

FSU proposal on salary floors, promotional raises, salary anomalies, NTT longevity raise, and Summer/Winter per course rates 11/1/21

26.3 26.3(a) Promotional Increases: A bargaining-unit member who receives a promotion shall receive the base-salary increase shown below, effective on the same date as the promotion which shall take effect September 1<sup>st</sup> following the academic year in which the successful review takes place.

For Promotion to the Rank of	Increase to Base Salary <u>for 100% FTE by Rank</u>
Senior Lecturer/ <u>Clinical Senior Lecturer</u>	<del>\$5,500</del> \$6,500
<u>Senior Lecturer II/Clinical Senior Lecturer II</u>	<del>\$5,500</del> \$6,500
Clinical Assistant Professor	<del>\$6,500</del> \$7,500
Clinical Associate Professor	<del>\$7,800</del> \$8,800
Clinical Professor	<del>\$13,000</del> \$14,000
Assistant Professor	<del>\$7,000</del> \$8,000
Associate Professor	<del>\$8,400</del> \$9,400
Professor	<del>\$13,700</del> \$14,700
<u>Librarian II</u>	<del>\$5,500</del> \$6,500
Librarian III	<del>\$7,000</del> \$8,000
Librarian IV	<del>\$8,400</del> \$9,400
Librarian V	<del>\$9,600</del> \$10,600

**Commented [FSU1]:** Note that the FSU may make additional proposals on other aspects of Article 26 and Article 36 that are not referenced below. As we noted, although we did not put this into contract language, we are also countering the merit part of Admin's proposal (i.e. we want all the state salary money put into across-the-board raises) and are proposing an additional \$500 across-the-board raise for all unit members. Our proposal also does not include anything about RES funds, which we talked about on Friday, or whether ALs should be included in Admin's raise structure---FSU

**Commented [FSU2]:** Language clean up for clarity-- FSU

**Commented [FSU3]:** Language clean up for clarity-- FSU

**Commented [FSU4]:** Note that these proposed amounts were also given to Admin in a separate FSU proposal for Librarian salaries and promotions; that proposal was sent to Admin on 10/14/20--- FSU

26.3(b) Non-Tenure Track Faculty Longevity Raise: An NTT bargaining unit member who has contributed 20 years of service from hire date will receive an automatic \$6,500 raise pro-rated to percentage of time.

26.4 Salary Floors: The salary floors for all bargaining-unit members shall be as follows, effective ~~July 1, 2017~~ July 1, 2021:

Rank	Base Salary Floor for 100% FTE by Rank
Instructor	<del>\$57,000</del> \$61,000
Assistant Professor	<del>\$64,000</del> \$69,000
Associate Professor	<del>\$74,000</del> \$78,400

Professor	<del>\$92,000</del> \$93,100
Associate Lecturer/Associate Clinical Lecturer	<del>\$40,000</del> \$46,200
Lecturer/Clinical Lecturer	<del>\$52,000</del> \$58,200
Senior Lecturer/Clinical Senior Lecturer	<del>\$57,500</del> \$63,700
Senior Lecturer II/Clinical Senior Lecturer II	<del>\$63,000</del> \$69,200
Clinical Assistant Professor	<del>62,000</del> \$65,000
Clinical Associate Professor	<del>70,000</del> \$74,400
Clinical Professor	<del>85,000</del> \$86,100
Librarian I	<del>\$50,000</del> \$54,000
Librarian II	<del>\$56,000</del> \$60,500
Librarian III	<del>\$63,000</del> \$68,500
Librarian IV	<del>\$73,000</del> \$77,900
Librarian V	<del>\$84,000</del> \$88,500

**Commented [FSU5]:** Note that these proposed amounts were also given to Admin in a separate FSU proposal for Librarian salaries and promotions; that proposal was sent to Admin on 10/14/20--- FSU

Salary floors for faculty ranks are for nine-month appointments and will be adjusted accordingly for twelve-month appointments, except as provided in Article 14.3.

26.9 Anomaly Increases. A salary anomaly exists whenever a faculty member or librarian is paid at a salary that is significantly lower than his or her colleagues in the same discipline (or closely related discipline) who have similar records of accomplishment and similar seniority, and where there exists no legitimate reason for the disparity (e.g. prior merit awards or a starting salary based on a prior distinguished record).

26.9.1 Anomaly Increases.

- (a) Eligibility: All tenure-system bargaining-unit members, Clinical Nursing Professors (all ranks), and librarians are eligible for anomaly increases.
- (b) University Anomaly Committee: There shall be a standing committee referred to as the University Anomaly Committee (UAC), which shall be composed of an equal number of Union and Administration representatives and a non-voting representative from the Department of Human Resources. The UAC shall develop and maintain its rules and procedures for determining the existence of an anomaly and/or whether a salary adjustment is warranted.
- (c) Periodic Reviews: Following a successful fourth-year review, favorable tenure decision, promotion to professor, Periodic-Multi-Year Review (or in the case of librarians, following the initial appointment, granting of a continuing appointment, Periodic Multi-Year Review), or whenever, by annual review or other means of identification, a gross anomaly appears to exist, the Administration shall analyze the salary of a bargaining-unit member to determine whether an anomaly exists. Such analysis shall consist of a review of the bargaining-unit member's salary history compared with his or her colleagues in the same discipline (or closely related discipline), including starting salary, length of service, merit awards, and any other salary adjustments.
- (d) Process: The UAC shall review the analysis prepared by the Administration and any other such data requested by the UAC and may consult with bargaining-unit members, Personnel Committees, Department Chairs, Deans, or others, and shall determine whether one or more salary adjustments are warranted. The UAC shall prepare and submit to the Provost a report of any such determinations.
- (e) Effective Date: Any salary adjustment based on the UAC's determination shall become effective on September 1st of the next academic year following such determination and shall not be grievable pursuant to Article 25.

- (f) Funding: Each year, the Administration shall budget a minimum of ~~\$60~~100,000 to address salary anomalies, provided that the Administration may, but shall not be required to, budget additional funds. In any year in which the budgeted amount is insufficient to address all of the anomalies identified by the UAC, salary adjustments will be made based on a pro rata share of any such budgeted amount or as otherwise determined by the UAC. Any unused budgeted funds may be used to remedy previously identified, but un-remedied, salary anomalies or to address salary anomalies identified in subsequent years.

#### 36.4 Salaries

Fall/Spring continuing education courses shall be compensated in the same manner as Fall/Spring state-funded sections.

Instructors of Summer/Winter continuing education courses, whether tenure-stream or non-tenure-track, shall be paid a fixed per-course rate. Effective as of the date of the signing of this agreement, on a go-forward basis, the fixed per-course rate ~~for tenure-stream faculty and non-tenure-track faculty at the rank of Lecturer or above shall be \$51006,000. The fixed per-course rate for Associate Lecturers shall be \$4500, provided that any Associate Lecturer who as of 9/1/2017 was receiving a higher Summer/Winter fixed rate shall remain at that rate.~~