

# MIAMI UNIVERSITY PROPOSAL TO FAM/AAUP-AFT

December 3, 2024

## COMPENSATION

### I. Base Compensation

#### A. Annual Increases

Effective on the following dates, full-time bargaining unit faculty members (all designations), who performed at a satisfactory level or higher during the previous fiscal year, shall receive an increase to their base salary as follows:

Upon ratification	2.0%
July 1, 2024	<del>2.01.75%</del>
July 1, 2025	1.75%

Annual Maintenance Increases will be implemented no later than ninety (90) calendar days from the Effective Date and will be retroactive to the Effective Date of the Annual Increase above.

If the University's Board of Trustees approves an annual salary increment of more than ~~2.01.75%~~ for full-time non-bargaining unit employees of the University effective July 1, 2024 ~~and/or July 1, 2025~~, the percentage difference between the approved increment and the ~~2.01.75%~~ increase referenced above will be designated as a merit pool for bargaining unit faculty. If University's Board of Trustees approves an annual salary of more than 1.75% for full-time non-bargaining unit employees of the University effective July 1, 2025, the percentage difference between the approved increment and the 1.75% increase referenced above will be designated as a merit pool for bargaining unit faculty. Allocation of merit increases shall be at the University's sole discretion.

#### B. Promotional Increases

Bargaining unit faculty members who are promoted to a higher rank on or after the date of ratification of the Agreement shall receive a minimum increase of \$5,000 to their base salary, effective on the date of the bargaining unit faculty member's promotion. Promotional increases that become effective on July 1 shall be applied after the annual increase for the year that the promotion becomes effective.

Miami University and FAM reserve the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. 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, (2) the Union membership has ratified the full collective bargaining agreement, and (3) the University Board of Trustees has approved the full collective bargaining agreement.

The University also reserves the right to amend or withdraw any proposal that conflicts with pending legislation, including S.B. 83 - Ohio Higher Education Enhancement Act.

### **C. Minimum Salary**

The minimum base annual salary for full-time bargaining unit faculty members shall be \$55,000.

### **D. Discretionary Retention Offers**

The University may, in its discretion, offer individual bargaining unit faculty members salary adjustments for retention purposes. These increases are not subject to bargaining.

## **II. Supplemental Payments**

The University may, in its discretion, provide supplemental payments to bargaining unit faculty members in connection with the performance of administrative duties and for summer and winter term work for which credit hours are not assigned. These supplemental payments are not subject to bargaining. The amount of any payment for administrative duties shall be provided to the bargaining unit faculty member in writing at the time of the assignment of such duties.

## **III. Overload**

Teaching assignments in excess of a bargaining unit faculty member's regular teaching load, as determined by their academic unit, shall be compensated at the following minimum rates per credit.

Regional Campuses: \$1025 per credit  
Oxford Campus: \$1025 per credit

Except as provided herein, the terms of overload assignments are set forth in University, divisional and departmental policy.

## **IV. Summer and Winter Terms**

Teaching assignments during the Summer and Winter Terms, outside of the bargaining unit faculty member's normal assigned teaching load, shall be compensated at the following minimum rates per credit at full enrollment, as determined by the academic division, up to maximums of \$20,000 for Oxford Campus and \$10,000 for Regional Campuses, per course:

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Regional Campuses: 3% per credit  
Oxford Campus: 3% per credit

For courses that do not meet the threshold for full enrollment for the course, as determined by the academic division, faculty will be compensated at an equivalent proportion of the 3% per credit rate, or \$1025 per credit, whichever is greater. In such event, the University will inform the bargaining unit faculty member that the course did not meet the threshold for full enrollment and the bargaining unit faculty member may elect not to teach the course. The bargaining unit faculty member shall notify their Chair that they no longer intend to teach the course no later than 48 hours after being informed that the course did not meet the threshold enrollment.

Except as provided herein, the terms of Summer and Winter Term assignments are set forth in University, divisional and departmental policy.

## **V. Pay Schedule**

The University shall pay all bargaining unit faculty monthly in either ten (10) (nine-month plan) or twelve (12) installments (twelve (12) month plan), as the individual elects. The default pay arrangement is the nine (9) month plan. Election of the twelve (12) month plan must be made no later than August 15th for any given academic year, or at the time of hire if later than August 15th.

The first paycheck for the academic year will normally be paid on approximately August 31.

## **VI. Savings Clause**

Notwithstanding the above or any other Article of this Agreement, in the event of financial exigency, the University reserves the right not to implement the Annual Increases, Promotional Increases or any other discretionary pay increases set forth above.

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