

MDC Proposal to UFMDC (5/9/06)
ARTICLE 16
SALARY

Section 1. **Salary Increase.**

Upon ratification of this Agreement by the parties, the base salary of each faculty member shall be increased four (4) percent effective August 21, 2006, up to the maximum of the assigned salary range indicated in Section 2.

Section 2. **Faculty Excellence Recognition Plan (FERP)**

- A. Effective August 21, 2006 for the 2006-07 academic year, faculty salary range minimums and maximums shall be increased by 4%. The ranges for 2006-07 are as follows:

| Rank | Minimum Base | Maximum Base |
|-----------------------------|---------------------|---------------------|
| Instructor | \$40,210 | \$56,767 |
| Assistant Professor | \$45,035 | \$63,579 |
| Associate Professor | \$50,539 | \$71,209 |
| Associate Professor, Senior | \$56,492 | \$79,754 |
| Professor | \$64,401 | \$90,919 |

Minimum and Maximum Salary Ranges for Academic Year 2006-07

- B. Base salaries for those in the Associate Professor and Associate Professor Senior ranks (as well as those faculty who were promoted to the Professor rank from Associate Professor Senior and those in the rank of Assistant Professor who were promoted to Associate Professor effective 2006-07) shall be increased an additional six (6) percent effective August 21, 2006.

Section 3. **Doctoral Stipend.**

Personnel awarded the Doctoral Stipend will have an annual maximum salary as follows (See Article 17, Section 3):

| Rank | Maximum Salary with Doctoral Stipend |
|-----------------------------|---|
| Instructor | \$59,767 |
| Assistant Professor | \$66,579 |
| Associate Professor | \$74,209 |
| Associate Professor, Senior | \$82,754 |
| Professor | \$93,919– |

Section 4. **Future Negotiations/Contract Re-Openers**

At least one hundred twenty (120) days prior to August 1, 2007, the parties will meet to engage in salary/compensation negotiations for the academic year beginning August 2007.

Section 5. **Faculty Exceeding Salary Maximum.**

Where calculated salary increases would otherwise exceed the maximum base salary for the assigned salary range, base salary will be increased to the base salary maximum and fifty percent (50%) of any remaining calculated salary increase will be provided in the form of a one-time payment. This one-time payment will be distributed to affected faculty members by November 2, 2006.