

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: Meet Expectation, EE: Exceed Expectation, EX: Exemplary.

Eligibility: The salary increases described in the table in Section 12.13 above shall be distributed to each bargaining unit member if the bargaining unit member received an annual evaluation, and received a rating of “**Meet 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.

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 on the same date as the promotion which shall take effect August 15th following the academic year in which the successful review takes place.

For the University

For the UFF

 Mark L. Bonfanti
 Chief Negotiator

 Candi Churchill
 Chief Negotiator

 Date

 Date

| 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 |
| Wellness Counselor I | Wellness Counselor II | <u>9+2% or increase to minimum of 90% of median target salary, whichever is greater</u> |
| <u>Wellness Counselor II</u> | <u>Wellness Counselor III</u> | <u>9% or increase to minimum of 90% of median target salary, whichever is greater</u> |
| Instructor I | Instructor II | <u>9+2% or increase to minimum of 90% of median target salary, whichever is greater</u> |
| <u>Instructor II</u> | <u>Instructor III</u> | <u>9% or increase to minimum of 90% of median target salary, whichever is greater</u> |
| <u>Assistant Librarian</u> | <u>Associate Librarian</u> | <u>9% or increase to minimum of 90% of median target salary, whichever is greater</u> |
| <u>Associate Librarian</u> | <u>Librarian</u> | <u>9% or increase to minimum of 90% of median target salary, whichever is greater</u> |

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|--------------------------------|-------------------------|--|
| From Level II | To Level III | Promotion increase to base salary amount: |
| Associate Professor | Professor | 12% |
| Associate Librarian | Librarian | 12% |

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 Mark L. Bonfanti
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| | | |
|----------------------------------|-----------------------------------|----------------|
| Wellness Counselor II | Wellness Counselor III | 12% |
| Instructor II | Instructor III | 12% |

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23 Median target salary noted in the above table is the median salary provided by
 24 College and University Professional Association (CUPA) for the rank and field for
 25 the individual using the following target schools, when they participate in the salary
 26 survey, as comparators: Alfred University, Kettering University, Rose-Hulman
 27 Institute of Technology, South Dakota School of Mines, University of Alaska
 28 Southeast, University of Central Florida, University of South Florida, Clarkson
 29 University, Colorado School of Mines, Franklin W. Olin College of Engineering,
 30 Illinois Institute of Technology, Oregon Institute of Technology, Rochester Institute
 31 of Technology,

32 12.4 Legislatively Mandated Increases. Any additional legislatively mandated increases shall be
 33 implemented following the corresponding law and does not conflict with this agreement.

34 12.5 Salary floors. The salary floors for all bargaining-unit members with meets expectations
 35 ratings or above shall follow 85% of the median salary (parity level) for comparable roles
 36 and comparable ranks in the target salary for peer institutions.

37 12.6 Starting Salary. All bargaining-unit position will be hired at a starting salary commensurate
 38 with their experience. It is expected that those salaries will typically be within 20% of faculty
 39 within that unit at a similar rank. In exceptional cases, bargaining-unit positions may be
 40 hired at a salary above that range contingent on extraordinary experience and extramural
 41 funding.

42 12.7 Grievability. The only issues to be addressed in a grievance filed pursuant to this Agreement
 43 (Article “__”) alleging violation of this Article are whether there is unlawful discrimination
 44 pursuant to state or federal law, or whether there is an arbitrary and capricious application of
 45 the provisions of one or more sections of this article.

46 12.8 Increases Contingent on Receipt of New Recurring/Non-Recurring Funds. Unless the
 47 University chooses to fund the increases, and in the event the University does not receive
 48 sufficient new legislative or performance funding to fund the salary increases, they shall
 49 become void and re-opened for negotiations by the parties.

For the University

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