

CAB  
Sent

to Admin  
5:25 pm

**ARTICLE 16**  
**COMPENSATION**

Section 1. Wage Increases

CAB 250 - round up  
Sent 500 - round down

~~A. 2014-2015 and 2015-2016 Academic Years~~

~~There are no general salary increases.~~

~~B. 2016-2017 Academic Year~~

~~Each bargaining unit member employed as a member of the faculty as of July 1, 2016, who also was a member of the bargaining unit as of the beginning of fall semester 2015, whose performance review for the 2015-2016 academic year is satisfactory or better as determined by the merit review criteria shall receive a 3.0% increase.~~

~~C. 2017-2018 Academic Year~~

~~Each bargaining unit member employed as a member of the faculty as of July 1, 2017, who also was a member of the bargaining unit as of the beginning of fall semester 2016, whose performance review for the 2016-2017 academic year is satisfactory or better as determined by the merit review criteria shall receive a 2.0% increase.~~

~~D. 2018-2019 Academic Year~~

~~Each bargaining unit member employed as a member of the faculty as of July 1, 2018, who also was a member of the bargaining unit as of the beginning of fall semester 2017, whose performance review for the 2017-2018 academic year is satisfactory or better as determined by the merit review criteria shall receive a 1.0% increase and be eligible for the following increase. An amount of 1.25% will be set aside for a merit increase based on merit evaluation for the academic year 2017-18. An amount of 0.75% will also be set aside for salary compression/market adjustments.~~

E. 2019-2020 Academic Year

Each bargaining unit member employed as a member of the faculty as of July 1, 2019, who also was a member of the bargaining unit as of the beginning of fall semester 2018, whose performance review for the 2018-2019 academic year is satisfactory or better as determined by the merit review criteria shall receive a 1.5% increase. An amount of 2.25% will be set aside for a merit increase based on merit evaluation for the academic year 2018-19. An amount of 0.25% will also be set aside for salary compression/market adjustments.

B. 2020-2021 Academic Year

Each bargaining unit member employed as a member of the faculty as of July 1, 2020, who also was a member of the bargaining unit as of the beginning of fall semester 2019, whose performance review for the 2019-2020 academic year is satisfactory or better as determined by the merit review criteria shall receive a 2.0% increase.

C. 2021-2022 Academic Year

Each bargaining unit member employed as a member of the faculty as of July 1, 2021, who also was a member of the bargaining unit as of the beginning of fall semester 2020, whose performance review for the 2020-2021 academic year is satisfactory or better as determined by the merit review criteria shall receive a 2.0% increase.

D. 2022-2023 Academic Year

Any first-year negotiated increase reached as a result of negotiations for a successor to this Agreement shall be applied retroactive to July 1, 2022, including summer compensation.

~~The proposed changes in Sections 7 & 8 show increases of 2% each year—the math needs to be confirmed and we may want to round up and down a de minimis amount to make the numbers cleaner, e.g. \$1149.64 becomes \$1150.00.~~

Section 7. Overload Compensation

B. C.A.S.T and Wayne College.

Bargaining unit faculty whose principal appointment is in the College of Applied Science and Technology or Wayne College shall have the option to elect a thirty (30) credit contract, if offered by the University, consistent with the needs of the academic unit. If elected, the additional six (6) credits of teaching load shall be compensated as follows:

<u>Rank</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>
NTTF Assistant Professor of Practice / Instruction	\$1045	<u>\$1065.90</u>	<u>\$1087.00</u>
NTTF Associate Professor of Practice / Instruction	\$1075	<u>\$1096.50</u>	<u>\$1118.43</u>
NTTF Professor of Practice / Instruction	\$1105	<u>\$1127.10</u>	<u>\$1149.64</u>
<b>Assistant Professor</b>	\$1140	<u>\$1162.80</u>	<u>\$1186.06</u>
<b>Associate Professor</b>	\$1320	<u>\$1346.40</u>	<u>\$1373.33</u>
<b>Professor</b>	\$1570	<u>\$1601.14</u>	<u>\$1633.43</u>

Section 8. Summer Compensation

Bargaining unit faculty shall be compensated for summer teaching on a course-by-course basis (not including master's thesis supervision, doctoral dissertation supervision, and the like) at the per semester credit hour rate set out below:

Rank	Summer 2019	Summer 2020	Summer 2021
<b>NTTF Assistant Professor of Practice / Instruction</b>	\$1,375.00	<u>\$1402.50</u>	<u>\$1430.55</u>
<b>NTTF Associate Professor of Practice / Instruction</b>	\$1,500.00	<u>\$1530.00</u>	<u>\$1560.60</u>
<b>NTTF Professor of Practice / Instruction</b>	\$1,650.00	<u>\$1,683.00</u>	<u>\$1,716.66</u>
<b>Assistant Professor</b>	\$1,775.00	<u>\$1,810.50</u>	<u>\$1,846.71</u>
<b>Associate Professor</b>	\$2,050.00	<u>\$2,091.00</u>	<u>\$2,132.82</u>
<b>Professor</b>	\$2,850.00	<u>\$2,907.00</u>	<u>\$2,965.14</u>

These per credit hour rates apply to regularly scheduled classroom or field classes that meet minimum enrollment numbers of ten (10) for graduate courses and twelve (12) for undergraduate courses. In the event it is determined by the University to allow such a course, including summer independent studies, to be taught with fewer than the minimum number of students, the bargaining unit faculty member shall be compensated on a *pro rata* basis.

This section does not preclude summer compensation from grants, endowed chairs, contracts, or other non-teaching activities.