

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 annual 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:

- In response to verified written offers of outside employment;
- As recognition for special achievements and/or exceptional merit, including, but not limited to, awards from national or international academic/professional community or funding agencies;

For the University



Mark L. Bonfanti
Chief Negotiator

11/7/2018

Date

For the UFF



Candi Churchill
Chief Negotiator

Nov 7, 2018

Date

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- To address compression and inversion;
- For equity and market equity considerations;

No other OIs shall be provided unless negotiated with UFF and ratified by both parties.

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

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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 University, Colorado School of Mines, Franklin W. Olin College of Engineering, Illinois Institute of Technology, Oregon Institute of Technology, Rochester Institute of Technology,

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12.4 Legislatively Mandated Increases. Any additional legislatively mandated increases shall be implemented following the corresponding law and does not conflict with this agreement.

For the University

For the UFF



 Mark L. Bonfanti
 Chief Negotiator

 Candi Churchill
 Chief Negotiator

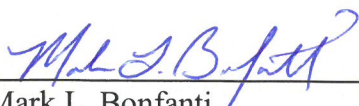
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- 46 12.5 Salary floors. The salary floors for all bargaining-unit members with meets expectations
47 ratings or above shall follow 85% of the median salary (parity level) for comparable roles
48 and comparable ranks in the target salary for peer institutions.
- 49 12.6 Starting Salary. All bargaining-unit position will be hired at a starting salary commensurate
50 with their experience. It is expected that those salaries will typically be within 20% of faculty
51 within that unit at a similar rank and/or experience level. In exceptional cases, bargaining-
52 unit positions may be hired at a salary above that range contingent on extraordinary
53 experience and extramural funding.
- 54 12.7 Grievability. The only issues to be addressed in a grievance filed pursuant to this Agreement
55 (Article 11) alleging violation of this Article are whether there is unlawful discrimination
56 pursuant to state or federal law, or whether there is an arbitrary and capricious application of
57 the provisions of one or more sections of this article.
- 58 12.8 Increases Contingent on Receipt of New Recurring/Non-Recurring Funds. Unless the
59 University chooses to fund the increases, and in the event the University does not receive
60 sufficient new legislative or performance funding to fund the salary increases, they shall
61 become void and re-opened for negotiations by the parties.
- 62 12.9 Labor Management Committee. The University and the UFF agree to form a Labor
63 Management Committee (“Committee”) for the purpose of examining opportunities for
64 advancement (i.e. promotions, longevity increases, etc.) for employees holding the title of
65 Instructor, Assistant Librarian, or Wellness Counselor. The Committee shall meet and confer,
66 with the intention that the Committee will make a recommendation to the collective
67 bargaining teams for possible inclusion in the next collective bargaining agreement. The
68 Committee shall consist of a minimum of two representative each from the University and
69 UFF. At least one representative from the University should hold the title of Vice Provost or
70 higher. The Committee shall be formed and have its first meeting within six (6) months from
71 the ratification of this Agreement. The Committee shall ~~have meetings~~meet at least three
72 times each semester (fall and spring) unless otherwise agreed, or they have agreed to a
73 recommendation for the University’s and UFF’s collective bargaining teams. This provision
74 shall expire at the end of this Agreement’s term.

For the University



Mark L. Bonfanti
Chief Negotiator

11/7/2018

Date

For the UFF

Candi Churchill
Chief Negotiator

Date