

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.

November 23, 2021

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 – Flat; NTT - Flat
- **Bonus:** \$1,000

2022-2023

- **Salaries:** TT – Flat; NTT – Flat
- **Bonus:** \$1,000