

ARTICLE 26. SALARY

Section 1. One Time Payment

Each bargaining unit faculty member employed on December 31, 2015 at 1.0 FTE will receive a one-time payment of \$600, payable in the first regular paycheck after January 1, 2016. Bargaining unit faculty members employed at less than 1.0 FTE will receive a prorated amount.

Section 2. Merit Raises

- (a) **FY 16.** There will be no merit raises for fiscal year 2016.
- (b) **FY 17.** The University will establish a pool for merit raises for all Tenure-Track and Tenured Professor bargaining unit faculty equal to 1.0% of the group's total base salary (prorated for FTE) as of October 31, 2016. To be eligible for the merit raise, the Tenure-Track or Tenured Professor bargaining unit faculty member must be employed on December 31, 2016. The dean of each college and school, as well as the Vice President for Research and Innovation, will reserve up to 20% of the merit pool allocated to their respective college, school, or division for distribution to supplement merit increases at their sole discretion.

The University will establish a pool for merit raises for all Career Non-Tenure-Track bargaining unit faculty members equal to 1.0% of the group's total base salary (prorated for FTE) as of October 31, 2016. To be eligible for the merit raise, the Career Non-Tenure-Track bargaining unit faculty member must be employed on December 31, 2016. The dean of each college and school, as well as the Vice President for Research and Innovation, will reserve up to 20% of the merit pool allocated to their respective college, school, or division for distribution to supplement merit increases at their sole discretion.

Merit raises for FY 17 will be effective as of January 1, 2017.

Section 3. Salary Floors

- (a) The following minimum salary floors will be in effect for all career NTTF appointments for the duration of this agreement:
 - i. PE/Rec \$24,000
 - ii. Research Assistants \$32,000
 - iii. All Others \$36,000
- (b) The minimum salary floor for Postdoctoral Fellows will be \$36,000 for the duration of this agreement.
- (c) The minimum salary floor for adjunct NTTF will be 80% of the corresponding career floor.

Section 4. Promotion Raises

- (a) All bargaining unit faculty members in the Tenure-Track and Tenured Professor classification who achieve promotion will receive an increase of at least 8% of base salary.
- (b) Full professors who successfully complete their first major review after promotion to full professor in the highest category (exceeds expectations, fully satisfactory, positive evaluation on all criteria) will receive an increase of at least 8% of base salary. Full professors who successfully complete their first major review after promotion to full professor in the second highest category (meets expectations, satisfactory, positive on some but not all criteria) will receive an increase of at least 4% of base salary.
- (c) All Career Non-Tenure Track bargaining unit faculty members who achieve promotion will receive an increase of at least 8% salary. These raises will become effective with the next regular appointment concurrent with or following the effective date of the promotion.

Section 5. Retention Adjustments. To facilitate retention salary adjustments, the Provost or designee will establish a retention salary adjustment policy describing the criteria and procedures to be used in making retention adjustments for bargaining unit faculty members.

The retention salary adjustment policy will be published on the Academic Affairs website.

The Provost or designee will notify the Union of any retention adjustments made to the salary of a bargaining unit faculty member.

Section 6. Payment of Salary. Bargaining unit faculty members may opt to be paid in 12 equal monthly installments consistent with IRS regulations. Salary shall be paid by direct deposit except in the case of emergency or unless another method of payment is required by law.

Section 7. Academic Extension. Notwithstanding other provisions of this agreement, assignments in the academic extension program may be compensated at a rate to be agreed to by the academic extension administration and the bargaining unit faculty member without regard to the bargaining unit member's existing base salary. Compensation for assignments in the academic extension program may be lump sums.