

Article 23  
Salaries

23.1 Pay Plan. Ranked Faculty (Lecturers, Instructors, Assistant Professors, Associate Professors, Professors, and equivalent Librarian ranks); non-ranked faculty; and in-unit Administration employees:

A. Competitive Pay Increases. The University shall provide all eligible employees in the pay plan a competitive pay increase of 2.0% to the employee's June 30, 2009 base salary. Eligible employees are those who are, at a minimum, meeting their required performance standards. A satisfactory or better on their most recent evaluation (an employee with assigned FTE must have a "satisfactory" in the majority of assigned FTE), would meet the eligibility requirement. Satisfactory or better equates to a minimum of a "3.0" on a 5.0 point numerical rating scale.

B. Promotion Increases. All employees receiving promotions shall receive a 9% increase to their June 30, 2009, base salary. In addition, employees promoted to Assistant Professor/Librarian shall receive an additional \$1,500 base salary increase; employees promoted to Associate Professor/Librarian shall receive an additional \$2,500 base salary increase; employees promoted to Professor/Librarian shall receive an additional \$3,500 base salary increase.

C. Merit Increases

The University shall provide a salary pool equal to 1.0% of the June 30, 2009, in-unit employee salary base to be distributed as follows to all eligible in-unit employees. Eligible employees are those employees whose most recent performance evaluations are strong and above (a minimum score on the most recent annual evaluation of at least 4.0 on a 5.0 point numerical rating scale). New hires with no evaluation are excluded from this pool. This pool shall be distributed at the department/unit level. The nominal evaluation ratings on the most recent annual evaluation shall be converted to numerical ratings (if ratings are already in numerical form, then those numbers shall be utilized so long as they are consistent with the 5.0 point scale that follows) with "outstanding" = 5.0; "strong to outstanding" = 4.5; "strong" = 4.0; satisfactory to strong" = 3.5; "satisfactory" = 3.0; "weak to satisfactory" = 2.5; "weak" = 2.0 "unacceptable to weak" = 1.5; and, "unacceptable" = 1.0.

Using the most recent annual evaluation, each employee's numerical score in each area of assigned activity (the average of the peer committee's rating, if applicable, and the supervisor's rating) shall be multiplied by the assigned FTE, if applicable, to derive the overall raw score in each area of assignment (for example, an employee receiving a rating of 4.0 in instruction, with a .60 FTE assignment in instruction would have a raw score in this category of 2.4, derived by multiplying 4.00 by .60). Raw scores in each area of assignment are added together to determine the overall raw score for the individual employee. The highest total raw score possible would be 5.0 and the lowest, 1.0. Once the overall raw score has been computed, all those employees with a minimum score of 4.0 would be eligible for general merit pool consideration.

In each department/unit, the performance scores shall be added together for all employees who have been determined eligible to participate in the distribution of the general merit pool. The percentage ownership of the department/unit's total performance scores shall be calculated by dividing each employee's performance score by the department/unit's total performance score points. Each eligible employee's salary shall be adjusted to a 9-month, 1.0 FTE rate and multiplied by each employee's performance score. The resulting numbers shall be added together and each employee's percentage ownership of that total shall be calculated by dividing each individual employee's part of that total by the total of the department/unit. Total amount received shall be added to the employee's base salary.

D. Market Adjustment Increases. Employees who were originally hired on or before August 7, 1995, as of August 6, 2009, whose performance over the last five annual evaluations (2004 through 2008 evaluations for employees evaluated on a calendar year basis and 2004/2005 through 2008/2009 evaluations for employees evaluated on an academic year or annual contract basis) averaged “Strong” or better (numerical average of 4.0 or better on a 5.0 point scale) and whose base salary after the increases in 23.1A, 23.1B and 23.1C is less than 85% of the employee’s average national market salary as determined by current OSU (2008-2009), ARL, or other relevant national market salary data shall be eligible for 23.1D Market Adjustment Increase.

1. The base salary of each eligible employee, qualified as determined under 23.1D, shall be adjusted by an amount that brings the employee’s June 30, 2009 base salary plus the increases in 23.1A, 23.1B, 23.1C, and 23.5 to 85% of the employee’s average national market salary as determined by current OSU (2008-2009), ARL or other relevant national market salary data. The maximum such adjustment shall be \$1,000.

2. The Carnegie RU/VH Average Discipline Classification data of the 2008-2009 OSU Faculty Salary Survey by Discipline and the same classification code of OSU (i.e. CIP), ARL or other relevant national market salary data employed to determine an eligible employee’s compression/inversion increase pursuant to Article 23.1C of the 2005/2006 Collective Bargaining Agreement shall be employed to determine an eligible employee’s average national market salary to determine an eligible employee’s market adjustment increase pursuant to this Article 23.1D.

E. Additional Eligibility Requirements. Employees who are on visiting appointments, temporary appointments or who have received notice of non-reappointment or dismissal or who have resigned with an effective date occurring prior to the effective date of the salary increase described herein and who were not employed by the University as of May 1, 2009 are not eligible to receive the increases described in Articles 23.1A, 23.1B, 23.1C, 23.1D and 23.5.

F. Starting Salaries. The University shall hire all in-unit employees after June 30, 2009 at an initial salary of 100% of the in-unit employee’s current national market salary as determined by the Carnegie RU/VH Average Discipline Classification data of the 2008-2009 OSU Faculty Salary Survey by Discipline, current ARL or other current relevant national market salary data.

G. Minimum salaries. No later than four weeks after the ratification of this agreement, employees with 1.0 FTE appointments for either the academic or calendar year shall have base salaries no less than the minimum salary listed for the relevant job code in the following table, with employees carrying less than 1.0 FTE appointments having base salaries no less than the proportionate minimum scaled to the appointment FTE:

Job Code	Job Title	Academic-year minimum	Calendar-year minimum
9003	Assistant Professor	\$ 43,639	\$ 50,438
9004	Instructor	\$ 38,013	\$ 43,760
9055	Assistant Librarian	\$ 43,639	\$ 50,438
9056	Instructor Librarian	\$ 38,013	\$ 43,760

23.2 Effective Dates. The effective date of the salary increases described in Articles 23.1A, 23.1B, 23.1C, and 23.1D shall be August 7, 2009.

23.3 Contract and Grant Funded Increases. Employees on contracts or grants shall receive salary increases equivalent to similar employees on state funding, provided that such salary increases are permitted by the terms of the contract or grant, the rules of the funding agency, and adequate funds are available for this purpose in the contract or grant.

23.4 Type of Payment for Assigned Duties.

A. Employees shall be paid from salary dollars for all assigned duties up to the established FTE on the position and from OPS dollars for assigned duties in excess of the established FTE on the position. Employees on 9-month appointments shall be paid during the Summer Terms, if appointed, from salary dollars up to 1.0 FTE if appointed in the home department/unit. Appointments in excess of 1.0 FTE shall be paid from OPS dollars. Employees may be paid from OPS dollars for assignments outside employees' home departments/units and for work on USF-funded internal grant programs.

B. An Employee who is assigned increased University duties and responsibilities that are not in excess of a full appointment (1.0 FTE) is eligible for a salary adjustment (stipend) to compensate the employee for said duties and responsibilities. For common duties and responsibilities, to include but not be limited to associate department/unit chair/head, the University shall by April 1, 2010, publish and regularly review the salary adjustment (stipend) for each such assigned common duty and responsibility not in excess of a full appointment. Additional salary adjustments shall be governed by Article 23.6.

23.5 Awards.

A. Internal awards. During 2009-10, the University shall provide lump-sum compensation of \$1500.00 to all recipients of awards under the jurisdiction of the faculty senate or equivalent faculty governance organization for each accredited institution or regional campus within the University.

B. Professional honors. During 2009-10, the University shall provide lump-sum compensation of \$500.00 to all employees who are recipients of learned-society awards for outstanding achievement in scholarship announced between July 1, 2009 and May 31, 2010.

C. Free parking for Nobel Award Laureates. The University shall provide a reserved parking place to all employee recipients of a Nobel Prize without charge to the Nobel recipient.

23.6 Salary Adjustments. The University shall retain the authority to make salary adjustments for employees, based on the published guidelines of the University in effect as of August 7, 2004, for promotions, increased duties and responsibilities, extra compensation and verified counteroffers. Also, the University shall retain the authority to enter into financial settlements with employees in the settlement of grievances and lawsuits and other disputes. All other salary adjustments, including but not limited to, salary adjustments, cash bonuses, base salary increases and lump sum increases shall be negotiated with the UFF.

23.7 Report to Employees. All employees shall receive written notice of their salary increases on the "Appendix E" form prior to the implementation of the salary increases described in this article. Upon request, an employee shall have the opportunity to consult with the person or committee which makes the initial and final recommendation for salary increases.

23.8 Report to UFF. Written reports shall be provided without cost by USF to UFF indicating all salary adjustments, cash bonuses, base salary increases and lump sum increases, made after August 6, 2009, pursuant to Articles 23.1A, 23.1B, 23.1C, 23.1D and 23.5 by amount, nature of adjustment, name, rank department and college. The information shall be provided on a periodic basis no later than ten business days after the close of the quarter ending September 30, 2009, December 31, 2009, March 31, 2010, and June 30, 2010.

23.9 Health insurance premiums. For each state employee health insurance program, tier, and coverage in place January 1, 2010, the dollar share of employee contributions towards premiums for the same individual program, tier, or coverage shall not increase before December 31, 2010; i.e., if the employee share of monthly premiums for family coverage for a specific PPO plan is \$250.00 on January 1, 2010, the employee share of monthly premiums for family coverage for the same PPO coverage from the same company or its legal successor shall be no greater than \$250.00 for the calendar year 2010.

23.10 Merit Pay and Annual Review Study. The University and UFF shall each appoint three (3) representatives to serve on a Merit Pay and Annual Review Study Committee to examine concerns of employees and the University regarding the structure of annual reviews and merit pay. The study committee shall issue a written report within six (6) months of the ratification of this Article.