

This proposal has been prepared for purposes of collective bargaining only and does not represent the final form of the Article. The University reserves the right to amend or withdraw this proposal as bargaining requires.

January 6, 2022

NOTE: The following proposal does not represent the final form of Article 16. This proposal is intended only to illustrate the general concepts of the University's position.

2021-2022*

- **Salaries:** TT: 1%, no steps; NTT: 2%
- **Bonus:** TT \$1,250

2022-2023**

- **Salaries:** TT: 1%, no steps; NTT: 2%
- **Bonus:** TT \$1,250
- **Trigger:** If WOU student enrollment increases Fall 2022 to Fall 2023 (student FTE as of 4th week of Fall term) by 10%:
 - \$1250 TT Bonus added to each step
 - NTT increase to 3%

*2022 base increase and bonus will be effective first pay period following ratification

**2023 base increase and bonus will be provided January 2023 for 12 month faculty and NTT faculty; February 2023 for 9 month faculty.