

## ARTICLE 24. SALARIES

### 24.1 Salary Schedules

N.B. ss ~~24.1.1, 24.1.2~~, 24.1.3, 24.1.4, 24.5 a) and 24.5 b) shall not apply to Dental Clinical Staff Members.

#### 24.1.3 Salary Schedule Effective April 1, 2016 - March 31, 2017

	(1) Floor	(2) Increment	(3) Threshold	(4) Increment	(5) Maximum
Professor	\$103,451	\$3,832	\$137,936	\$2,873	\$155,177
Assoc Professor	\$84,251	\$3,120	\$112,334	\$2,341	\$126,376
Asst Professor	\$71,777	\$2,658	\$95,704	\$1,993	\$107,666
Lecturer	\$57,291	\$2,122	\$76,388	\$1,592	\$85,937
Sr Instructor	\$73,338	\$2,716	\$97,783	\$2,037	\$110,006
Instructor II	\$67,382	\$2,496	\$89,844	\$1,872	\$101,074
Instructor I	\$58,523	\$2,168	\$78,030	\$1,626	\$87,784
Librarian	\$94,961	\$3,517	\$126,615	\$2,638	\$142,441
Assoc Librarian	\$75,879	\$2,810	\$101,171	\$2,108	\$113,817
Asst Librarian	\$65,832	\$2,438	\$87,774	\$1,829	\$98,746
General Librarian	\$57,158	\$2,118	\$76,210	\$1,588	\$85,735

24.1.4 Salary floors shall become operative April 1, 2016. ~~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 a) ~~Effective April 1, 2013 each Member, other than Dental Clinical Staff, as of March 31, 2013 whose salary is below the threshold in the ranks of assistant professor, lecturer, instructor II, instructor I, assistant librarian and general librarian shall receive a recruitment and retention market adjustment of \$900 to his/her base salary rate. In the case of Dental Clinical Staff Members, as of March 31, 2013, at the rank of assistant professor, lecturer, instructor II, and instructor I and for the application of the recruitment and retention market adjustment, those Members whose salaries are below \$125,000 shall receive the recruitment and retention market adjustment of \$900 to his/her base salary rate.~~

b) ~~Effective April 1, 2013 each Member, other than Dental Clinical Staff, as of March 31, 2013 whose salary is below the threshold in the rank of associate professor shall receive a recruitment and retention market adjustment of \$1,500 to his/her base salary rate. In the case of Dental Clinical Staff Members, as of March 31, 2013, at the rank of associate professor and for the application of recruitment and retention market adjustment, those Members whose salaries are below~~

~~\$145,000 shall receive the recruitment and retention market adjustment of \$1,500 to his/her base salary rate.~~

~~e) Effective April 1, 2013 after the application of the recruitment and retention market adjustments, where applicable, in s. 24.2.a and 24.2.b, each Member as of March 31, 2013 shall receive an increase to his/her base salary rate of two point nine percent (2.9%).~~

24.3 ~~Effective April 1, 2014, each Member as of March 31, 2014 shall receive an increase to his/her base salary rate of two (2.0%) percent.~~

24.4 ~~Effective April 1, 2015, each Member as of March 31, 2015 shall receive an increase to his/her base salary rate of two (2.0%) percent.~~

24.5 Effective April 1, 2016 ~~2013, 2014 & 2015~~:

(a) Each Member other than Dental Clinical Staff 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 other than Dental Clinical Staff 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.)

(c) Effective April 1, 2016 ~~in each of 2013, 2014 and 2015~~, each Dental Clinical Staff member shall receive an increase of 2.47% subject to satisfactory performance in the previous calendar year.

24.6 Where the performance of a Member other than Dental Clinical Staff 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. For a Dental Clinical Staff Member, either one-half or all of the satisfactory performance adjustment as per s. 24.5 c) may be withheld. All such Members 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 or satisfactory performance adjustment as applicable. 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 other than Dental Clinical Staff 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. A Dental Clinical Staff Member who is promoted shall receive an additional satisfactory performance adjustment as per 24.5 c). Notwithstanding any other provision of this Agreement:

- 24.7.1 The promotion increment or the additional satisfactory performance adjustment 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 or the additional satisfactory performance adjustment 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.
- 24.8 No Member shall receive an increase to her/his base salary rate except as provided for in this Article.
- 24.8.1 In exceptional circumstances, the University may provide an increase to a Member's base salary.
- 24.8.2 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.
- 24.8.3 The sum total of all such increases shall not exceed \$250,000.00 in any contract year.