

## ARTICLE 24. SALARIES

### 24.1 Salary Schedules

[For information only: The schedule for April 1, 2010 was unchanged from the 2009-10 schedule. The schedule for October 16, 2010 was derived by increasing the floors, thresholds and maxima in the schedule for 2010 for all ranks by \$500. The schedule for 2011/12 was derived by increasing the floors, thresholds, increments and maxima by 1.0%. The schedule for 2012-13 was derived by increasing the floors, thresholds, increments and maxima by 2.9%.]

#### 24.1.1 Salary Schedule Effective April 1, 2010 – October 15, 2010

	(1) FLOOR	(2) INCREMENT	(3) THRESHOLD	(4) INCREMENT	(5) MAXIMUM
<b>Professor</b>	\$92,454	\$3,415	\$123,191	\$2,246	\$137,274
<b>Assoc Professor</b>	\$71,547	\$2,641	\$95,319	\$1,862	\$106,219
<b>Asst Professor</b>	\$61,201	\$2,048	\$79,624	\$1,565	\$88,075
<b>Lecturer</b>	\$50,982	\$1,592	\$65,304	\$1,336	\$71,872
<b>Sr Instructor</b>	\$65,395	\$2,334	\$86,403	\$1,709	\$96,037
<b>Instructor II</b>	\$60,054	\$1,927	\$77,396	\$1,502	\$85,336
<b>Instructor I</b>	\$50,982	\$1,592	\$65,304	\$1,336	\$71,872
<b>Librarian</b>	\$84,834	\$3,133	\$113,040	\$2,107	\$125,954
<b>Assoc Librarian</b>	\$66,465	\$2,454	\$88,558	\$1,767	\$98,678
<b>Asst Librarian</b>	\$58,662	\$1,953	\$76,238	\$1,517	\$84,308
<b>General Librarian</b>	\$48,820	\$1,592	\$63,143	\$1,336	\$69,709

#### 24.1.2 Salary Schedule Effective October 16, 2010 - March 31, 2011

	(1) FLOOR	(2) INCREMENT	(3) THRESHOLD	(4) INCREMENT	(5) MAXIMUM
<b>Professor</b>	\$92,954	\$3,415	\$123,691	\$2,246	\$137,774
<b>Assoc Professor</b>	\$72,047	\$2,641	\$95,819	\$1,862	\$106,719
<b>Asst Professor</b>	\$61,701	\$2,048	\$80,124	\$1,565	\$88,575
<b>Lecturer</b>	\$51,482	\$1,592	\$65,804	\$1,336	\$72,372
<b>Sr Instructor</b>	\$65,895	\$2,334	\$86,903	\$1,709	\$96,537
<b>Instructor II</b>	\$60,554	\$1,927	\$77,896	\$1,502	\$85,836
<b>Instructor I</b>	\$51,482	\$1,592	\$65,804	\$1,336	\$72,372
<b>Librarian</b>	\$85,334	\$3,133	\$113,540	\$2,107	\$126,454
<b>Assoc Librarian</b>	\$66,965	\$2,454	\$89,058	\$1,767	\$99,178
<b>Asst Librarian</b>	\$59,162	\$1,953	\$76,738	\$1,517	\$84,808
<b>General Librarian</b>	\$49,320	\$1,592	\$63,643	\$1,336	\$70,209

### 24.1.3 Salary Schedule Effective April 1, 2011 - March 31, 2012

	(1) FLOOR	(2) INCREMENT	(3) THRESHOLD	(4) INCREMENT	(5) MAXIMUM
<b>Professor</b>	\$93,884	\$3,449	\$124,928	\$2,268	\$139,152
<b>Assoc Professor</b>	\$72,767	\$2,667	\$96,777	\$1,881	\$107,786
<b>Asst Professor</b>	\$62,318	\$2,068	\$80,925	\$1,581	\$89,461
<b>Lecturer</b>	\$51,997	\$1,608	\$66,462	\$1,349	\$73,096
<b>Sr Instructor</b>	\$66,554	\$2,357	\$87,772	\$1,726	\$97,502
<b>Instructor II</b>	\$61,160	\$1,946	\$78,675	\$1,517	\$86,694
<b>Instructor I</b>	\$51,997	\$1,608	\$66,462	\$1,349	\$73,096
<b>Librarian</b>	\$86,187	\$3,164	\$114,675	\$2,128	\$127,719
<b>Assoc Librarian</b>	\$67,635	\$2,479	\$89,949	\$1,785	\$100,170
<b>Asst Librarian</b>	\$59,754	\$1,973	\$77,505	\$1,532	\$85,656
<b>General Librarian</b>	\$49,813	\$1,608	\$64,279	\$1,349	\$70,911

### 24.1.4 Salary Schedule Effective April 1, 2012 - March 31, 2013

	(1) FLOOR	(2) INCREMENT	(3) THRESHOLD	(4) INCREMENT	(5) MAXIMUM
<b>Professor</b>	\$96,607	\$3,549	\$128,551	\$2,334	\$143,187
<b>Assoc Professor</b>	\$74,877	\$2,744	\$99,584	\$1,936	\$110,912
<b>Asst Professor</b>	\$64,125	\$2,128	\$83,272	\$1,627	\$92,055
<b>Lecturer</b>	\$53,505	\$1,655	\$68,389	\$1,388	\$75,216
<b>Sr Instructor</b>	\$68,484	\$2,425	\$90,317	\$1,776	\$100,330
<b>Instructor II</b>	\$62,934	\$2,002	\$80,957	\$1,561	\$89,208
<b>Instructor I</b>	\$53,505	\$1,655	\$68,389	\$1,388	\$75,216
<b>Librarian</b>	\$88,686	\$3,256	\$118,001	\$2,190	\$131,423
<b>Assoc Librarian</b>	\$69,596	\$2,551	\$92,558	\$1,837	\$103,075
<b>Asst Librarian</b>	\$61,487	\$2,030	\$79,753	\$1,576	\$88,140
<b>General Librarian</b>	\$51,258	\$1,655	\$66,143	\$1,388	\$72,967

24.1.45 Salary floors shall become operative after all salary increases in accord with section 24.2, 24.3 and 24.4, as appropriate, have been made. Salary floors shall apply to promotions at the effective dates of promotion.

24.2 Effective ~~April 1, 2007~~ October 16, 2010 each Member as of ~~March 31, 2007~~ October 16, 2010 shall receive a recruitment and retention market adjustment of \$500 to his/her base salary rate ~~followed by a base salary increase of two and one half (2.5%) percent.~~

24.3 Effective April 1, 2008~~11~~, each Member as of March 31, 2008~~11~~ shall receive a recruitment and retention market adjustment of 1% \$500 to his/her base salary rate ~~followed by a base salary increase of two and one half (2.5%) percent.~~

- 24.4 Effective April 1, ~~2009~~12, each Member as of March 31, ~~2009~~12 shall receive an increase ~~market adjustment of \$500 to his/her base salary rate followed by a base salary increase of two and nine-tenths (2.9%) percent.~~
- 24.5 Effective April 1, ~~2007, 2008 and 2009~~ 2010, 2011 and 2012:
- (a) Each Member whose base salary rate as of March 31 of the applicable year is less than the Threshold for his/her rank (Column (3) of the Salary Schedule effective April 1 of the same year) and whose performance during the preceding calendar year has been satisfactory shall receive one increment, as applicable, to his/her base salary rate (Column (2) in the Salary Schedule effective April 1 of the same year); and
- (b) Each Member whose base salary rate as of March 31 of the applicable year is greater than or equal to the Threshold but less than the Maximum (Columns (3) and (5), respectively, in the Salary Schedule effective April 1 of the same year) for his/her rank and whose performance during the preceding calendar year has been satisfactory shall receive one increment, as applicable, to his/her base salary rate (Column (4) in the Salary Schedule effective April 1 of the same year.)
- 24.6 Where the performance of a Member in the preceding calendar year is found not to be satisfactory, either one-half or all of the increment applicable to his/her rank may be withheld. Such a Member shall be informed, in writing, by his/her dean/director of the amount to be withheld and the reasons for withholding half or all of the increment. Within two (2) weeks of the notice to the Member, the Staff Relations Officer, Human Resources, shall forward the name of the Member to the Association.
- 24.7 In recognition of achievement, a Member who is promoted shall receive an additional full increment in an amount equal to the increment corresponding to his/her new rank as set out in Column (2) of the Salary Schedule in effect as of April 1, of the calendar year next following the calendar year in which the application is submitted. Notwithstanding any other provision of this Agreement:
- 24.7.1 the promotion increment shall take effect on April 1 of the calendar year next following the calendar year in which the promotion application was submitted;
- 24.7.2 the promotion increment shall take effect after all provisions herein governing scale increases and satisfactory performance increments due and effective April 1 have been implemented and the floors have become operative; and
- 24.7.3 salary thresholds and salary maxima as described in this Article to do not apply to promotion increments.
- 24.78 No Member shall receive an increase to her/his base salary rate except as provided for in this Article.
- 24.78.1 In exceptional circumstances, the University may provide an increase to a Member's base salary.
- 24.78.2 Within thirty (30) days of deciding to provide an increase to a Member, the University shall provide to the Association in writing the name of the Member who shall receive an increase, the amount of the increase and the reasons for the increase.

24.78.3

The sum total of all such increases shall not exceed \$250,000.00 in any contract year.