

December 19, 2023

Compensation

X.1. 2023-2024 Academic Year (FY2024)

- X.1.1. First, (1) bargaining unit members that received a promotional increase in FY23 and FY24 shall receive an increment equal to the difference in the promotional increase actually received and the promotional increases listed in section X.6, in no case shall this entail a reduction in the amount paid to the faculty member; then (2) all bargaining unit members' salaries will be adjusted, if necessary, to meet minimum salary requirements in section X.9.1.; this is the base salary used in X.1.2.
- X.1.2. A 4.0% increase shall be applied to the base annual salary of bargaining unit members calculated in X.1.1, effective July 1, 2023.
- X.1.3. The difference between what was actually paid in F2024 and this updated contract shall be paid in a lump sum within 90 days of the ratification of this contract.

X.2. 2024-2025 Academic Year (FY2025)

- X.2.1. Order of application of the increases shall be: (1) promotional increase (X.6); (2) adjustment, if necessary, to meet minimum salary requirements (X.9.1); and (3) all other increases calculated on the July 1, 2024 base salary, i.e. increases in X.2.2.1, X.2.2.2, X.2.2.3. The amount after (1) and (2) but before (3) shall be called the adjusted FY2024 base salary.
- X.2.2. A pool of 9.5% of total adjusted FY2024 base salary will be made available for annual salary increases.
- X.2.2.1. Each bargaining unit member will receive an increase of 6.0% of their adjusted FY2024 base salary.
- X.2.2.2. A 2.0% pool will be split evenly across all bargaining unit members.
- X.2.2.3. A 1.5% pool shall be allocated for merit-based increases to the base annual salary of bargaining unit members according to procedures outlined in section X.5.

X.3. 2025-2026 Academic Year (FY2026)

- X.3.1. Order of application of the increases shall be: (1) promotional increase (X.6); (2) adjustment, if necessary, to meet minimum salary requirements (X.9.1); and (3) all other increases calculated on the July 1, 2025 base salary, i.e. increases in X.3.2.1, X.3.2.2, X.3.2.3. The amount after (1) and (2) but before (3) shall be called the adjusted FY2025 base salary.
- X.3.2. A pool of 6.5% of total adjusted FY2025 base salary will be made available for annual salary increases.

42 X.3.2.1. Each bargaining unit member will receive an increase of 3.75% of their
43 adjusted FY2025 base salary.

44 X.3.2.2. A 1.25% pool will be split evenly across all bargaining unit members.

45 X.3.2.3. A 1.5% pool shall be allocated for merit-based increases to the base
46 annual salary of bargaining unit members according to procedures
47 outlined in section X.5.
48

49 **X.4. 2026-2027 Academic Year (FY2027)**

50 X.4.1. Order of application of the increases shall be: (1) promotional increase (X.6); (2)
51 adjustment, if necessary, to meet minimum salary requirements (X.9.1); and (3)
52 all other increases calculated on the July 1, 2026 base salary, i.e. increases in
53 X.4.2.1, X.4.2.2, X.4.2.3. The amount after (1) and (2) but before (3) shall be
54 called the adjusted FY2026 base salary.

55 X.4.2. A pool of 6.5% of total adjusted FY2026 base salary will be made available for
56 annual salary increases.

57 X.4.2.1. Each bargaining unit member will receive an increase of 3.75% of their
58 adjusted FY2026 base salary.

59 X.4.2.2. A 1.25% pool will be split evenly across all bargaining unit members.

60 X.4.2.3. A 1.5% pool shall be allocated for merit-based increases to the base
61 annual salary of bargaining unit members according to procedures
62 outlined in section X.5.
63

64 **X.5. Procedures for allocation of merit pool**

65 X.5.1. Each year each department shall receive a proportion of the total merit pool
66 amount for that year in (X.2.2.3 in FY2025, X.3.2.3 in FY2026, and X.4.2.3 in
67 FY2027) equal to the department's proportion of total bargaining unit adjusted
68 base salary. If a department does not have a merit procedure, or a procedure that
69 does not adhere to the criteria articulated in X.5.2, they must create and finalize a
70 policy based on the criteria articulated in X.5.2 before March 1, 2025.

71 X.5.2. All department merit evaluation procedures, criteria, and policies must adhere to
72 the following principles:

73 X.5.2.1. Procedures must be structured so that bargaining unit members are
74 provided a comprehensive, single evaluation of whether the faculty
75 member either "does not meet expectations" or "exceeds expectations" or
76 "meets expectations" based on the totality of the faculty member's
77 professional and educational activities. No one receiving a "Meets
78 expectations" rating shall receive a merit increase of less than 1% of their
79 previous fiscal year adjusted base salary ($\frac{2}{3}$ of the 1.5% average merit
80 raise). No one receiving an "Exceeds expectations" rating shall receive
81 more than a 6% merit increase based on their previous year's adjusted
82 base salary. Bargaining unit members receiving a comprehensive
83 evaluation of "does not meet expectations" are not eligible for merit
84 increases.

- 85 X.5.2.2. Ensure that all bargaining unit members have an equal opportunity to earn
 86 merit for accomplishments in all professional activities, including
 87 teaching, research, service, and advising.
- 88 X.5.2.3. The department may specify procedures to differentiate merit increases
 89 within the “meets expectations” and “exceeds expectations” evaluation
 90 categories.
- 91 X.5.2.4. The procedures must be written through a democratic process (including
 92 all ranks and positions types) and approved by the bargaining unit
 93 members of the department using simple majority voting rules.
- 94 X.5.2.5. The procedures must include a provision for faculty to bring appeals or
 95 complaints before a departmental body for discussion and possible
 96 resolution of questions or conflicts.
- 97 X.5.2.6. The merit allocations must be based on the “meets expectations” and
 98 “exceeds expectations” evaluations. No departmental procedure can deem
 99 that merit will be *a priori* equally divided either in terms of dollars or
 100 percent of salary.
- 101 X.5.2.7. Each member will receive written notification of their merit categorization
 102 and amount by April 1st of the fiscal year.
- 103 X.5.3. The decision on merit evaluations shall be made by the Chair, following the
 104 written procedures approved by the Department, with written justification
 105 provided to each bargaining unit member. The Chair’s decisions on merit
 106 evaluations may not be overruled unless necessary to ensure compliance with the
 107 department’s procedures as required by this Agreement; however, the Dean may
 108 choose to award an additional merit increase to any bargaining unit member using
 109 additional funds from outside the pools described in this article.
 110
- 111 **X.6. Promotional Increase.**
- 112 X.6.1. Each member of the Bargaining Unit receiving a promotion during the term of
 113 this Agreement shall receive an additional increase equal to the larger of 1.)
 114 fifteen percent (15%) of base salary, or 2.) a promotional increase minimum based
 115 on rank and title.
- 116 X.6.2. **Promotional increase minimum**
- 117 X.6.2.1. Assistant to Associate - \$10,000
- 118 X.6.2.2. Associate to Full/Senior - \$15,000
 119
- 120 **X.7. Effect of Administrative Appointment on Faculty Salary.**
- 121 X.7.1. A Faculty Member who accepts an administrative appointment, and who
 122 subsequently returns to the Bargaining Unit, shall be returned to the salary they
 123 would have earned, including any MU/AAUP Contract mandated increases, had
 124 they remained a Bargaining Unit member. During the period of administrative
 125 appointment, the faculty member will accrue merit increases equal to the
 126 percentage rate given to the bargaining unit in articles X.2.2.3, X.3.2.3, and
 127 X.4.2.3. If management deems the returning member deserves an additional merit
 128 increase, they will inform FAM of that decision.

129 X.7.2. In cases where initial appointment to a faculty title is accompanied by an
 130 administrative appointment, the appointment letter must specify the base salary
 131 that the appointee would have earned had the appointment been solely a faculty
 132 appointment. In such cases, should the appointee subsequently leave the
 133 administrative position and become a member of the Bargaining Unit, their base
 134 salary shall be the base salary specified in the initial appointment letter, plus any
 135 MU/AAUP Contract-mandated increases occurring during the time of the
 136 administrative appointment.
 137

138 **X.8. Compensation for Summer and Winter Semester Teaching**

- 139 X.8.1. Summer and Winter Term teaching is equally available to all full-time members
 140 of the faculty in a department.
- 141 X.8.1.1. No rank will be systematically discriminated against in the selection of
 142 eligible faculty.
- 143 X.8.1.2. Non-visiting full-time faculty will be given priority over visiting, full-time
 144 faculty and over part-time faculty.
- 145 X.8.1.3. Faculty members may not be required to teach during the Summer or
 146 Winter Term.
- 147 X.8.1.4. Use of “guaranteed” Summer or Winter Term teaching cannot be used as a
 148 recruiting inducement.
- 149 X.8.2. Faculty Members who teach during the Summer and Winter Semesters shall
 150 receive additional compensation as prescribed in this Article, provided such
 151 teaching responsibilities have not been assigned and accepted in a written
 152 agreement by the Faculty Member in lieu of teaching responsibilities during the
 153 Spring or Fall Semesters in a previous or ensuing year.
- 154 X.8.3. **Summer/Winter Semester Teaching Rate.** Additional compensation for
 155 Summer and Winter Semester teaching shall be based on semester credit hours
 156 taught and shall be calculated on the Faculty Member’s annual base salary and
 157 upon class enrollment(s) as of the first day of classes of the Summer/Winter
 158 Semester. Compensation shall not be less than 4.00% per credit hour with
 159 enrollment of 12 students or more.
- 160 X.8.4. **Calculation of Pro-Ration.** The minimum enrollment for full compensation for
 161 Summer and Winter Semester courses is 12 students. If the enrollment is below
 162 12 students, the compensation for the class will follow the following schedule:
 163

Enrollment	% Compensation per Credit Hour
12	4.00%
11	3.75%
10	3.50%
9	3.25%
8	3.00%
7	2.75%
6	2.50%

The Union reserves the right to add to, delete from, alter or amend this proposal. This proposal is made without precedent or prejudice to existing rights and entitlements, regardless of the character or source of same. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.

164
 165 X.8.5. **Notification of Pro-ration.** If a course enrollment is under 12 students seven
 166 days before the start of the course, the faculty member must be notified of the
 167 amount of the potential pro-ration. The faculty member has the right to cancel the
 168 course as long as they notify their chair within 48 hours of being notified of the
 169 potential proration. If the administration fails to notify faculty of the potential pro-
 170 ration, they will receive full-compensation. If the course drops to 9 or fewer
 171 students in the seven-day window prior to the start of the course, faculty have the
 172 right to cancel the course up until 24 hours before the start of the course.

173
 174 **X.9. Minimum Salaries**

175 X.9.1. The minimum academic base salary for all Bargaining Unit members shall be as
 176 follows:

177
 178 Minimum 9-month salary by rank (applies to all bargaining unit employees of that rank)

Rank	
Full/Senior	\$ 105,000
Associate	\$ 85,000
Assistant	\$ 70,000

179
 180
 181 X.9.2. The minima defined in this Article shall apply to bargaining unit members on a
 182 pro-rated basis proportional to the percent of appointment to bargaining unit
 183 positions.

184
 185 **X.10. Overloads, Extra Compensation**

186 X.10.1. Overload teaching assignments are voluntarily accepted assignments by a Faculty
 187 Member in excess of their regular work or teaching load as assigned by their
 188 Academic Unit Head in accordance with the Academic Unit's Workload Policy.
 189 No faculty member shall be penalized for refusing an overload assignment.
 190 Additional compensation for overload teaching shall be based on semester credit
 191 hours taught and shall be calculated on the Faculty Member's annual base salary
 192 as of the first day of classes of the semester. Compensation shall not be less than
 193 4.0% per credit hour or, at the option of the faculty member, an equivalent course
 194 reduction within the following 2 academic years.

195 X.10.2. Should the overload assignment occur for a portion of a semester, the payment
 196 will be pro-rated accordingly.

197 X.10.3. Overload and/or adjunct teaching must be approved in advance by the Dean or
 198 designee, with such approval being copied to the Provost. Whenever a Faculty
 199 Member agrees to overload teaching, the Chair shall provide the Faculty Member
 200 with a written letter of agreement before the Faculty Member begins to teach the
 201 course.
 202

203 **X.11. Additional Compensation**

204 X.11.1. In the event that the University wishes to make salary or benefit adjustments
 205 which are more favorable than those called for in this Agreement to any
 206 individual member of the Bargaining Unit, it may do so for one or more of the
 207 following purposes: (1) matching a bona fide offer from another institution, (2)
 208 correcting inequities not otherwise dealt with in this Agreement, (3) correcting
 209 inequities found described in Article XI (forthcoming), (4) retention efforts, or (5)
 210 rewarding outstanding professional contributions. Care will be taken to ensure
 211 that such professional contributions are clearly above and beyond those typically
 212 recognized through a merit increase program. Faculty members must submit such
 213 requests in writing and in conjunction with FAM to the appropriate University
 214 administrator. When such individual requests lead to adjustment or denial, the
 215 University shall inform the bargaining unit member and FAM, and shall state in
 216 writing within five (5) business days the reasons for such adjustment or denial
 217 with the specific documentation leading to the adjustment or denial in writing.
 218 Adjustments made under this Article shall come from the reallocation of funds
 219 and shall not decrease the amounts available to other members of the Bargaining
 220 Unit as provided for by the provisions of this Agreement.

221 X.11.2. **Protected class pay equity salary adjustment study**

222 X.11.2.1. In the second year following the signing of this agreement, a salary pool of
 223 2% of total base salary will be made available to address pay inequities
 224 and related matters related to gender and other legally protected classes
 225 within the bargaining unit members as described in Article __: Salary
 226 Adjustment Studies.

227 X.11.3. **Market based and internal salary adjustment study (compression, inversion,
 228 divisional discrepancies)**

229 X.11.3.1. In the third year following the signing of this agreement, a salary pool of
 230 2% of total base salary will be made available to address such pay
 231 discrepancies as described in Article __: Salary Adjustment Studies.
 232

233 **X.12. At the end of this contract, annual raises will continue each year in the following
 234 structure until a new contract comes into effect:**

235 X.12.1. Order of application of the increases shall be: (1) promotional increase (X.6); (2)
 236 adjustment, if necessary, to meet minimum salary requirements (X.9.1); and (3)
 237 all other increases calculated on July 1 of the previous fiscal year base salary, i.e.
 238 increases in X.12.2.1, X.12.2.2, X.12.2.3. The amount after (1) and (2) but before
 239 (3) shall be called the previous fiscal year adjusted base salary.

240 X.12.2. A pool of 6.5% of total previous fiscal year adjusted base salary will be made
 241 available for annual salary increases.

242 X.12.2.1. Each bargaining unit member will receive an increase of 3.75% of their
 243 previous fiscal year adjusted base salary.

244 X.12.2.2. A 1.25% pool will be split evenly across all bargaining unit members.

245 X.12.2.3. A 1.5% pool shall be allocated for merit-based increases to the base
246 annual salary of bargaining unit members according to procedures
247 outlined in section X.5.

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