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July 14, 2021
WOUFT Proposal: 1

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5 **ARTICLE 16: SALARY**

6 **Section 1. Retirement Plan Contributions.**

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

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

- 18
19 1. The full amount of the members' required contributions paid by WOU to PERS on
20 behalf of members shall be considered "salary" within the meaning of ORS238.005
21 (26)(a) and ORS 238A.005(17)(b)(F) for the purpose of computing "final average
22 salary" within the meaning of ORS 238.005 (9) and ORS 238A.130, but shall not be
23 considered "salary" for the purposes of determining the amount of required
24 employee contributions. Pursuant to ORS 238A.335(2)(a) and through the term of
25 this Agreement, the parties agree that employee compensation has been reduced in
26 order to generate the funds needed to make these employee contributions; the
27 employer will file any required notices with the Public Employees Retirement Board.
28
29 2. If the employee IAP account under ORS 238A.300 is declared invalid or is otherwise
30 eliminated and a replacement is not available, then effective upon the date of its
31 invalidation or elimination, a corresponding general salary increase of six percent
32 (6%) shall be paid to participating employees, or its equivalent, pursuant to the
33 relevant chapter of law for governing PERS employee contributions.
34

35 **B. Optional Retirement Plan (ORP).** For work performed on or after January 1, 2004,
36 Western Oregon University shall pay on behalf of ORP participants the statutorily required
37 employee contribution under ORS 243.800(8). For employees participating in the ORP hired
38 on or after July 1, 2014, the University will make all employer contributions to the ORP
39 required under ORS 243.800(10)(a) and (b).
40

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

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49 **D. Duplication and Remedy.** In no case shall there be a six percent (6%) increase under both
50 (1) and (2).
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52 **Section 2. Duration of Step Salary Schedule.** The University and the WOUFT recognize that the
53 agreements reached in this contract are not binding on the negotiating teams representing either
54 party in future new contract negotiations. This means that a step salary schedule or any changes in
55 step placements on the existing schedule will also be subject to future negotiations.
56

57 **Section 3. New Hires.** Newly hired members of the bargaining unit will receive compensation
58 increases during their first full year of employment.
59

60 **Section 4. Salary Step System.** Faculty salaries in the bargaining unit will be assigned according to
61 the following step system.
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63 Annual Tenure Track and Tenured Faculty. For annual Tenure-Track and tenured faculty, there will
64 be a ~~4022~~-step salary step system for the ~~20201-20242~~ and the **2022-23 academic years**, starting
65 with the normal entry level salary for Assistant Professors, with increasing steps. **In addition,**
66 **tenure-track and tenured faculty will receive a stipend per 5.c. Annual Tenure-Track and**
67 **Tenured Faculty Salary Schedule (below).**

68 **A.** Twelve-month faculty, **including all Tenure-Track and Tenured library faculty,** will be
69 assigned annual salaries on the basis of their step value times the ratio 11 to 9.

Commented [B1]: WOUFT's intent is to restore library faculty to their historical 12-month contracts.

- 70
71 1. For the current Bargaining Agreement, the normal entry-level salary for Assistant
72 Professors will be step 1. For 12-month faculty, **including Tenure-Track library**
73 **faculty,** the entry level annual salary will be step 1 times the ratio 11 to 9. In
74 consultation with the search committee, professional service prior to, during, or after
75 the awarding of the doctorate or other terminal degree will be considered for salary
76 adjustment purposes. ~~One step per one year of Recognition of previous service to a~~
77 ~~maximum of five steps two will~~ may be granted.
78
79 2. **For academic year 2021-2022, faculty members will be placed on their new**
80 **step consistent with the table at 5.c. For academic year 2022-2023, faculty**
81 **members will forgo the usual 1-step compensation increase in 2020-2021 will**
82 **be awarded 1 step per year of service in the salary system unless a step is not**
83 **available on the salary schedule for the specified year of the contract.**
84 **However, step increases granted due to promotion will remain in effect. Step**
85 **increases in subsequent years of this agreement will be awarded 1 step per**
86 **year of service in the salary system unless a step is not available on the salary**
87 **schedule for the specified year.** Leave without pay will not be considered full-time
88 service in figuring years of service, except in the case of Professional Leave without
89 pay. Sabbatical leave will be considered full-time service in figuring years of service.
90 For purposes of salary level placement, those serving as division chairs shall receive
91 one year credit on the salary schedule for each year served as chair.
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93 3. Faculty who receive promotion from Assistant Professor to Associate Professor or
94 from Associate Professor to Full Professor **whose promotions are effective fall**
95 **2021, will receive four steps in the fall 2020 salary schedule prior to placement**

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96 in the salary schedule for fall 2021. Faculty who receive promotion from
97 Assistant Professor to Associate Professor or from Associate Professor to Full
98 Professor whose promotions are effective fall 2022 will receive two steps in the
99 fall 2022 schedule.

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- 101 4. Assistant Professors shall not advance beyond the 107th step. Associate Professors
102 shall not advance beyond the 32nd17th step.
- 103
- 104 5. **Market Place Advances** (Business & Economics and Computer Science). The
105 University offers degrees and programs in disciplines subject to national market
106 pressures, which cause competitive faculty starting salaries to exceed the starting
107 salaries of other disciplines. The disciplines subject to these national salary pressures
108 at WOU presently are those contained in the divisions of Business & Economics and
109 Computer Science. Other divisions may contain disciplines that, in the future, will be
110 subject to national market pressures on faculty starting salaries. If this happens, the
111 University will negotiate with the Union to include other divisions in this agreement.
- 112
- 113 a. Therefore, in order to make competitive starting salaries of the disciplines in
114 these designated units the University may make starting salary offers equal to the
115 regular step salary plus an additional twenty-two percent (22%). The market
116 place salary advances will continue at the same percentage of the step salary as
117 the faculty advances. The University will inform the Union of any and all market
118 place advances. Advances made in accordance with this provision shall not be
119 considered salary anomalies. The University may negotiate an added adjustment
120 beyond the percentage agreed to here with the consent of the Union.
- 121
- 122 b. In addition, the University may provide continuing funding of up to \$100,000
123 for division of Business & Economics faculty salaries, plus related other
124 personnel expenses (OPE). This budgetary amount is to be used for the
125 recruitment and retention of new tenure line faculty only. Such annual budgetary
126 amount is available for each year of this contract. Salary for all faculty members
127 hired with these funds shall be based on their position on the faculty step salary
128 schedule plus a negotiated salary supplement amount awarded from the \$100,000
129 provided in this paragraph. Salaries will be established by step placement,
130 followed by the market adjustment (5.a), followed by the negotiated salary
131 adjustment (5.b), in that order. The University shall notify the Union of all hires
132 and the three components of their salary made under Market Place Advances.

133 **Salary Adjustments.**

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

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c. Annual Tenure-Track and Tenured Faculty Salary Schedule

July 1, 2020 ¹ (12-month) September 16, 2020 ¹ (9-month) October 1, 2020 ¹ (Deferred Pay)			Annual step increase for eligible faculty on September 16, 2021 per the "Sept 2021" 22-step salary schedule column plus a conversion stipend, also on September 16, 2021 per the "Stipend" column based on each member's Sept 2020 step.			
Same levels as September 2019 schedule July 1, 2022 (12-month) September 16, 2022 (9-month) October 1, 2022 (Deferred Pay) Plan)			Annual step increase for eligible faculty on September 16, 2022 per the "Sept 2022" 22-step salary schedule column.			
Sept 2020 step	Sept 2020	Stipend	Step Conversions	Sept 2021 step	Sept 2021	Sept 2022
1	54,215	1,500	1 - 6	1	60,000	63,000
2	55,372	2,657	7 - 8	2	61,800	64,890
3	56,628	3,913	9 - 10	3	63,654	66,837
4	56,932	4,217	11 - 12	4	65,564	68,842
5	57,435	4,720	13 - 14	5	67,531	70,907
6	58,218	5,503	15 - 16	6	69,556	73,034
7	59,019	1,500	17 - 18	7	71,643	75,225
8	59,838	2,319	19 - 20	8	73,792	77,482
9	60,677	1,500	21 - 22	9	76,006	79,807
10	61,535	2,358	23 - 24	10	78,286	82,201
11	62,411	1,500	25 - 26	11	80,635	84,667
12	63,307	2,396	27 - 28	12	83,054	87,207
13	64,224	1,500	29 - 30	13	85,546	89,823
14	65,162	2,438	31 - 32	14	88,112	92,518
15	66,121	1,500	33 - 34	15	90,755	95,293
16	67,101	2,480	35	16	93,478	98,152
17	68,102	1,500	36 - 37	17	96,282	101,097
18	69,127	2,525	38 - 39	18	99,171	104,129
19	70,175	1,500	40	19	102,146	107,253
20	71,245	2,570		20	105,210	110,471
21	72,339	1,500		21	108,367	113,785
22	73,458	2,619		22	111,618	117,199
23	74,602	1,500		*	*	*
24	75,771	2,669		*	*	*
25	76,964	1,500		*	*	*
26	78,185	2,721		*	*	*
27	79,433	1,500		*	*	*
28	80,708	2,775		*	*	*
29	82,009	1,500		*	*	*

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30	83,340	2,831	*	*
31	84,700	1,500	*	*
32	86,089	2,889	*	*
33	87,509	1,500	*	*
34	88,959	2,950	*	*
35	90,440	1,500	*	*
36	91,954	1,500	*	*
37	93,500	3,046	*	*
38	95,132	1,500	*	*
39	96,931	3,299	*	*
40	98,766	1,500	*	*

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6. 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 103 on the Salary Schedule A during their 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:

For 2021-22, NTT faculty will receive the greater of a 6.15% increase or appropriate placement on the minimum salary table below. For 2022-23, NTT faculty will receive the greater of an 8.15% increase or appropriate placement on the minimum salary table below.

Years of Experience	Bachelor's Degree	Master's Degree	Doctoral/Terminal Degree
0-43	35,000 40,000	40,000 45,000	45,000 51,000
54-97	37,000 43,000	42,500 48,000	48,000 54,000
108-1411	39,000 46,000	45,000 51,000	51,000 57,000
1512-1915	41,000 49,000	47,500 54,000	54,000 60,000
20+16-19	43,000 52,000	50,000 57,000	57,000 63,000
20+	55,000	60,000	66,000

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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

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

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

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

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

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182 **A.** In no event shall the "special summer compensation rate" exceed the pro rata compensation
183 rate determined by the 20% summer compensation formula described in this Section.
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185 **B.** A Non-Tenure Track faculty member may be eligible for this special summer compensation
186 rate providing they teach at 0.5 FTE or above in the spring immediately preceding that
187 summer and is also scheduled to teach at 0.5 FTE or above in the fall immediately following.
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189 **C.** Once established and agreed to by the faculty member, the "special summer compensation
190 rate" is not subject to adjustment, either upward or downward due to increased enrollment
191 or decreased enrollment or for any other reason.
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193 **D.** All courses must generate a minimum of eighteen (18) student credit hours to allow for
194 special summer compensation rate consideration.
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196 **E.** If a request is approved, the faculty member is committed to holding the class.

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