaining-unit position will be hired at a starting salary~~
93 ~~commensurate with their experience. It is expected that those salaries will typically be within~~
94 ~~20% of faculty within that unit at a similar rank. In exceptional cases, bargaining-unit~~
95 ~~positions may be hired at a salary above that range contingent on extraordinary experience~~
96 ~~and extramural funding.~~

97 ~~12.8 Grievability. The only issues to be addressed in a grievance filed pursuant to this Agreement~~
98 ~~(Article “ ”) alleging violation of this Article are whether there is unlawful discrimination~~
99 ~~pursuant to state or federal law, or whether there is an arbitrary and capricious application of~~
100 ~~the provisions of one or more sections of this article.~~

101 ~~12.9 Increases Contingent on Receipt of New Recurring/Non-Recurring Funds. Unless the~~
102 ~~University chooses to fund the increases, and in the event the University does not receive~~
103 ~~sufficient new legislative or performance funding to fund the salary increases, they shall~~
104 ~~become void and re-opened for negotiations by the parties.~~

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