

**ARTICLE 11**  
**Salaries**  
***AS REVISED BY 2/12/09 TENTATIVE CONTRACT SETTLEMENT***

**Section A. Returning Faculty.**

**Subd. 1.** Salaries of tenured, probationary, fixed-term, and non-tenure track faculty members covered by this Agreement shall be at the rates set forth below on the salary schedule as full-time nine-month (168 days) base salaries. Returning Instructors shall be initially placed on the salary step that is numerically 10 steps below the step occupied in the Instructor lane at the end of FY 2007. Returning Assistant, Associate and Full professors shall be initially placed on the salary step that is numerically 15 steps below the step occupied in the Professor lane at the end of FY 2007.

**Subd. 2.** After being placed on the salary schedule as prescribed in Subdivision 1, faculty members who were in the bargaining unit in FY 2007 and who return in FY 2008 shall advance one (1) step on the salary schedule.

**Subd. 3.** Effective July 1, 2008, faculty members who were in the bargaining unit in FY 2008 and who return in FY 2009 shall advance two (2) steps on the 2008-09 salary schedule. Faculty who cannot receive the returning steps provided for in this subdivision because they are at step 39 of the salary schedule shall receive a one-time payment of \$2,400 (pro rated by FTE) in lieu of each of the returning steps provided for in this subdivision. Faculty who received one-time payments in FY 2009 shall likewise receive one-time payments of \$2,400 (prorated by FTE) in FY 2010 and FY 2011.

**Subd. 4.** Faculty members shall be at the same numeric step in the same lane on the 2008-09 final salary schedule effective on or about January 5, 2009.

**Subd. 5.** Effective July 1, 2009, the heading of the “2008 – 2009 Final Salary Schedule” shall be changed to the “2008 – 2011 Salary Schedule” without any accompanying substantive change in the body of the salary schedule. Effective July 1, 2009, returning faculty members shall be at the same numeric step on the 2008 – 2011 Salary Schedule as they were on the 2008 – 2009 Final Salary Schedule.

**Section B. Promoted Faculty.**

**Subd. 1.** Faculty members promoted from Instructor to Assistant Professor shall move to the step on the salary schedule Professor lane paying the same salary and then advance two steps in addition to the step movement provided for in Section A.

**Subd. 2.** Faculty members promoted from Assistant Professor to Associate Professor and Associate Professor to Professor shall advance two steps on the Professor lane of the salary schedule in addition to the step movement provided in Section A.

**Subd. 3.** Promotions shall be effective July 1.

**Section C. Faculty Who Provide Early Notice of Retirement.** Faculty members who elect to retire with at least fifteen (15) years of service in the Minnesota State Universities and who are at least age fifty-five (55) shall have their salary placement increased by two additional steps on the salary schedule(s) established in this Agreement in the final two semesters of employment. To receive this benefit the affected faculty member must submit a written letter of retirement by October 15 if retirement will occur no earlier than the end of the following spring semester but no later than the day prior to the beginning of the subsequent fall semester or by January 15 if retirement will occur at the end of the subsequent fall semester. Faculty who cannot receive the early notification of retirement steps provided for in this section because they are on the top step of the salary schedule shall receive a one-time payment of \$4,800 (pro rated by FTE) in lieu of the step increase provided for in this section. For nine-month faculty members, notice of retirement must be given not later than the 60<sup>th</sup> calendar day after the commencement of the final nine-month appointment.

**Section D. New Faculty Assignment and Placement.**

**Subd. 1.** New faculty hired during the term of this Agreement shall be assigned to an appropriate rank in accordance with Article 21, Section D.

**Subd. 2.** New faculty members beginning employment shall be placed in the appropriate lane at the salary, which is nearest to, but not less than, the salary offered on appointment.

**Subd. 3.** After implementation of Subdivisions 1-2 of this section and subject to the minimum step placements, new faculty members shall be deemed to have been placed upon the appropriate step, and no further step placement movement or calculations shall be made.

**Section E. Service at the Top of the Schedule.** All faculty who have been at the top of their salary lane for five (5) years shall receive the equivalent of a two-step (approximately a 4.85%) salary adjustment in the next year. Partial years of service at the top of the salary lane and years in which steps are added to the top of the schedule for these lanes shall not be counted toward the calculation of the five- (5) year period.

**Section F. Death in Service.** If a faculty member who meets the eligibility requirements for Employer-paid insurance benefits dies after his/her first duty day of employment, but before his/her insurance coverage becomes effective, the unpaid balance of his/her annual salary shall be paid to his/her spouse or dependent children.

**Section G. Health and Dental Premium and Expense Accounts.** The Employer agrees to provide insurance-eligible employees with the option to pay for the employee portion of health and dental premiums on a pre-tax basis as permitted by law or regulation. The

Employer agrees to allow employees to cover co-payments, deductibles and other medical and dental expenses, or expenses for services not covered by health or dental insurance, as permitted by law or regulation, up to a maximum expenditure of five thousand dollars (\$5,000) per insurance year. Effective January 1, 2006, the Employer shall make a lump-sum contribution of six hundred dollars (\$600) to each insurance eligible employee's Health Reimbursement Arrangement (HRA) account at the beginning of each calendar year. Effective January 1, 2009, the Employer shall make a lump-sum contribution of eight hundred dollars (\$800) to each insurance eligible employee's Health Reimbursement Arrangement (HRA) account at the beginning of each calendar year. Expenses arising from the implementation and administration of the HRA Plan shall be paid by the Employer.

**Section H. Dependent Care Expense Account.** The Employer agrees to provide insurance-eligible faculty members with the option to participate in a dependent care reimbursement program for work-related dependent care expenses on a pre-tax basis as permitted by law or regulation.

### **Section I. Salary Equity.**

**Subd. 1.** The Salary Review Committee ("SRC") shall be continued for the life of this Agreement. The SRC may propose to both the IFO and MnSCU procedures and processes, which will reduce the likelihood of inequitable salaries. The SRC will annually review the salaries of new hires, and may recommend an adjusted step placement based on the then current salary schedule.

**Subd. 2.** Faculty members who are promoted after July 1, 2007, will be assessed by the university using the then current procedures applicable to a new hire in the same department or program at the new rank to which the faculty member has been promoted. Based on this assessment, the faculty member's salary will be increased additional steps, if necessary, so that the promoted faculty member's salary is consistent with a salary that would be paid to a similarly situated new hire. The step movement provided in this subdivision is in addition to the step movement provided for in Section B of this article. The university shall provide the faculty member with written notice of the new salary to be paid.

**Subd. 3.** A faculty member who submits proof of completion of a terminal degree (e.g., a certified transcript) from an accredited institution in his/her primary assignment area will have his/her salary re-assessed by the university using the current procedures applicable to a new hire in the same department or program in which the faculty member is currently assigned. Proof of degree completion must be submitted to the university human resources office. Based on this reassessment, the faculty member's salary will be increased additional steps, if necessary, so that the faculty member's salary is consistent with a salary that would be paid to a similarly situated new hire. Salary increases will be implemented at the commencement of the current nine month appointment, as indicated on the appointment form, if the terminal degree is awarded before October 1<sup>st</sup>, and at the commencement of the subsequent

nine month appointment, if the terminal degree is awarded on or after October 1<sup>st</sup>. Normally, salary adjustments will not be retroactive to a fiscal year prior to the year in which proof of completion is submitted. The university shall provide the faculty member with written notice of the salary to be paid.

**Subd. 4.** Decisions made pursuant to Subdivisions 2 and/or 3 of this section will be submitted for review to the SRC. The SRC will issue its recommendation, if any, to the university regarding the appropriate number of steps to be awarded to the faculty member under Subdivisions 2 and/or 3 of this section. The university shall implement the recommendation of the SRC. The procedures described in this subdivision are the exclusive remedy for disputes concerning salary decisions under Subdivisions 2 and 3 of this section and such decisions shall not be subject to the grievance procedure.

**Subd. 5.** The SRC will complete a new analysis of the salaries of all faculty every five years in order to update and/or modify data and relevant criteria and recommend adjustments. Appeals from denials of adjustment shall be considered within the time frame established by the committee.

**Section J. Part-Time Faculty Placement on Salary Schedule.** All part-time faculty other than those faculty members having adjunct or community faculty appointments shall be placed upon the salary schedule and paid on a pro rata basis for the entire academic year during which said amount of service is rendered. If any part-time faculty member who teaches more than ten (10) credits in any one academic year were paid less than pro rata for any semesters, during said academic year by virtue of having received an adjunct or community faculty appointment(s), the university shall, as soon as practicable after learning that the faculty member will teach more than ten (10) credits during a single academic year, supplement the faculty member's salary such that the faculty member receives full pro rata pay for the entire year.

**Section K. Career Steps.** All faculty members who have completed ten (10) years of service shall receive two (2) additional steps on the salary schedule at the beginning of their eleventh (11<sup>th</sup>) year of service. Faculty members who have completed twenty (20) years of service shall receive an additional two (2) steps on the salary schedule at the beginning of their twenty-first (21<sup>st</sup>) year of service. Faculty members who have completed thirty (30) years of service shall receive an additional two (2) steps on the salary schedule at the beginning of their thirty-first (31<sup>st</sup>) year of service. Years of service shall be counted as of the end of the academic year. Career steps shall be effective July 1.

The seniority roster shall be used to determine years of service. Administrators who return to the bargaining unit shall have the years served as an administrator included in the years of service for purposes of this section only. (See Appendix I.)

Unless extended or modified by the parties to this Agreement, this section shall sunset on June 30, 2013.

**Section L. Minimum Salary Placement.** Prior to the step advancements provided for in this article, the following minimum salary placements shall be applied. Associate Professors shall not be placed below step three (3). Professors shall not be placed below step five (5). Effective July 1, 2008, following the step advancements provided for in this Agreement or step advancements agreed to following the FY 06 salary review study, Professors shall not be placed below step thirteen (13).

**Section M. Adjunct and Community Faculty.** Effective Fall Semester 2007, salaries of adjunct and community faculty members covered by this Agreement shall be not less than one thousand one hundred twenty-five dollars (\$1,125) per credit. Effective Fall Semester 2008, salaries of adjunct and community faculty members covered by this Agreement shall be not less than one thousand two hundred dollars (\$1,200) per credit.

**Section N. University Scholars.**

**Subd. 1.** A faculty member, who has demonstrated outstanding teaching, service or scholarship in three successive years, as judged by the faculty member's department and immediate supervisor per Article 22, shall be eligible to be appointed as a University Scholar. University Scholars shall be determined by the President in his/her sole discretion. No more than 5% of the university's complement of faculty members and no more than the larger of 10% or one (1) faculty member in any department may be University Scholars at a given time. A faculty member can serve successive appointments as a University Scholar.

**Subd. 2.** The selection of University Scholars will be based on one or more of the following factors:

- number and quality of scholarly publications;
- creativity and/or recognition in artistic works;
- progress in establishing or developing a research program;
- high level of instructional effectiveness;
- other scholarly activity performed at an exemplary level.

In selecting University Scholars, the President may consider a variety of sources of evidence of outstanding teaching, service or scholarship, including but not limited to, scholarly publications, coverage in local and/or national media, unsolicited recognition by local or national service or professional organizations or agencies, professional development reports, departmental evaluations/recommendations, and assessments by supervisors.

**Subd. 3.** A faculty member who is appointed as a University Scholar shall receive a one time lump sum payment of up to \$6,000 in each year as University Scholar, as determined by the President.

**Subd. 4.** Unless extended or modified by the parties to this Agreement, this Section N shall sunset on June 30, 2013.

**Section O. Endowed Chairs.** Beginning July 1, 2007, after meeting and conferring with the Association, a President may institute standards and procedures for the establishment of an endowed chair position at the university and the selection of a faculty member to fill such positions. The funding to support an endowed chair position must come from sources other than tuition, fees or the legislative appropriation to the Minnesota State Colleges and Universities, or proceeds from the same.

**Subd. 1.** A faculty member who is selected to serve in an endowed chair position may serve in such position for the period of time specified by the President. A faculty member's period of service in an endowed chair position may be terminated at any time by the President. Upon completion of a faculty member's period of service in an endowed chair position, the faculty member shall return to his/her prior employment status including salary at the university, if any. If immediately preceding his/her appointment as an endowed chair, a faculty member was not employed at the university in a position of continuing status, his/her employment shall terminate upon completion of his/her service as an endowed chair.

**Subd. 2.** The salary for a faculty member selected to serve in an endowed chair position shall meet or exceed the minimum salary for a full Professor. A salary set under this section must be in accord with the other compensation provisions in this Agreement. Service in an endowed chair position shall not be understood to be equivalent to service as a department chair as described in Article 20.

**Salary Schedules for 2007-2009 Agreement**

<b>2007-2008 Salary Schedule</b>					
<b>Instructor Step</b>	<b>Instructor Salary</b>	<b>Professor Step</b>	<b>Professor Salary</b>	<b>Professor Step</b>	<b>Professor Salary</b>
1	32,875	1	44,727	20	70,141
2	33,663	2	45,799	21	71,823
3	34,469	3	46,896	22	73,544
4	35,295	4	48,020	23	75,306
5	36,141	5	49,171	24	77,110
6	37,008	6	50,349	25	78,959
7	37,895	7	51,555	26	80,851
8	38,803	8	52,790	27	82,789
9	39,732	9	54,056	28	84,772
10	40,685	10	55,351	29	86,803
11	41,660	11	56,678	30	88,884
12	42,658	12	58,036	31	91,014
13	43,680	13	59,428	32	93,195
14	44,727	14	60,852	33	95,428
15	45,799	15	62,310	34	97,715
16	46,896	16	63,803	35	100,057
17	48,020	17	65,331	36	102,455
18	49,171	18	66,897	37	104,911
		19	68,500	38	107,426
				39	110,001

### 2008-2009 Salary Schedule

<b>Instructor Step</b>	<b>Instructor Salary</b>	<b>Professor Step</b>	<b>Professor Salary</b>	<b>Professor Step</b>	<b>Professor Salary</b>
1	33,533	1	45,622	20	71,544
2	34,336	2	46,715	21	73,259
3	35,158	3	47,834	22	75,015
4	36,001	4	48,980	23	76,812
5	36,864	5	50,154	24	78,652
6	37,748	6	51,356	25	80,538
7	38,653	7	52,586	26	82,468
8	39,579	8	53,846	27	84,445
9	40,527	9	55,137	28	86,467
10	41,499	10	56,458	29	88,539
11	42,493	11	57,812	30	90,662
12	43,511	12	59,197	31	92,834
13	44,554	13	60,617	32	95,059
14	45,622	14	62,069	33	97,337
15	46,715	15	63,556	34	99,669
16	47,834	16	65,079	35	102,058
17	48,980	17	66,638	36	104,504
18	50,154	18	68,235	37	107,009
		19	69,870	38	109,575
				39	112,201

**2008-2011 ~~2009~~ Final Salary Schedule**

<b>Instructor Step</b>	<b>Instructor Salary</b>	<b>Professor Step</b>	<b>Professor Salary</b>	<b>Professor Step</b>	<b>Professor Salary</b>
1	34,203	1	46,534	20	72,975
2	35,023	2	47,649	21	74,725
3	35,862	3	48,791	22	76,515
4	36,721	4	49,960	23	78,348
5	37,601	5	51,158	24	80,225
6	38,503	6	52,383	25	82,149
7	39,426	7	53,638	26	84,117
8	40,371	8	54,923	27	86,134
9	41,337	9	56,240	28	88,197
10	42,329	10	57,587	29	90,310
11	43,343	11	58,968	30	92,475
12	44,381	12	60,381	31	94,691
13	45,445	13	61,829	32	96,960
14	46,534	14	63,310	33	99,283
15	47,649	15	64,827	34	101,663
16	48,791	16	66,381	35	104,099
17	49,960	17	67,970	36	106,594
18	51,158	18	69,600	37	109,149
		19	71,267	38	111,766
				39	114,445