

ARTICLE 24. SALARIES

24.1 Salary Schedules

[For information only: The schedule for 2007-08 was derived by increasing the floors, thresholds and maxima in the schedule for 2006-07 for Lecturer, Senior Instructor, Instructor II, Instructor I by \$2,000, and by increasing the column 4 increments for all ranks by \$500, and then increasing the floors, thresholds, increments and maxima by 2.5%. The schedule for 2008-09 was derived by increasing the floors, thresholds, increments and maxima by 2.5%; for 2009-10, by increasing the floors, thresholds, increments and maxima by 2.9%.]

24.1.1 Salary Schedule Effective April 1, 2007 - March 31, 2008

| | (1) | (2) | (3) | (4) | (5) |
|--------------------------|----------|-----------|-----------|-----------|-----------|
| | FLOOR | INCREMENT | THRESHOLD | INCREMENT | MAXIMUM |
| Professor | \$87,657 | \$3,238 | \$116,799 | \$2,130 | \$130,151 |
| Assoc Professor | \$67,835 | \$2,504 | \$90,374 | \$1,766 | \$100,707 |
| Asst Professor | \$58,025 | \$1,941 | \$75,493 | \$1,484 | \$83,505 |
| Lecturer | \$48,337 | \$1,509 | \$61,916 | \$1,266 | \$68,142 |
| | | | | | |
| Sr Instructor | \$62,002 | \$2,213 | \$81,920 | \$1,620 | \$91,054 |
| Instructor II | \$56,939 | \$1,827 | \$73,380 | \$1,424 | \$80,908 |
| Instructor I | \$48,337 | \$1,509 | \$61,916 | \$1,266 | \$68,142 |
| | | | | | |
| Librarian | \$80,432 | \$2,971 | \$107,175 | \$1,998 | \$119,419 |
| Assoc Librarian | \$63,017 | \$2,327 | \$83,963 | \$1,675 | \$93,558 |
| Asst Librarian | \$55,619 | \$1,852 | \$72,282 | \$1,438 | \$79,934 |
| General Librarian | \$46,287 | \$1,509 | \$59,866 | \$1,266 | \$66,092 |

24.1.1 Salary Schedule Effective April 1, 2008 - March 31, 2009

| | (1) | (2) | (3) | (4) | (5) |
|--------------------------|----------|-----------|-----------|-----------|-----------|
| | FLOOR | INCREMENT | THRESHOLD | INCREMENT | MAXIMUM |
| Professor | \$89,848 | \$3,319 | \$119,719 | \$2,183 | \$133,405 |
| Assoc Professor | \$69,531 | \$2,567 | \$92,633 | \$1,810 | \$103,225 |
| Asst Professor | \$59,476 | \$1,990 | \$77,380 | \$1,521 | \$85,593 |
| Lecturer | \$49,545 | \$1,547 | \$63,464 | \$1,298 | \$69,846 |
| | | | | | |
| Sr Instructor | \$63,552 | \$2,268 | \$83,968 | \$1,661 | \$93,330 |
| Instructor II | \$58,362 | \$1,873 | \$75,215 | \$1,460 | \$82,931 |
| Instructor I | \$49,545 | \$1,547 | \$63,464 | \$1,298 | \$69,846 |
| | | | | | |
| Librarian | \$82,443 | \$3,045 | \$109,854 | \$2,048 | \$122,404 |
| Assoc Librarian | \$64,592 | \$2,385 | \$86,062 | \$1,717 | \$95,897 |
| Asst Librarian | \$57,009 | \$1,898 | \$74,089 | \$1,474 | \$81,932 |
| General Librarian | \$47,444 | \$1,547 | \$61,363 | \$1,298 | \$67,744 |

24.1.1 Salary Schedule Effective April 1, 2009 - March 31, 2010

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

24.1.4 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, 2004~~7~~ each Member as of March 31, 2004~~7~~ shall receive ~~an increase~~ market adjustment of \$500 to his/her base salary rate followed by ~~of three percent (3%)~~ a base salary increase of two and one-half (2.5%) percent.

24.3 Effective April 1, 2005~~8~~, each Member as of March 31, 2005~~8~~ shall receive ~~an increase~~ market adjustment of \$500 to his/her base salary rate followed by ~~of three percent (3%)~~ a base salary increase of two and one-half (2.5%) percent.

24.4 Effective April 1, 2006~~9~~, each Member as of March 31, 2006~~9~~ shall receive ~~an increase~~ market adjustment of \$500 to his/her base salary rate followed by ~~of three percent (3%)~~ a base salary increase of two and nine-tenths (2.9%) percent.

24.5 Effective April 1, ~~2004, 2005 and 2006~~2007, 2008 and 2009:

- (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 ~~Executive Director of~~ Staff Relations Officer, Human Resources shall forward the name of the Member to the Association.
- 24.7 No Member shall receive an increase to her/his base salary rate except as provided for in this article.
- 24.7.1 In exceptional circumstances, the University may provide an increase to a Member's base salary.
- 24.7.2 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.
- 24.7.3 The sum total of all such increases shall not exceed \$250,000.00 in any contract year.