

MEMORANDUM OF AGREEMENT NO. 1

Implementation of New Agreement July 1, 2007 to June 30, 2009

July 1, 2007

- Base/Scale adjustment \$3,000 (flat amount) for all Assistant Professors, Associate Professors, Full Professors, Extension Specialists, Instructors and Lecturers
- Base/Scale increase of 3% for all Librarians
- Salary grid reform for all employees
- Market supplements for existing faculty in Dentistry and Law “rolled” into base salary
- Administrative stipend increased to \$5,000 for all Department Heads and Assistant Deans, replacing current formulas
- Increase the allocation of funding for Special Increases awarded by the CRC from 150 to 210, and by PRC from 20 to 40.
- Increase sabbatical travel grant to \$2,800
- Memorandum of Agreement on Equity and Transparency of Starting Salaries takes effect.
- Continuation of regular career development increases and special increases.

Transition to the New Grids

Employees Appointed Prior to July 1, 2007.

Assistant Professors, Associate Professors, Full Professors, Extension Specialists III & IV

Once the base/scale adjustments due on July 1, 2007 are processed, each professor will be placed on the new salary grid and assigned a CDI count based on the new grid. The new salary grid consists of 18 equal Career Development Increments of \$2429, such that a CDI count of 18 represents the CDI ceiling established by base/scale increases (\$112,214), and a CDI count of zero forms the new floor of the rank of Assistant Professor. The CDI count, expressed to two decimal places, will be based upon the difference between the employee's salary and the new CDI ceiling, divided by the value of the CDI. Full Professors with remaining CDI entitlement as of June 30, 2007 in the old model will continue to have CDI entitlement remaining in the new model. Then the annual CDI for the new model, for which they are eligible, will be processed.

Transition to the new grid will not result in changes to salaries. Nevertheless, for some Assistant Professors, the calculated CDI count may be less than zero: In these cases, the salary will be brought up to the new floor of the Assistant Professor rank and the assigned CDI count will be zero.

Salaries of Full Professors, for whom Special Increases are tracked separately, will have their special increases from the date of promotion to full professor disaggregated in the calculation of their new CDI count. The bonus to base received in 2005 will also be disaggregated.

Instructors and Lecturers, Extension Specialists I & II

Once the base/scale adjustments described are processed, each Instructor or Lecturer or Extension Specialist I or II will be placed on the new salary grid consisting of 9 CDIs within each

rank and given a CDI count for their rank based on the new grid. The new floor of the Instructor, following base/scale increases, is \$42,867, with overlap with the Lecturer occurring at the sixth increment above the floor of the Instructor. The new CDI count for the rank, expressed to two decimal places, will be based upon the difference between the employee's salary and the floor of the rank, divided by the new value of the CDI. Then the annual CDI for the new model, for which they are eligible, will be processed.

Transition to the new grid will not result in changes to salaries.

Librarians

Once the base/scale adjustments described are processed, each Librarian will be placed on the new salary grid consisting of 24 CDIs and given a CDI count for their rank based on the new grid. The new ceiling of the Librarian IV, following base/scale increases, is \$98,875, and this is used as the foundation for the new grid, such that the range within each of four Librarian ranks includes six increments of size defined for the rank, and the CDI ceiling of the lower rank is six Career Development Increases below the CDI ceiling of the next higher rank. Then the annual CDI for the new model, for which they are eligible, will be processed.

The new CDI count for the rank, expressed to two decimal places, will be based upon the difference between the employee's salary and the new CDI ceiling of the rank, divided by the new value of the CDI for their rank.

Transition to the new grid will not result in changes to salaries. In some cases, calculation of the new CDI Count may result in a number below zero for the rank, in which case this will be added to the employee's eligibility for CDI's within the rank. Such a situation will be equivalent to that for a Librarian who is promoted prior to reaching the CDI ceiling for their rank. The only exception will be for those of the rank of Librarian I who receive a New CDI Count of less than zero, and these will be brought to the new floor of Librarian I.

Employees Appointed Effective on or After July 1, 2007

An individual who has received a letter of offer prior to the date of signing of the Collective Agreement and who is appointed effective on or after July 1, 2007, shall be subject to transition to the new grid in a manner that is consistent with that described for existing employees.

As in the case for existing employees, the starting salary will be derived from the salary grid as described in the 2005-07 Collective Agreement, and will include the base/scale adjustments for July 1, 2005 and July 1, 2006. As an example, the salary for a new Assistant Professor to be appointed at floor + 4 CDI would be $\$52,494 + (4 \times \$2127) + \$4,337$ (slope adj.) + $\$3,000 = \$68,339$. On appointment on or after July 1, 2007, the salary will be further adjusted by the July 1, 2007 base/scale adjustment ($\$3,000$). Librarians, Instructors, Lecturers, and Extension Specialists will be treated in a similar manner consistent with adjustments specific to the rank. The employee's salary will then be placed on the new salary grid in the manner described for existing employees, and assigned a CDI count based on the new grid.

For an employee whose letter of offer specifies a firm starting salary, the salary will not be affected by the July 1, 2007 base/scale adjustment, nor any previous base/scale adjustments, but the salary will be directly placed on the new salary grid, and assigned a CDI count based on the new grid.

Review Procedures

Employees who disagree with the calculation of their salary may request a review of their case through JCMA within one year of the transition to the new grid, that is, by June 30, 2008.

July 1, 2008

- Base/Scale adjustment of \$3,000 (flat amount) for all employees
- Increase sabbatical travel grant to \$4,000
- Continuation of regular career development increases and special increases.