

This proposal represents part of a package to be accepted in total only.

WOU's Proposal: Package 1

Date: July 2, 2020

[Fully accept WOUFT May 21 Proposal]

ARTICLE 16: SALARY

Section 1. Retirement Plan Contributions.

Bargaining unit faculty members shall be eligible to participate in the Public Employees Retirement System (PERS), the Oregon Public Service Retirement Plan (OPSRP), the Optional Retirement Plan (ORP), the Tax-Deferred Investment 403(b) Plan (TDI), and the Oregon Savings Growth Plan as set forth by Oregon law.

A. Public Employees Retirement System Individual Account Program (IAP). For work performed on and after January 1, 2004, Western Oregon University shall pay on behalf of members of the Public Employees Retirement System (PERS) the statutorily required employee contribution to the Individual Account Program under ORS 238A.330 and pursuant to ORS 238A.335, or under ORS 238.315 if the member elected assistance under ORS 243.920.

1. The full amount of the members' required contributions paid by WOU to PERS on behalf of members shall be considered "salary" within the meaning of ORS 238.005 (26)(a) and ORS 238A.005(17)(b)(F) for the purpose of computing "final average salary" within the meaning of ORS 238.005 (9) and ORS 238A.130, but shall not be considered "salary" for the purposes of determining the amount of required employee contributions. Pursuant to ORS 238A.335(2)(a) and through the term of this Agreement, the parties agree that employee compensation has been reduced in order to generate the funds needed to make these employee contributions; the employer will file any required notices with the Public Employees Retirement Board.

2. If the employee IAP account under ORS 238A.300 is declared invalid or is otherwise eliminated and a replacement is not available, then effective upon the date of its invalidation or elimination, a corresponding general salary increase of six percent (6%) shall be paid to participating employees, or its equivalent, pursuant to the relevant chapter of law for governing PERS employee contributions.

B. Optional Retirement Plan (ORP). For work performed on or after January 1, 2004, Western Oregon University shall pay on behalf of ORP participants the statutorily required employee contribution under ORS 243.800(8). For employees participating in the ORP hired on or after July 1, 2014, the University will make all employer contributions to the ORP required under ORS 243.800(10)(a) and (b).

C. Employer Payment of Employee Contributions. If for any reason the six percent (6%) payment of the employee contribution by Western Oregon University described in (A) and (B) above is declared invalid or is otherwise eliminated, then effective on the date of its invalidation or elimination, a corresponding general salary increase of six percent (6%) shall be paid to eligible employees. In such case, employees' six percent (6%) contributions shall be deducted for payment to the applicable employee accounts and shall be treated as "pre-tax" contributions pursuant to Internal Revenue Code Section 414(h)(2).

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D. Duplication and Remedy. In no case shall there be a six percent (6%) increase under both (1) and (2).

Section 2. Duration of Step Salary Schedule. The University and the WOUFT recognize that the agreements reached in this contract are not binding on the negotiating teams representing either party in future new contract negotiations. This means that a step salary schedule or any changes in step placements on the existing schedule will also be subject to future negotiations.

Section 3. New Hires. Newly hired members of the bargaining unit will receive compensation increases during their first full year of employment.

Section 4. Salary Step System. Faculty salaries in the bargaining unit will be assigned according to the following step system.

A. ~~Annual~~ Tenure track and Tenured Faculty. For annual tenure track and tenured faculty, there will be a ~~40-39~~ step salary step system for the ~~2020-2021~~~~18-2019~~ academic year and a ~~40 step system for the 2019-2020 academic year~~ starting with the normal entry level salary for Assistant Professors, with increasing steps. Twelve month faculty will be assigned annual salaries on the basis of their step value times the ratio 11 to 9.

1. For the current Bargaining Agreement, the normal entry-level salary for Assistant Professors will be step 1. For 12-month faculty, the entry level annual salary will be step 1 times the ratio 11 to 9. In consultation with the search committee, professional service prior to, during, or after the awarding of the doctorate or other terminal degree will be considered for salary adjustment purposes. One step per one year of service to a maximum of five steps will be granted.
2. Faculty members will forgo the usual 1-step compensation increase in 2020-2021. However, step increases granted due to promotion will remain in effect. Step increases in subsequent years of this agreement will be awarded 1 step per year of service in the salary system unless a step is not available on the salary schedule for the specified year of the biennium. Leave without pay will not be considered full-time service in figuring years of service, except in the case of Professional Leave without pay. Sabbatical leave will be considered full-time service in figuring years of service. For purposes of salary level placement, those serving as division chairs shall receive one year credit on the salary schedule for each year served as chair.
3. Faculty who receive promotion from Assistant Professor to Associate Professor or from Associate Professor to Full Professor shall receive, in addition, four steps in the salary system.
4. Assistant Professors shall not advance beyond the 10th step. Associate Professors shall not advance beyond the 32nd step.
5. **Market Place Advances** (Business & Economics and Computer Science). The University offers degrees and programs in disciplines subject to national market pressures, which cause competitive faculty starting salaries to exceed the starting

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94 salaries of other disciplines. The disciplines subject to these national salary
95 pressures at WOU presently are those contained in the Divisions of Business &
96 Economics and Computer Science. Other Divisions may contain disciplines that, in
97 the future, will be subject to national market pressures on faculty starting salaries. If
98 this happens, the University will negotiate with the Union to include other Divisions
99 in this agreement.

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101 a. Therefore, in order to make competitive starting salaries of the disciplines in
102 these designated units the University may make starting salary offers equal to
103 the regular step salary plus an additional twenty two percent. The market place
104 salary advances will continue at the same percentage of the step salary as the
105 faculty advances. The University will inform the Union of any and all market
106 place advances. Advances made in accordance with this provision shall not be
107 considered salary anomalies. The University may negotiate an added
108 adjustment beyond the percentage agreed to here with the consent of the
109 Union.

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111 b. In addition, the University may provide continuing funding of up to \$100,000
112 for Division of Business & Economics faculty salaries, plus related other
113 personnel expenses (OPE). This budgetary amount is to be used for the
114 recruitment and retention of new tenure line faculty only. Such annual
115 budgetary amount is available for each year of this contract. Salary for all
116 faculty members hired with these funds shall be based on their position on the
117 faculty step salary schedule plus a negotiated salary supplement amount
118 awarded from the \$100,000 provided in this paragraph.. Salaries will be
119 established by step placement, followed by the market adjustment (5.a),
120 followed by the negotiated salary adjustment (5.b), in that order. The
121 University shall notify the Union of all hires and the three components of
122 their salary made under Market Place Advances.

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124 **6. Salary Adjustments.** For the first year of this agreement, July 1, 2020 through June
125 30, 2021, tenured faculty, tenure track faculty and non-tenure track faculty will not
126 receive a salary adjustment. Faculty salaries for subsequent contract years of this
127 agreement are to be determined during contract reopener negotiations, which will
128 occur consistent with the terms of Appendix K.

129 Salary adjustments of annual tenure and tenured faculty salaries shall occur as
130 follows:

131 **a. Annual Tenure track and Tenured Faculty Salary Schedule**

July 1, 2018 (12-month) September 16, 2018 (9-month) October 1, 2018 (Deferred Pay)	Annual step increase for eligible faculty on September 16, 2018 per the "September 2018" 39-step salary schedule column.
July 1, 2019 (12-month) September 16, 2019 (9-month) October 1, 2019 (Deferred Pay)	Annual step increase for eligible faculty on September 16, 2019 per the "September 2019" 40-step salary schedule column.

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	September 2017	September 2018	September 2019
1	51,478	53,022	54,215
2	51,782	54,278	55,372
3	52,285	54,582	56,628
4	53,068	55,085	56,932
5	53,869	55,868	57,435
6	54,688	56,669	58,218
7	55,527	57,488	59,019
8	56,385	58,327	59,838
9	57,261	59,185	60,677
10	58,157	60,061	61,535
11	59,074	60,957	62,411
12	60,012	61,874	63,307
13	60,971	62,812	64,224
14	61,951	63,771	65,162
15	62,952	64,751	66,121
16	63,977	65,752	67,101
17	65,025	66,777	68,102
18	66,095	67,825	69,127
19	67,189	68,895	70,175
20	68,308	69,989	71,245
21	69,452	71,108	72,339
22	70,621	72,252	73,458
23	71,814	73,421	74,602
24	73,035	74,614	75,771
25	74,283	75,835	76,964
26	75,558	77,083	78,185
27	76,859	78,358	79,433
28	78,190	79,659	80,708
29	79,550	80,990	82,009
30	80,939	82,350	83,340
31	82,359	83,739	84,700
32	83,809	85,159	86,089
33	85,290	86,609	87,509
34	86,804	88,090	88,959
35	88,350	89,604	90,440
36	89,982	91,150	91,954
37	91,781	92,782	93,500
38	93,616	94,581	95,132
39	-	96,416	96,931
40	-	-	98,766

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July 1, 2020 (12-month) September 16, 2020 (9-month) October 1, 2020 (Deferred Pay)		Annual step increase for eligible faculty will be granted on September 16, 2021 and again on September 16, 2022	
Same levels as September 2019 schedule		* Exact values of steps in September 2021 and 2022 to be determined in mandatory salary reopener in Spring 2021.	
step	September 2020	September 2021	September 2022
1	54,215	*	*
2	55,372	*	*
3	56,628	*	*
4	56,932	*	*
5	57,435	*	*
6	58,218	*	*
7	59,019	*	*
8	59,838	*	*
9	60,677	*	*
10	61,535	*	*
11	62,411	*	*
12	63,307	*	*
13	64,224	*	*
14	65,162	*	*
15	66,121	*	*
16	67,101	*	*
17	68,102	*	*
18	69,127	*	*
19	70,175	*	*
20	71,245	*	*
21	72,339	*	*
22	73,458	*	*
23	74,602	*	*
24	75,771	*	*
25	76,964	*	*
26	78,185	*	*
27	79,433	*	*
28	80,708	*	*
29	82,009	*	*

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30	83,340	*	*
31	84,700	*	*
32	86,089	*	*
33	87,509	*	*
34	88,959	*	*
35	90,440	*	*
36	91,954	*	*
37	93,500	*	*
38	95,132	*	*
39	96,931	*	*
40	98,766	*	*

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7. The University may grant the rank of Associate Professor to a newly hired faculty member if that faculty member has held the rank of Associate Professor at another institution of higher learning or is qualified to hold that rank under the terms of this contract. In order to prevent the creation of a salary anomaly or individual compression, the new faculty member shall be placed at step 10 on the Salary Schedule A during his/her first year of employment at WOU. Additional steps/adjustments may be provided as detailed in Section 4 above.

B. Lecturers, Instructors, Non-tenure track Assistant Professors

1. Non-Tenure Track Minimum Salary Schedule

For the non-tenure track faculty the following salary schedule will be used:

Years of Experience	Bachelor's Degree	Masters's Degree	Doctoral/Terminal Degree
0-4	35,000	40,000	45,000
5-9	37,000	42,500	48,000
10-14	39,000	45,000	51,000
15-19	41,000	47,500	54,000
20+	43,000	50,000	57,000

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The NTT Salary Schedule represents the minimum annual salary for NTT faculty members covered by this agreement. All such non-tenure track faculty will be placed on the above NTT Minimum Salary Schedule based on the faculty member's years of experience and highest degree completed. Years of experience accrue only for years of service in which the faculty member averages >.5 FTE during an academic year at WOU, exclusive of Summer Session.

~~For the 2018-2019 academic year, on July 1, 2018 (12-month contracts) or September 16, 2018 (9-month contracts), all NTT faculty covered by this agreement will receive the greater~~

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162 of a 4% base salary increase or placement on the minimum salary schedule appropriate to
163 the faculty member's years of experience and highest degree completed. For the 2019-2020
164 academic year, on July 1, 2019 (12-month contracts) or September 16, 2019 (9-month
165 contracts), all NTF faculty covered by this agreement will receive the greater of a 3% base
166 salary increase or placement on the minimum salary schedule appropriate to the faculty
167 member's years of experience and highest degree completed.

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169 **Section 5. Summer Session 2018, 2019, and 2020:** The rate of pay for the 2018, 2019, and 2020
170 Summer Sessions will be 20% of the faculty member's current salary rate. The rate of pay for all
171 faculty members will be based on nine (9) credit hours for full-time teaching.

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173 **Section 6. Special Summer Compensation Rate:** If a summer session course is cancelled by a
174 dean after June 1 of the respective year due to low enrollment (i.e., a course generating less than 36
175 student credit hours), a faculty member, with their division chair's approval, may request in writing
176 the "special summer compensation rate."

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178 The "special summer compensation rate" shall be calculated as follows:
179 As of the first day of the course, multiply the number of student credit hours by average in-state,
180 undergraduate tuition per credit hour for the course multiplied by two-thirds.

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182 Guidelines for calculating the "special summer compensation rate" follows:

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184 1. In no event shall the "special summer compensation rate" exceed the pro rata
185 compensation rate determined by the 20% summer compensation formula described
186 in this Section.
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188 2. A non-tenure track faculty member may be eligible for this special summer
189 compensation rate providing he or she teaches at 0.5 FTE or above in the spring
190 immediately preceding that summer and is also scheduled to teach at 0.5 FTE or
191 above in the fall immediately following.
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193 3. Once established and agreed to by the faculty member, the "special summer
194 compensation rate" is not subject to adjustment, either upward or downward due to
195 increased enrollment or decreased enrollment or for any other reason.
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197 4. All courses must generate a minimum of eighteen (18) student credit hours to allow
198 for special summer compensation rate consideration.
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200 5. If a request is approved, the faculty member is committed to holding the class.