

## ARTICLE 24. SALARIES

### 24.1 Salary Schedules

N.B. ss 24.1.1, 24.1.2, 24.1.3, 24.1.4, 24.1.5, 24.5 a) and 24.5 b) shall not apply to Dental Clinical Staff Members.

[For information only: The schedule for 2018-2019 was derived by increasing the floors, thresholds, increments and maxima of 2017-2018 by 0.75%. The schedule for 2019-2020 was derived by increasing the floors, thresholds, increments and maxima of 2018-2019 by 1.0%.]

#### 24.1.31 Salary Schedule Effective April 1, 2017 - March 31, 2018

|                   | (1)<br><u>Floor</u> | (2)<br><u>Increment</u> | (3)<br><u>Threshold</u> | (4)<br><u>Increment</u> | (5)<br><u>Maximum</u> |
|-------------------|---------------------|-------------------------|-------------------------|-------------------------|-----------------------|
| 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              |
| <br>              |                     |                         |                         |                         |                       |
| 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              |
| <br>              |                     |                         |                         |                         |                       |
| 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              |

#### 24.1.2 Salary Schedule Effective April 1, 2018 - March 31, 2019

|                 | (1)<br><u>Floor</u> | (2)<br><u>Increment</u> | (3)<br><u>Threshold</u> | (4)<br><u>Increment</u> | (5)<br><u>Maximum</u> |
|-----------------|---------------------|-------------------------|-------------------------|-------------------------|-----------------------|
| Professor       | \$104,227           | \$3,861                 | \$138,971               | \$2,895                 | \$156,341             |
| Assoc Professor | \$84,883            | \$3,143                 | \$113,177               | \$2,359                 | \$127,324             |
| Asst Professor  | \$72,315            | \$2,678                 | \$96,422                | \$2,008                 | \$108,473             |
| Lecturer        | \$57,721            | \$2,138                 | \$76,961                | \$1,604                 | \$86,582              |
| <br>            |                     |                         |                         |                         |                       |
| Sr Instructor   | \$73,888            | \$2,736                 | \$98,516                | \$2,052                 | \$110,831             |
| Instructor II   | \$67,887            | \$2,515                 | \$90,518                | \$1,886                 | \$101,832             |
| Instructor I    | \$58,962            | \$2,184                 | \$78,615                | \$1,638                 | \$88,442              |
| <br>            |                     |                         |                         |                         |                       |
| Librarian       | \$95,673            | \$3,543                 | \$127,565               | \$2,658                 | \$143,509             |

|                   |          |         |           |         |           |
|-------------------|----------|---------|-----------|---------|-----------|
| Assoc Librarian   | \$76,448 | \$2,831 | \$101,930 | \$2,124 | \$114,671 |
| Asst Librarian    | \$66,326 | \$2,456 | \$88,432  | \$1,843 | \$99,487  |
| General Librarian | \$57,587 | \$2,134 | \$76,782  | \$1,600 | \$86,378  |

**24.1.3 Salary Schedule Effective April 1, 2019 - March 31, 2020**

|                   | (1)<br><u>Floor</u> | (2)<br><u>Increment</u> | (3)<br><u>Threshold</u> | (4)<br><u>Increment</u> | (5)<br><u>Maximum</u> |
|-------------------|---------------------|-------------------------|-------------------------|-------------------------|-----------------------|
| Professor         | \$105,269           | \$3,900                 | \$140,361               | \$2,924                 | \$157,904             |
| Assoc Professor   | \$85,732            | \$3,174                 | \$114,309               | \$2,383                 | \$128,597             |
| Asst Professor    | \$73,038            | \$2,705                 | \$97,386                | \$2,028                 | \$109,558             |
| Lecturer          | \$58,298            | \$2,159                 | \$77,731                | \$1,620                 | \$87,448              |
| Sr Instructor     | \$74,627            | \$2,763                 | \$99,501                | \$2,073                 | \$111,939             |
| Instructor II     | \$68,566            | \$2,540                 | \$91,423                | \$1,905                 | \$102,850             |
| Instructor I      | \$59,552            | \$2,206                 | \$79,401                | \$1,654                 | \$89,326              |
| Librarian         | \$96,630            | \$3,578                 | \$128,841               | \$2,685                 | \$144,944             |
| Assoc Librarian   | \$77,212            | \$2,859                 | \$102,949               | \$2,145                 | \$115,818             |
| Asst Librarian    | \$66,989            | \$2,481                 | \$89,316                | \$1,861                 | \$100,482             |
| General Librarian | \$58,163            | \$2,155                 | \$77,550                | \$1,616                 | \$87,243              |

**24.1.4 Salary Schedule Effective April 1, 2020 - March 31, 2021**

Salary Schedule shall be determined pursuant to Appendix 'I'.

24.1.45 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 Effective April 1, 2018, each Member as of March 31, 2018 shall receive an increase to his/her base salary of point seven five percent (0.75%).

24.3 Effective April 1, 2019, each Member as of March 31, 2019 shall receive an increase to his/her base salary of one percent (1.0%).

24.4 Effective April 1, 2020, each Member as of March 31, 2020 shall receive an increase to his/her base salary of a percentage to be determined pursuant to Appendix 'I'.

24.5 Effective April 1, 2016 2017, 2018, 2019 and 2020 (note that for 2020, increments will not be applied until following the implementation of s. 24.1.4, retroactive to April 1, 2020):

- (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 2017, 2018, 2019 and 2020, each Dental Clinical Staff member shall receive an increase to his/her base salary rate as of March 31 previous, of 2.47% subject to satisfactory performance in the previous calendar year. The value of the increase will be equivalent to the total value of satisfactory performance increments awarded to non-DCS UMFA Members on April 1 of the applicable contract year, divided by the total value of the annual base salaries of non-DCS UMFA Members as of March 31 previous.

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.