

Section 4. Salary Floors

~~(a) Effective July 1, 2016, the following minimum salary floors will be in effect for all career NTTF appointments:~~

i.	PE/Rec	\$26,000
ii.	Research Assistants	\$34,000
iii.	All Others	\$39,000

~~(b) The minimum salary floor for Pro Tem and Visiting NTTF will be 90% of the corresponding career floor.~~

~~(c) The minimum salary floor for Postdoctoral Scholars will be the same as subsection (a)(iii) above.~~

- a. On June 15 of each year, two representatives each from the University and the Union will meet to determine the Average Senior Administrator Salary.
- b. The Average Administrator Salary will be calculated by averaging the total taxable compensation of the President, Provost, all of the deans of the colleges and schools that employ bargaining unit faculty, the Vice President of Research and Innovation, and the Executive Director of the Knight Campus for Accelerating Scientific Impact.
- c. Effective July 1 of each year, the minimum salary floor will be in effect for all bargaining unit faculty members.
- d. The minimum salary floor for all bargaining unit members in the lowest rank of their classification will be 20% of the Average Senior Administrator Salary.
- e. The minimum salary floor for all bargaining unit members in the second rank of their classification will be 28% of the Average Senior Administrator Salary.
- f. The minimum salary floor for all bargaining unit members in the highest rank of their classification will be 34% of the Average Senior Administrator Salary.
- g. To address any compression caused by any increase in minimum salary floors, faculty will receive an additional \$1000 to their base salary for each year in rank.