

ARTICLE 12
SALARIES

The parties of this Agreement recognize the importance of providing appropriate compensation as an essential component in the delivery of quality higher education programs and quality scholarship that is recognized nationally and internationally.

12.1 Annual Salary Increases. The following table describes the implementation of merit increases throughout the life of this Agreement with the qualifications described below.

BARGAINING-UNIT MEMBER ON PAYROLL AS OF:	PERIOD OF PERFORMANCE REVIEWED FOR MERIT	INCREASE TAKES EFFECT FIRST PAY PERIOD:	MERIT INCREASE TO BASE SALARY AMOUNT ¹ :
June 30, 2018	AY 2017 – 2018	<i>Following ratification of this Agreement</i>	ME: 2% EE: 2.75% EX: 3.5%
June 30, 2019	AY 2018 – 2019	July 1, 2019	0%
June 30, 2020	AY 2019 – 2020	July 1, 2020	<i>To Be Negotiated</i>

¹ ME: Meets Expectations; EE: Exceeds Expectations; EX: Exemplary.

Eligibility: The salary increases described in the above table in Section 12.1 shall be distributed to each bargaining unit member if the bargaining unit member received an annual evaluation and received a rating of “Meets Expectations” or above; individuals that received below a “Meets Expectations” are not eligible for any increase.

12.2 One-Time Performance Bonus. For the 2019-2020 Fiscal Year, in consideration for the satisfactory completion of the conditions described below, the University will administer a one-time, nonrecurring performance bonus to all eligible bargaining unit members based upon the following:

(a) Eligibility for Consideration. All bargaining unit members will be considered for the One-Time Performance Bonus, subject to the following eligibility requirements:

1. The bargaining unit member must have been employed by the University on or before June 30, 2019 and must remain in active payroll status for the entire Period of Performance, and;

For the University



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- 1 2. The bargaining unit member must have received an overall annual evaluation
2 rating of “Meets Expectations” or above for the 2018-2019 Academic Year.
- 3 (b) Conditions of Performance. In order to receive the One-Time Performance Bonus,
4 the eligible bargaining unit member must:
- 5 1. Post department-approved syllabus to Canvas by the first day of classes;
- 6 2. Participate in individual instructional consultation with Director of Teaching
7 and Learning, or designee, prior to November 1, 2019;
- 8 3. Submit mid-term grades;
- 9 a. All courses at 3000-level or below are required to post mid-term grades
10 no later than one week following the completion of the midterm exam,
11 or;
- 12 b. Regardless of the presence or absence of a midterm exam, post mid-
13 term grades no later than Monday, October 7, 2019 (the first day of
14 week 8 of the semester).
- 15 4. Enter all course grades into the Canvas Gradebook throughout the Fall 2019
16 term, and;
- 17 5. Submit final grades for the Fall 2019 semester by Monday, December 16, 2019
18 at 4 pm.
- 19 (c) Period of Performance. The period that will be evaluated for the One-Time
20 Performance Bonus will commence on August 15, 2019, and conclude no later than
21 December 17, 2019.
- 22 (d) Notice of One-Time Performance Bonus. The University must notify all bargaining
23 unit members of the terms and conditions for the bonus stated in this Section (12.2)
24 before the beginning of the evaluation period on which the bonus will be based.
- 25 (e) Completion of Performance. At the conclusion of the Period of Performance, the
26 Provost or his designee will evaluate and verify whether the eligible bargaining unit
27 member timely and satisfactorily completed the conditions described above.
- 28 (f) Calculation of One-Time Performance Bonus. Those eligible bargaining unit members
29 who have timely and satisfactorily completed the Conditions of Performance will be
30 awarded a merit-based, one-time bonus payment as follows:
- 31 1. Seven hundred and fifty dollars (\$750.00) to each such bargaining unit
32 members who received an overall annual evaluation rating of “Meets
33 Expectations” for the 2018-2019 Academic Year;

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- 1 2. One thousand dollars (\$1000.00) to each such bargaining unit member who
2 received an overall annual evaluation rating of “Exceeds Expectations” for the
3 2018-2019 Academic Year, and;
4 3. One thousand two hundred fifty dollars (\$1250.00) to each such bargaining
5 unit member who received an overall annual evaluation rating of “Exemplary”
6 for the 2018-2019 Academic Year.

7 (g) Payment of One-Time Performance Bonus.

- 8 1. One-Time Performance Bonuses will be awarded as a lump-sum (less
9 applicable taxes and withholding), and will be processed in the first pay-period
10 after the conclusion of the Period of Performance.
11 2. One-Time Performance Bonuses are earned on the date that they are paid.

12 (h) Expiration. This Section (12.2) shall expire on December 31, 2019.


13 12.3 Other Increases (OI). The University BOT may provide annual OIs up to one percent (1.0%)
14 of the total salary rate of the bargaining-unit.

- 15 (a) OIs may be granted at any time at any time in the following circumstances:
16 (b) In response to verified written offers of outside employment;
17 (c) As recognition for special achievements and/or exceptional merit, including, but not
18 limited to, awards from national or international academic/professional community or
19 funding agencies;
20 (d) To address compression and inversion;
21 (e) For equity and market equity considerations;
22 (f) No other OIs shall be provided unless negotiated with UFF and ratified by both
23 parties.
24 (g) The University shall notify the UFF annually on OI.

25 12.4 University Awards.

- 26 (a) The University may provide a competitive annual Employee awards program to
27 acknowledge and celebrate the efforts of Employees for their contribution in making
28 the University a world-class leader in science, technology, engineering and math
29 (STEM) education.
30 (b) Awards that have a monetary component must be awarded as the result of a
31 competitive process open to all Employees covered by this contract. The process and
32 criteria for the award must be clearly defined and shared with all eligible Employees.

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- 1 (c) The total pool for competitive awards for bargaining unit members will not exceed
 2 \$5,000.
- 3 (d) This section shall retroactively apply to recipient(s) of the 2018 Ablaze Awards.
- 4 12.5 Promotion Increases. A bargaining-unit member who receives a promotion utilizing the
 5 promotion procedures in this collective bargaining agreement shall receive the base-salary
 6 increase shown below, effective August 15th following the academic year in which the
 7 successful review takes place.

CURRENT RANK	PROMOTION RANK	PROMOTION INCREASE TO BASE SALARY AMOUNT
Assistant Professor	Associate Professor	<i>9% or increase to minimum of 90% of median target salary, whichever is greater</i>
Associate Professor	Professor	<i>9% or increase to minimum of 90% of median target salary, whichever is greater</i>

- 8 Median target salary noted in the above table is the median salary provided by College and
 9 University Professional Association (CUPA) for the rank and field for the individual using the
 10 following target universities, when they participate in the salary survey, as comparators: Alfred
 11 University, Kettering University, Rose-Hulman Institute of Technology, South Dakota School
 12 of Mines, University of Alaska Southeast, University of Central Florida, University of South
 13 Florida, Clarkson University, Colorado School of Mines, Franklin W. Olin College of
 14 Engineering, Illinois Institute of Technology, Oregon Institute of Technology, Rochester
 15 Institute of Technology.
- 16 12.6 Legislatively Mandated Increases. Any additional legislatively mandated increases shall be
 17 implemented following the corresponding law and does not conflict with this agreement.
- 18 12.7 Salary floors. The salary floors for all bargaining-unit members with meets expectations ratings
 19 or above shall follow 85% of the median salary (parity level) for comparable roles and
 20 comparable ranks in the target salary for peer institutions.
- 21 12.8 Starting Salary. All bargaining-unit position will be hired at a starting salary commensurate with
 22 their experience. It is expected that those salaries will typically be within 20% of employees
 23 within that unit at a similar rank and/or experience level. In exceptional cases, bargaining-
 24 unit positions may be hired at a salary above that range contingent on extraordinary experience
 25 and extramural funding.

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- 1 12.9 Grievability. The only issues to be addressed in a grievance filed pursuant to this Agreement
2 (Article 11) alleging violation of this Article are whether there is unlawful discrimination
3 pursuant to state or federal law, or whether there is an arbitrary and capricious application of
4 the provisions of one or more sections of this Article.
- 5 12.10 Increases Contingent on Receipt of New Recurring/Non-Recurring Funds. Unless the
6 University chooses to fund the increases, and in the event the University does not receive
7 sufficient new legislative or performance funding to fund the salary increases, they shall
8 become void and re-opened for negotiations by the parties.
- 9 12.11 Labor Management Committee. The University and the UFF agree to form a Labor
10 Management Committee (“Committee”) for the purpose of examining opportunities for
11 advancement (i.e. promotions, longevity increases, etc.) for employees holding the title of
12 Instructor, Assistant Librarian, or Wellness Counselor. The Committee shall meet and confer,
13 with the intention that the Committee will make a recommendation to the collective bargaining
14 teams for possible inclusion in the next collective bargaining agreement. The Committee shall
15 consist of a minimum of two representatives each from the University and UFF. At least one
16 representative from the University should hold the title of Vice Provost or higher. The
17 Committee shall be formed and have its first meeting within six (6) months from the
18 ratification of this Agreement. The Committee shall meet at least three times each semester
19 (fall and spring) unless otherwise agreed, or they have agreed to a recommendation for the
20 University’s and UFF’s collective bargaining teams. This provision shall expire at the end of
21 this Agreement’s term.

For the University



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