

**ARTICLE 12
 SALARIES**

The parties of this Agreement recognize the importance of providing appropriate compensation as an essential component in the delivery of quality higher education programs and quality scholarship that is recognized nationally and internationally.

12.1 Annual Salary Increases. The following table describes the implementation of merit increases throughout the life of this Agreement with the qualifications described below.

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	Following ratification of this Agreement	ME: 2% EE: 2.75% EX: 3.5%
June 30, 2019	AY 2018 – 2019	July 1, 2019	To be negotiated
June 30, 2020	AY 2019 – 2020	July 1, 2020	To be negotiated

Key: ME: Meets Expectations, EE: Exceeds Expectations, EX: Exemplary.

Eligibility: The salary increases described in the table in Section 12.3 above shall be distributed to each bargaining unit member if the bargaining unit member received an annual evaluation, and received a rating of “Meets Expectations” or above; individuals that received below a “Meets Expectations” are not eligible for any increase.

12.2 Other Increases (OI). The University BOT may provide OIs up to one percent (1.0%) of the total salary rate of the bargaining-unit.

(a) OIs may be granted at any time at any time in the following circumstances:

- ~~The University may provide OIs for~~ In response to verified written offers of outside employment;
- As recognition ~~The University may provide OIs~~ for special achievements and/or exceptional merit, including, but not limited to, that is recognized by an awards from

For the University

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~~Nnational or Iinternational Aacademic/Pprofessional Ccommunity or funding agencies; An award letter containing a description of the award should be accompanied for the verification.~~

~~• To address compression and inversion;~~

~~•~~

~~• For equity and market equity considerations;~~

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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 the UFF annually on OI.

12.3 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 August 15th following the academic year in which the successful review takes place.

Current Rank	Promotion Rank	Promotion Increase to Base Salary Amount
Assistant Professor	Associate Professor	9% or increase to minimum of 90% of median target salary, whichever is greater
Associate Professor	Professor	9% or increase to minimum of 90% of median target salary, whichever is greater

Median target salary noted in the above table is the median salary provided by College and University Professional Association (CUPA) for the rank and field for the individual using the following target schools, when they participate in the salary survey, as comparators: Alfred University, Kettering University, Rose-Hulman Institute of Technology, South Dakota School of Mines, University of Alaska Southeast, University of Central Florida, University of South Florida, Clarkson

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- 47 University, Colorado School of Mines, Franklin W. Olin College of Engineering,
48 Illinois Institute of Technology, Oregon Institute of Technology, Rochester Institute
49 of Technology,
- 50 12.4 Legislatively Mandated Increases. Any additional legislatively mandated increases shall be
51 implemented following the corresponding law and does not conflict with this agreement.
- 52 12.5 Salary floors. The salary floors for all bargaining-unit members with meets expectations
53 ratings or above shall follow 85% of the median salary (parity level) for comparable roles
54 and comparable ranks in the target salary for peer institutions.
- 55 12.6 Starting Salary. All bargaining-unit position will be hired at a starting salary commensurate
56 with their experience. It is expected that those salaries will typically be within 20% of faculty
57 within that unit at a similar rank and/or experience level. In exceptional cases, bargaining-
58 unit positions may be hired at a salary above that range contingent on extraordinary
59 experience and extramural funding.
- 60 12.7 Grievability. The only issues to be addressed in a grievance filed pursuant to this Agreement
61 (Article "~~___~~"-11) alleging violation of this Article are whether there is unlawful
62 discrimination pursuant to state or federal law, or whether there is an arbitrary and capricious
63 application of the provisions of one or more sections of this article.
- 64 12.8 Increases Contingent on Receipt of New Recurring/Non-Recurring Funds. Unless the
65 University chooses to fund the increases, and in the event the University does not receive
66 sufficient new legislative or performance funding to fund the salary increases, they shall
67 become void and re-opened for negotiations by the parties.
- 68 12.9 Labor Management Committee. The University and the UFF agree to form a Labor
69 Management Committee ("Committee") for the purpose of examining opportunities for
70 advancement (i.e. promotions, longevity increases, etc.) for employees holding the title of
71 Instructor, Assistant Librarian, or Wellness Counselor. The Committee shall meet and confer,
72 with the intention that the Committee will make a recommendation to the collective
73 bargaining teams for possible inclusion in the next collective bargaining agreement. This
74 provision shall expire at the end of this Agreement's term.

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