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ARTICLE 14 – COMPENSATION AND BENEFITS

14.1 Performance Adjustments.

14.1.1 Those faculty members who qualified for a performance adjustment during Spring quarter 2009, will receive a \$1500 increase in base salary. Those faculty members who qualify for an exceptional performance adjustment will receive, in addition to the performance adjustment increase, an additional \$2000 increase in base salary. Performance and exceptional performance adjustments will become effective September 16, 2009.

14.1.2 Eligibility for performance adjustments to be effective September 16, 2012, will be determined in accord with the University's Performance Adjustment Process. (see Appendix F)

14.2 Base Wages. The University will determine the salary or compensation for newly hired faculty members, provided that no faculty member will be hired at a rate less than the minimum salary or compensation for his or her rank or title.

14.2.1 The minimum salaries for the academic ranks shall be:

Assistant Professor: \$42,673

Associate Professor: \$49,961

Professor: \$59,068

14.2.2 The minimum remuneration for the non-tenure-track titles will be as follows:

(a) Lecturer: \$817.62 per workload unit for faculty with terminal degrees; \$653.57 per workload unit for faculty without terminal degrees.

(b) Senior Lecturer: \$900.13 per workload unit for faculty with terminal degrees; \$719.03 per workload unit for faculty without terminal degrees.

14.2.3 The minimum remuneration for full-time coaches (with an eleven (11) month contract) will be as follows. These amounts will be prorated for part-time coaches or coaches with contracts shorter than eleven (11) months:

(a) Coach or Assistant Coach: \$35,951.72

(b) Senior Head or Senior Assistant Coach: \$39,546.89

14.4 Salary Compression Adjustments. Effective July 1, 2011, the University will establish a pool of \$220,000 in base funds for the purpose of addressing compression issues among tenured faculty members. Funds will be distributed according to the process and subject to the limitations below:

- 14.4.1 Prior to the conclusion of Fall quarter 2009, the Provost will establish a Salary Compression Committee comprised of three (3) faculty representatives selected by the Union and three (3) management representatives selected by the Provost. The committee will select a chair from among its members. Prior to the end of Fall quarter 2010, the committee will develop a recommendation for the process to be used in identifying candidates and establishing the amounts of compression salary adjustments. The committee will forward its recommendation to the parties' respective bargaining teams. The parties will meet promptly following receipt of the committees' recommendation to discuss the recommendation and agree upon the final plan for making salary compression adjustments.
- 14.4.2 The salary compression adjustment process will give consideration to a faculty member's salary effective fall 2010 (less any performance adjustments made since Fall 2007), discipline, department, rank (associate or full professor), and years in rank, as well as the average salaries for the peer/discipline rank, and other factors the committee considers relevant. The process will generally target compression funds toward those faculty members whose salaries are most compressed.
- 14.4.3 Faculty members who are in continued with reservations status as of Winter quarter 2011 will not be eligible for compression adjustment.
- 14.4.4 The final process will be posted on the Provost's website or otherwise distributed to faculty. The process will be used to create a distribution of the compression funds during Spring quarter 2011. The final distributions will be made available to faculty upon request.
- 14.4.5 Compression salary adjustments will take effect September 16, 2011.
- 14.5 Salary Upon Promotion. Tenure-track and tenured faculty who are promoted to a higher rank will receive, at a minimum, a salary increase to the minimum salary level for the new rank as provided in Section 14.2 above, or ten percent (10%) of their current salary, whichever is greater. Based on considerations such as market factors, personal achievement and other equitable factors, the Provost may provide a salary increase at promotion greater than the required minimum.
- 14.6 Retention Increases. Salary increases for purposes of retention will be handled in accordance with Section 5-8.1 of the Academic Affairs Faculty & Exempt Staff Salary Match Policy.
- 14.7 Overload. Overload will be compensated at the the minimum rate per workload unit paid to Senior Lecturers with a terminal degree.
- 14.8 Chair Compensation. As compensation for their administrative functions, department chairs will receive one or a combination of the following as determined by the dean: re-assigned time, an extended contract, and/or an annual stipend. In determining the amount of a chair's stipend, re-assigned time and length of contract, deans and chairs will consider the number of faculty in the department, the complexity of the programs, and historical work demands in the department.

- 14.8.1 The range of available chair stipends shall be \$1500 to \$6000; provided that effective March 1, 2010, the range of available stipends shall become \$2250 to \$6750, and all chair stipends in effect as of February 28, 2010 shall be increased by \$750.
- 14.8.2 The dean may authorize additional reassigned workload units for department chair duties based on occasional factors such as program review or accreditation.
- 14.8.3 The dean may authorize department chair workloads split among two co-chairs or a chair and an associate chair. In the case of co-chairs, department policies must specifically address and delineate which one has the responsibility for department management decisions regarding personnel and curricular matters.
- 14.8.4 Workload units associated with department chair assignments fulfill the faculty member's department service units.
- 14.9 Summer Session. Salaried faculty who are contracted to teach during the Summer Session will be paid one forty-fifth (1/45th) of their base salary per workload unit. Ten (10) workload units is considered full-time employment during summer session for tenured or tenure-track faculty. Tenured and tenure-track faculty will receive overload pay at the rate specified in Section ___ for any workload units beyond a full-time load. Non-tenure track faculty paid by the workload unit will receive at least the minimum remuneration described in Section 14.2.2 for contracts during the summer. All summer compensation is subject to proration in accordance with the Summer Session Faculty Salary Proration Policy (*see* Appendix C).
- 14.9 Self Support Programs and Additional Employment.
- 14.9.1 Pay for faculty who are contracted to teach a self-support course (*e.g.*, International Studies and Programs and Continuing Education courses) may be prorated where the course schedule is shorter/longer than a full quarter or in the event of low enrollment.
- 14.9.2 Faculty members may accept an assignment to perform work in a self-support or other program/function (*e.g.*, grants, contracts, consulting, works for hire, festivals) that is in addition to the faculty members' workload plan. Faculty members will receive separate contracts for any such additional employment, which will describe the expectations of the assignment and the compensation to be paid (which may exceed the overload rate in Section ___). Faculty members will not be permitted to accept an additional assignment that would obligate them to work more than 125% of full-time.
- 14.10 Multi-Site Learning. Faculty teaching in a multi-site learning environment will be compensated as provided in the Multiple-Site Compensation Policy.

14.11 Faculty Development Funds. The University will make available \$700 per fiscal year in faculty development funds for each tenured and probationary faculty member. The amount shall be pro-rated for faculty working less than full-time. Faculty development funds may be used for work-related purchases and expenses, including travel. All expenditures must be in compliance with University policies. Unused funds will not be transferred or carried over into another fiscal year.

14.12 Insurance Benefits.

14.12.1 Long Term Disability Insurance. The University will reimburse eligible and qualified probationary, tenured, and non-tenure-track annually contracted faculty for the costs associated with purchasing long-term disability insurance, with a 90-day benefit waiting period, through the Washington State Health Care Authority (“WSHCA”). Eligibility and qualification shall be determined by the rules applicable to the long-term disability insurance plan. In the event a faculty member chooses, or can only qualify for, a WSHCA long-term disability insurance with a longer benefit waiting period, the University will reimburse the cost of such plan. Faculty members who elect a WSHCA long-term disability insurance plan with a benefit waiting period of less than ninety (90) days shall be responsible for paying the additional costs associated with their choice of plan.

14.12.2 Health Insurance. Faculty members will receive contributions toward their health insurance premiums in accord with the rates and policies determined by the WSHCA.

14.13 Retirement Contributions. For those faculty who participate in the University’s retirement plan, the University will continue to make retirement contributions at the rate in effect immediately prior to the effective date of this Agreement. For those faculty members who participate in another retirement plan administered through the Washington State Retirement System, and who elected at the time of hire to continue participating in such plan, the University will make the retirement contribution required by the respective plan.

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