

## **Article 24 – Compensation**

### **24.01 Salary**

- a) No Teaching Faculty Member shall have an annual base salary that is lower than the Salary Floor set out in Appendix “A”.
- b) A Teaching Faculty Member’s base salary can be increased by 4 separate components:
  - i. Across-the-Board (ATB);
  - ii. Career Development Increment (CDI);
  - iii. Achievement Increment(s) (AI);
  - iv. Promotion Increment.

Each of these components may be applied to a Teaching Faculty Member’s salary at the same time or at different times.

### **24.02 Across-the-Board (ATB)**

- a) ATB increases are applied to Teaching Faculty Members’ base salaries and to the Salary Floor. ATB increases and effective dates are set out in Appendix “A.”
- b) Effective upon return from an unpaid leave the Teaching Faculty Member shall receive any Across-the-Board increases that became effective during the leave.

### **24.03 Career Development Increments (CDI)**

- a) The value for one (1) full CDI is established in Appendix “A”.
- b) A Teaching Faculty Member whose base salary is less than 2.5 times the salary floor is eligible for one (1) CDI. A Teaching Faculty Member’s maximum CDI is the lesser of: one (1) full CDI, or the amount necessary to bring that Teaching Faculty Member’s base salary to 2.5 times the salary floor after the application of any ATB and before the application of any Achievement Increment. A Teaching Faculty Member whose assessment on Teaching and Service/Other is satisfactory shall receive one (1) CDI.

- c) In the assessment of performance, the Dean shall take into account any substantial absence during the performance review period due to either a leave as set out in Article 27 or a disability as set out in Article 25.05 and/or Article 25.06. In the event that a Teaching Faculty Member has taken a leave during the performance review period to such an extent that a meaningful evaluation cannot be made, the Dean shall substitute the Teaching Faculty Member's previous year's assessment.

d) Professional Development Leaves

Teaching Faculty Members who are on Professional Development Leave in the July to December six (6) month period are assessed at the same time as other Teaching Faculty Members. Teaching Faculty Members who are on a Professional Development Leave for a complete term or more in the January to June six (6) month period will be assessed in November after their performance evaluation as set out in Article 17.02 e). Any CDI will be retroactive to July 1.

24.04 Achievement Increment (AI)

- a) There shall be forty (40) Achievement Increments (AI) effective on each of July 1, 2014, 2015, and 2016. The Provost shall distribute these AIs amongst Faculties and the Dean of each Faculty shall distribute them amongst Teaching Faculty Members. It is possible for a Teaching Faculty Member to receive as many as two (2) AI awards in a single year. In determining Achievement Increment awards, the Dean shall take into account the career stage of the Teaching Faculty Member and his/her record of achievement over his/her last three (3) years.
- b) The value of one (1) AI shall be as set out in Appendix A.
- c) The awarding of an Achievement Increment(s) is not grievable.

24.05 Promotion Increment

- a) A Promotion Increment shall be awarded to a Teaching Faculty Member on July 1 of the year in which he/she receives a Continuing Appointment.
- b) A Promotion Increment shall be awarded to a Teaching Faculty Member on July 1 of the year in which he/she is appointed as a Master Lecturer.
- c) The value of a Promotion Increment shall be one (1) CDI.

#### 24.06 Research Services Contract

A Research Services Contract is any agreement between the University and a third party that includes payments to the Teaching Faculty Member or Members involved in the Contract. The budget in the Research Services Contract shall be negotiated between the Teaching Faculty Member, the third party, and the University. The Employer shall make payments to the Teaching Faculty Member(s) according to the terms of the budget in the Research Services Contract as agreed with the Teaching Faculty Member or Members involved.

#### 24.07 Stipends/Course Releases

- a) Teaching Faculty Members who, in addition to their regular duties, are appointed by the Dean as Assistant Deans, Program Directors, Program Coordinators and/or Department Chairs will be paid a stipend or given a course release, at the discretion of the Dean, in accordance with the schedule below:

Appointment Type	Stipend
Assistant Dean	Up to a maximum of \$7,500 annual stipend or 1 course release
Program Directors, Program Coordinators and Department Chairs	Up to a maximum of \$5,000 annual stipend or 1 course release

- b) The Teaching Faculty Member's additional duties for which he/she is receiving a stipend or course release become part of the normal workload expectations of his/her appointment.
- c) Stipend payments become part of a Teaching Faculty Member's pensionable earnings but they do not apply to life insurance or long term disability benefits.

#### 24.08 Overloads

- a) As outlined in Article 16.04 g) a Teaching Faculty Member may undertake up to two (2) overload courses for an overload payment. By definition, an overload course is in addition to a Teaching Faculty Member's normal workload.
- b) The Dean will set the overload payment amount in relation to the nature and demands of the overload work, which will not be less than \$7,000.00 per overload course.