

This salary proposal is contingent upon acceptance of 1) changes in healthcare redesign, effective January 2017, generating \$22 million in savings through the life of the contract; 2) the elimination of retiree healthcare for prospective employees; and, 3) additional concessionary changes.

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Article 22

SALARIES

A. Salaries for Full-Time FACULTY MEMBERS

1. The salaries payable to FACULTY MEMBERS in an active pay status for the academic year ~~2011-2012-2015-2016~~ shall be in accordance with the Fall 2014 pay schedule, as which is set forth in Pay Schedule A.

2. General Pay Increases

The salaries payable to FACULTY MEMBERS in an active pay status for the academic years ~~2012-2013, 2013-2014 2016-2017, 2017-2018 and 2018-2019~~2014-2015 shall be as set forth in Pay Schedules B, C and D. Those schedules provide for a pay increase as follows:

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a. All FACULTY MEMBERS will receive a general pay increase of two and three-quarters ~~one~~ percent (2.75%) ~~(1%)~~ retroactive to the start of the fall semester of ~~2016-2012~~, as reflected in Pay Schedule B.

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b. All FACULTY MEMBERS will receive a general pay increase of two ~~one~~ percent (2.0%) ~~(1%)~~ at the start of the fall semester of ~~2017~~2013, as reflected in Pay Schedule C.

c. All FACULTY MEMBERS will receive a general pay increase of two and one-half percent (2.5%) effective at the start of the fall semester of ~~2014~~2018, as reflected in Pay Schedule D.

3. Cash Payments

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~~a. FACULTY MEMBERS who are at Step 13 of their present rank as of the fall 2012 semester shall receive a one-time cash payment of two and one-half percent (2.5%), which shall be effective with the 11th pay of the 2012-13 academic year for FACULTY MEMBERS on a 20-pay schedule and with the 14th pay of the 2012-13 academic year for FACULTY MEMBERS on a 26-pay schedule. These payments are cash payments paid in lieu of longevity increases to employees who are at or above the maximum step of their pay range.~~

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~~b.a.~~ FACULTY MEMBERS who are at Step 13 of their present rank as of the ~~fall 2013~~spring 2018 semester shall receive a one-time cash payment of two and one-

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half percent (2.5%), which shall be paid in ~~February 2018~~~~September 2013~~. These payments are cash payments in lieu of longevity increases to employees who are at or above the maximum step of their pay range. Those FACULTY MEMBERS promoted with an effective date of fall 2017 are not eligible for this cash payment.

~~e-b.~~ FACULTY MEMBERS who are at Step 13 of their present rank as of the ~~spring fall 2014~~2019 semester shall receive a one-time cash payment of two and one-half percent (2.5%), which shall be paid in ~~February~~~~September 2019~~2014. These payments are cash payments in lieu of longevity increases to employees who are at or above the maximum step of their pay range. Those FACULTY MEMBERS promoted with an effective date of fall 2018 are not eligible for this cash payment.

B. Annual Increments

1. In addition to the above-listed general pay increases and cash payments, a full-time regular FACULTY MEMBER below Step 13 shall be entitled to the following annual increments. Such annual increments shall be granted solely on the basis of service as follows:

a. Effective with the 11th pay of the ~~2012-13~~2017-2018 academic year for FACULTY MEMBERS on a 20-pay schedule and with the 14th pay of the ~~2012-13~~2017-2018 academic year for FACULTY MEMBERS on a 26-pay schedule, all full-time regular FACULTY MEMBERS shall move one increment. Those FACULTY MEMBERS promoted with an effective date of fall 2017 are not eligible for this annual increment.

~~b.~~ Effective with the 11th pay of the 2018-2019 academic year for FACULTY MEMBERS on a 20-pay schedule and with the 14th pay of the 2018-2019 academic year for FACULTY MEMBERS on a 26-pay schedule, ~~first pay of the fall semester 2013~~, all full-time regular FACULTY MEMBERS shall move one increment. Those FACULTY MEMBERS promoted with an effective date of fall 2018 are not eligible for this annual increment.

~~c.~~ Effective with the first pay of the fall semester 2014, all full-time regular FACULTY MEMBERS shall move one increment.

C. Procedure

Pursuant to the STATE SYSTEM Compensation Plan, general pay increases, as set forth in Section A above, and annual increments (if applicable) shall be applied in that order. An employee on leave without pay shall, upon return to active pay status, be entitled to the above

State System Proposal
September 19, 2016 Revised October 11, 2016

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general pay increases provided for in the attached pay schedules.

D. Salaries for Part-Time FACULTY MEMBERS

1. ~~Temporary P~~part-time ~~ACADEMIC faculty members~~FACULTY MEMBERS shall be paid on the basis of ~~one twenty-fourth (1/24)~~ one-thirtieth (1/30) of a full-time academic year's salary for each workload hour taught.
2. ~~Part time ADMINISTRATIVE FACULTY MEMBERS shall be paid on a pro-rata basis.~~ Regular part-time (RPT) faculty members shall be paid on the basis of one-twenty-fourth (1/24) of a full-time academic year's salary for each workload hour taught.

E. Recruitment

During the term of this Agreement, a University may appoint regular full-time FACULTY MEMBERS at Step 13 of any rank then in effect for which they are legally qualified if the following conditions are met:

1. The FACULTY MEMBER is in a specialty or discipline which has been identified by agreement at local meet and discuss for that academic year as a specialty or discipline in which the University has had difficulty recruiting. Such specialties and disciplines must be identified and agreed to at local meet and discuss each academic year; and
2. The final appointment must be reported to local meet and discuss for notification purposes.

F. The parties shall meet and discuss, during the term of the Agreement, aspects of this Article that are of mutual interest.

G. Winter Session Classroom Faculty

Compensation for courses offered between the end of fall semester and the beginning of spring semester, commonly referred to as Winter Session, will be based on the continuing education agreement between the respective University and the local APSCUF chapter. In the event that no such agreement exists, compensation for Winter Session shall be paid at the rate of 55% of one-twenty-fourth (1/24th) of the regular full-time salary for each workload hour, based upon the salary schedule in effect during the preceding academic term. ~~determined by the salary scale set forth in this Article.~~

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STATE SYSTEM OF HIGHER EDUCATION
FACULTY PAY SCHEDULE DA
EFFECTIVE FALL 2014

PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	REGULAR BIWEEKLY (20 PAYS)	\$2,330.48	\$2,697.83	\$3,123.07	\$3,796.11
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,792.67	\$2,075.25	\$2,402.36	\$2,920.09
	ACADEMIC ANNUAL	\$46,609.53	\$53,956.55	\$62,461.37	\$75,922.28
2	REGULAR BIWEEKLY (20 PAYS)	\$2,447.00	\$2,832.72	\$3,279.22	\$3,985.93
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,882.31	\$2,179.01	\$2,522.48	\$3,066.10
	ACADEMIC ANNUAL	\$48,940.02	\$56,654.31	\$65,584.37	\$79,718.50
3	REGULAR BIWEEKLY (20 PAYS)	\$2,569.36	\$2,974.35	\$3,443.19	\$4,185.22
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,976.43	\$2,287.96	\$2,648.60	\$3,219.40
	ACADEMIC ANNUAL	\$51,387.11	\$59,486.92	\$68,863.72	\$83,704.48
4	REGULAR BIWEEKLY (20 PAYS)	\$2,697.83	\$3,123.07	\$3,615.34	\$4,394.49
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,075.25	\$2,402.36	\$2,781.03	\$3,380.37
	ACADEMIC ANNUAL	\$53,956.55	\$62,461.37	\$72,306.84	\$87,889.74
5	REGULAR BIWEEKLY (20 PAYS)	\$2,832.72	\$3,279.22	\$3,796.11	\$4,614.21
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,179.01	\$2,522.48	\$2,920.09	\$3,549.39
	ACADEMIC ANNUAL	\$56,654.31	\$65,584.37	\$75,922.28	\$92,284.23
6	REGULAR BIWEEKLY (20 PAYS)	\$2,903.53	\$3,361.20	\$3,891.01	\$4,729.56
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,233.48	\$2,585.54	\$2,993.09	\$3,638.12
	ACADEMIC ANNUAL	\$58,070.60	\$67,223.93	\$77,820.27	\$94,591.22
7	REGULAR BIWEEKLY (20 PAYS)	\$2,974.35	\$3,443.19	\$3,985.93	\$4,844.92
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,287.96	\$2,648.60	\$3,066.10	\$3,726.86
	ACADEMIC ANNUAL	\$59,486.92	\$68,863.72	\$79,718.50	\$96,898.47
8	REGULAR BIWEEKLY (20 PAYS)	\$3,048.71	\$3,529.27	\$4,085.57	\$4,966.04
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,345.16	\$2,714.82	\$3,142.74	\$3,820.03
	ACADEMIC ANNUAL	\$60,974.14	\$70,585.43	\$81,711.36	\$99,320.81
9	REGULAR BIWEEKLY (20 PAYS)	\$3,123.07	\$3,615.34	\$4,185.22	\$5,087.17
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,402.36	\$2,781.03	\$3,219.40	\$3,913.21
	ACADEMIC ANNUAL	\$62,461.37	\$72,306.84	\$83,704.48	\$101,743.44
10	REGULAR BIWEEKLY (20 PAYS)	\$3,201.15	\$3,705.72	\$4,289.85	\$5,214.36
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,462.42	\$2,850.56	\$3,299.88	\$4,011.04
	ACADEMIC ANNUAL	\$64,022.99	\$74,114.45	\$85,796.97	\$104,287.14
11	REGULAR BIWEEKLY (20 PAYS)	\$3,279.22	\$3,796.11	\$4,394.49	\$5,341.53
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,522.48	\$2,920.09	\$3,380.37	\$4,108.87
	ACADEMIC ANNUAL	\$65,584.37	\$75,922.28	\$87,889.74	\$106,830.59
12	REGULAR BIWEEKLY (20 PAYS)	\$3,361.20	\$3,891.01	\$4,504.34	\$5,475.07
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,585.54	\$2,993.09	\$3,464.88	\$4,211.59
	ACADEMIC ANNUAL	\$67,223.93	\$77,820.27	\$90,086.85	\$109,501.41
13	REGULAR BIWEEKLY (20 PAYS)	\$3,445.23	\$3,988.29	\$4,616.95	\$5,611.95
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,650.17	\$3,067.91	\$3,551.50	\$4,316.88
	ACADEMIC ANNUAL	\$68,904.52	\$79,765.76	\$92,339.02	\$112,238.94

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