

Faculty Increases in Salary Freeze Settlement / New Contract

Enhanced Increases below will vary by individual award. Regular Increases will be paid to all faculty on the payroll on that date.

Upon Ratification	\$1,000 Lump Sum/Bonus Payment
April 1, 2011	2% to Enhanced Salary Pool: This increase amounts to 73% of an individual's 2009-10 enhanced salary award.
February 1, 2012	2% to Overall Salary Pool: Split .75% enhanced and 1.25% regular (across-the-board). The .75% increase amounts to the remaining 27% of an individual's 2009-10 enhanced salary award.
October 1, 2012	2.1% to Overall Salary Pool: Split 0.6% enhanced and 1.5% regular (across-the-board). The 0.6% increase amounts to 22% of an individual's 2010-11 enhanced salary award.
December 2012	\$750 Lump Sum/Bonus Payment
July 1, 2013	2.15% to Enhanced Salary Pool: This increase amounts to the remaining 78% of an individual's 2010-11 enhanced salary award.
July 1, 2014	\$500 Lump Sum/Bonus Payment
August 31, 2014	Contract Expiration

Other Terms:

1. The contract language that is at the center of the salary freeze arbitration will be suspended and may not be invoked by the administration during the life of these new Agreements.
2. A new Non-Tenure-Track title series will be established. Criteria and procedures for appointment, reappointment, evaluation and promotion will be developed and negotiated with the Union.
3. Contractual language with regard to paid parental leave will be modified to expressly include Librarian and Extension faculty.
4. ABP contributions will be made by the University (retroactive to 2010 and going forward) for faculty earning over \$141,000. These contributions were capped by action of the Governor in 2010.
5. Faculty who retired through the "Faculty Reinvestment Program" will be made whole and receive compensation figured on appropriate salary amounts, i.e., those prior to implementation of the salary freeze.

Note: Regular (across-the-board) increases and Enhanced (merit) increases are added to base salary. "Lump Sum/Bonus" payments are not. As of the expiration of these new Agreements, all increases previously frozen will have been paid. That is, a total of two 2.75% increases to the enhanced salary pool and a total of one 2.75% Regular (across-the-board) payment to all faculty. Note that one 2.75% Regular (across-the-board) increase was paid prior to implementation of the salary freeze.

EOF Counselor Increases in Salary Freeze Settlement / New Contract

Upon Ratification	\$1,150 Lump Sum/Bonus Payment
April 1, 2011	2.68% (Across-the-Board)
February 1, 2012	2.68% (Across-the-Board)
October 1, 2012	2.68% (Performance-Based)
December 2012	\$750 Lump Sum/Bonus Payment
July 1, 2013	2.68% (Performance-Based)
July 1, 2014	\$500 Lump Sum/Bonus Payment
August 31, 2014	Contract Expiration

Note: EOF Counselors did not receive any salary increases under the previous MOA prior to implementation of the salary freeze.

The contract language that is at the center of the salary freeze arbitration will be suspended and may not be invoked by the administration during the life of these new Agreements.

TA/GA Increases in New Contract

July 1, 2012	2% Across-the-Board increase to base salaries and also to contractual minimum salaries
July 1, 2013	2% Across-the-Board increase to base salaries and also to contractual minimum salaries
August 31, 2014	Contract Expiration

Note: TA/GAs received, as a result of a Settlement Agreement reached with the administration in June of 2011, two 4% increases that were previously frozen.

The contract language that is at the center of the salary freeze arbitration will be suspended and may not be invoked by the administration during the life of these new Agreements.