

ARTICLE XVIII. COMPENSATION

A. Salary Period

All salaries of Faculty Members shall be determined in accordance with the terms of this Agreement.

B. ~~2022-2315-16~~ Salary Adjustment

1. Effective with the beginning of academic year ~~2022-2315-16~~ each Faculty Member appointed prior to September 1, 20~~21~~~~14~~, shall receive a two-~~thousand dollar (\$2,000)~~-~~and a half percent (2.5%)~~ increase in ~~his/her~~their academic year base salary.
2. Following the salary adjustment hereinabove provided for academic year ~~2022-2315-16~~, those Faculty Members granted promotions, which are effective with the beginning of the ~~2022-2315-16~~ academic year, shall receive those promotional increments provided in Article XVIII.I. below.

C. ~~2023-2416-17~~ Salary Adjustment

1. Effective with the beginning of the academic year ~~2023-2416-17~~, each Faculty Member appointed prior to September 1, 20~~22~~~~15~~, shall receive an increase of two-~~and a half percent (2.0%)~~-~~(2.5%)~~ added to ~~his/her~~their academic year base salary.
2. Following the salary adjustment hereinabove provided for academic year ~~202316-2417~~, those Faculty Members granted promotions which are effective with the beginning of the ~~202316-2417~~ academic year shall receive those promotional increments provided in Article XVIII.I. below.

D. ~~2024-2517-18~~ Salary Adjustment

1. Effective with the beginning of the academic year ~~202417-2518~~, each Faculty Member appointed prior to September 1, 20~~23~~~~16~~ shall receive an increase of two ~~and a half percent (2.0%)~~-~~(2.5%)~~ added to ~~his/her~~their academic year base salary.
2. Following the salary adjustment hereinabove provided for academic year ~~202417-2518~~, those Faculty Members granted promotions which are effective with the beginning of the ~~202417-25~~ ~~18~~ academic year shall receive those promotional increments provided in Article XVIII.I. below.

E. ~~2025-2618-19~~ Salary Adjustment

1. Effective with the beginning of the academic year ~~2025-18-2619~~, each Faculty Member appointed prior to September 1, 20~~24~~~~17~~ shall receive an increase of two and a half percent (2.5%) added to ~~his/her~~ their academic year base salary
2. Following the salary adjustment hereinabove provided for academic year ~~2025-2618-19~~, those Faculty Members granted promotions which are effective with the beginning of the ~~2025-2618-19~~ academic year shall receive those promotional increments provided in Article XVIII.I. below.

F. 2026-27 Salary Adjustment

1. Effective with the beginning of the academic year 2026-27, each Faculty Member appointed prior to September 1, 2025 shall receive an increase of two and a half percent (2.5%) added to their academic year base salary
2. Following the salary adjustment hereinabove provided for academic year 2026-27, those Faculty Members granted promotions which are effective with the beginning of the 2026-27 academic year shall receive those promotional increments provided in Article XVIII.I. below.

F.G. Supplemental Salary Adjustments

In addition to the increases provided herein, EMU retains the right to further increase the salary of any Faculty Member. EMU's granting or failure to grant any additional salary increase to any Faculty Member shall not be construed to be a violation of the Agreement and is not subject to the grievance procedure.

EMU shall notify the Association within thirty (30) days of the decision to grant or deny any additional salary increases approved pursuant to this provision.

G.H. Faculty Pay Options

1. Except as limited herein, Faculty Members have the option of receiving their academic year salary under the following pay plans. When they have chosen the option they wish to exercise, the option will remain in full force and effect for the duration of the period covered by the option selected. If a Faculty Member wishes to change ~~their~~~~his/her~~ pay plan for the following academic year, he/she may do so by submitting a pay plan election form to EMU's AHR Office, on forms available in AHR, by no later than August 1st of any given year. Changes shall not be permitted after August 1.

Option 1 – Total academic year salary to be paid over an eight (8) month period in sixteen (16) consecutive semi-monthly payments.

Option 2 – Total academic year salary to be paid over a twelve (12) month period in twenty-four (24) consecutive semi-monthly payments.

Semi-monthly pay dates will fall on the last workday that the University is officially open for business on or before the 15th of each month and last workday that the University is officially open for business on or before the last calendar day of each month (e.g.e.g., the last paycheck for each term will be paid on the last workday the University is officially open for business on or before the 15th of the month or the workday that the University is officially open for business on or before the last calendar day of each month.)

Faculty Members who fail to advise the AHR Office of their election as herein provided shall continue to be compensated in accordance with the pay plan under which they were compensated during the preceding academic year. Newly-hired Faculty Members who fail to make an election shall be compensated in accordance with Option 2.

All Faculty Members on Plan C or Plan C1 as provided for in Article VIII., Layoff and Recall shall receive their total academic year salary paid over a twelve (12) month period, paid in accordance with Option 2.

H.I. The Base Academic Year

1. The base contract year shall consist of two (2) semesters for a total of thirty-two (32) weeks. Further, Faculty Members will make themselves available for advising and department and/or college meetings, the week prior to the beginning of each semester except in those cases where Faculty Members are not required to be on campus as specified in Article IX.E.
2. When necessary and appropriate for a Faculty Member to teach on a continuing bases (year round), appointment may be one (1) of two (2) types:
 - a. Salary shall be determined at one hundred and thirty-three percent (133%) of base contract salary and the appointment shall be considered as a twelve (12) month teaching appointment.
 - b. Salary shall be annualized at one hundred and twenty-five percent (125%) of base contract salary and the Faculty Member shall teach five (5) out of (6) semesters during a two (2) year period.
 - c. For those Faculty Members whose base contract year includes summer session as a semester, the contract period for the combined terms shall be sixteen (16) weeks. Further, Faculty Members will make themselves available for advising and department and/or college meetings the week prior to the beginning of such a semester.

H.J. Salaries for Summer, Pre and Post sessions, On-Campus Workshops and Colloquia

1. Compensation for in-load three (3) credit hour summer courses taught in any summer sub-term of three (3) weeks or more shall be the lesser of ten (10) percent of base salary or \$9,000.

~~Notwithstanding the conversion of compensation for summer teaching to a uniform twenty percent (20%) of base salary for Faculty,~~ Library Faculty will continue to be paid twenty-two percent (22%) of base salary for full-time seven and one half (7 1/2) week assignments. The determination of Faculty appointments in the Library will continue to be subject to input procedures as provided for in Article XIII of the parties' Master Agreement.

Compensation for short-term workshops for which semester hour credits are granted and which are offered by an academic department shall be in the amount of three percent (3%) of the Faculty Member's base salary per week (~~e.g.e.g.~~, seven (7) calendar days).

An additional one percent (1%) of base salary per week may be offered to Faculty Members who supervise workshops which require a twenty-four (24) hour commitment each day.

Departments may offer summer courses in a compressed format of three weeks or longer. Appropriate Faculty input shall be provided prior to making a decision to offer compressed format courses. A compressed format course shall have the same number of contact hours as the same course offered in the fall or winter semesters. Faculty Members shall meet their Professional Responsibilities (as specified in Article IX.D.) for the period during which the compressed course is offered. Compensation for a summer three (3) credit compressed format course shall be at the lesser of ten percent (10%) of base salary or \$9,000.

J.K. Salary Adjustment for Promotion

A Faculty Member who is promoted during the stated term of this Agreement shall have ~~their/his/her~~ salary increased as listed below:

For promotion effective September 1, 20~~22~~²⁵ and after:

Type of Promotion	Salary Adjustment
Instructor to Assistant Professor	\$3,000
Assistant Professor to Associate Professor	\$6,000
Associate Professor to Professor	\$7,750
Full Professor Salary Adjustment	\$7,750

For the determination of salary increases in subsequent years, the salary adjustment for the promotion shall be treated as part of base pay.

K.L. Salary Adjustment for Completion of Earned Doctorate

A Faculty Member who meets the requirement for the earned doctorate (e.g., Ph.D., Ed.D.) certified by the granting institution, and who has not previously held such a degree, shall have ~~their~~his/her regular annual base salary increased by \$2,500. If the degree is received after the beginning of the fall semester, the Faculty Member shall be paid a prorated portion of the \$2,500 adjustment based upon the time remaining on ~~their~~his/her current academic year appointment.

Irrespective of any equivalency established by any Departmental Evaluation Document, letter of agreement, or any other document or provision of this Collective Bargaining Agreement, the \$2,500 provided herein shall be granted only for an earned doctoral degree.

L.M. Salaries for Teaching Overload Courses

1. The minimum salaries for teaching overload courses shall be \$1,700 per credit hour.
2. The maximum number of overload courses in the Fall and Winter semesters is three (3) credit hours per semester. Non-traditional courses (Article IX.C.) do not count against this maximum. In extraordinary circumstances, one (1) additional overload course may be allowed with approval of the Dean.
3. With exception of non-traditional courses (Article IX.C.), there is no overload in the Summer. In extraordinary circumstances, overload may be allowed with approval of the Dean.
4. Faculty may be paid at rates in excess of those set forth in ~~L.K.~~1. above in those instances where market factors require higher rates of pay, which shall be determined by EMU in its sole discretion. Additionally, the foregoing compensation schedule may be increased at the discretion of EMU.

M.N. Grant Compensation

1. Faculty Member shall be eligible for grant compensation specifically provided for in an approved grant, subject to any limitations imposed by the granting agency's guidelines and regulations.

For the sole purpose of reporting effort on grants and contracts (concurrent with an academic year appointment), time spent on Instructional, Scholarly/Creative Activity, and Service may be adjusted proportionately to the level of effort expended on the grant or contract. The Faculty member's effort on these activities may be adjusted to meet responsibilities on grants or contracts at the request of the grant administrator and with the approval of the Faculty Member and Department Head. Before final approval, the Director of the Office of Research and Development will review the adjustment to ensure compliance with funding agency guidelines and regulations.

The faculty member who is recognized as the “principal investigator” of an externally-funded grant shall receive ten percent (10%) of the grant’s indirect costs payable to the University. In the case of more than one principal investigator, the principal investigators shall equally share the ten percent (10%). The faculty member(s) receiving these funds must spend these funds on research-related items within two years of the completion of the grant. After two years any remaining funds will be moved to the Provost’s indirect cost fund.

As recognition for successful research efforts, the faculty member who is recognized as the principal investigator of an externally-funded grant that includes indirect costs payable to the University will receive a stipend in the form of a one-time, not-to-base, payment based on the value of the external funds awarded to EMU (excluding indirect costs, matching funds, and amounts awarded to other agencies or universities). In the case of more than one principal investigator, the principal investigators will equally share the stipend. The stipend is awarded at the conclusion of the grant after the successful acceptance of the final report by the funding agency. The stipend amount shall be determined once per year at the end of the fiscal year in which the grant or grants concluded as follows:

- a. If the total value of the external funds (all concluding grants as described above) was between \$50,000 and \$99,999, the stipend amount is \$1,000.
- b. If the total value of the external funds (all concluding grants as described above) was between \$100,000 and \$299,999, the stipend amount is \$2,000.
- c. If the total value of the external funds (all concluding grants as described above) was between \$300,000 and \$499,000, the stipend amount is \$4,000.
- d. If the total value of the external funds (all concluding grants as described above) was more than \$500,000, the stipend amount is \$6,000.

When a Faculty Member is appointed to a grant concurrent with a regular appointment for the academic year or summer term, additional compensation (unless specifically permitted by the granting agency) is not allowed, but released time from other activities may be allowed subject to administrative approval and subject to funding provided by the grant.

In the case of short-term grant activity concurrent with a regular appointment and constituting less than one-quarter (1/4) released time, a Faculty Member may, at the request of the grant administrator and with the approval of the Director of the Office of Research and Development, be compensated. This paragraph serves to limit the number of days that a Faculty Member may work on grants on an overload basis, *e.g.e.g.*, up to 24% time (when the time commitment is 25% or more, the Faculty person must take release time). The rate of compensation will be at a daily rate of six tenths of one (1) percent (.006) of base pay, or the specific amount allowed by the grant. This paragraph

shall not serve to limit a Faculty Member's total compensation provided additional compensation meets the approval of the granting agency's guidelines and regulations.

2. Faculty Members assigned to grants on an annualized appointment shall have an annualized salary equal of base salary of base x 1.44 and shall not be required to be actively at work during the periods specified in Article IX.E.
3. For Faculty Members assigned to grants between the winter and fall semesters or for periods in which they hold no regular appointment, compensation shall be as follows:
 - a. Weekly - 3% of base salary per week. Faculty Members assigned to grants on this basis shall be required to be actively at work during each week for which compensation is received including those periods specified in Article IX.E., and other break periods in the academic calendar.
 - b. Daily - 0.006 (6/10th of one percent) of base salary.
 - c. An amount allowable under the terms of the grant.

N.O. Substitution Pay

A Faculty Member who agrees to substitute for an absent Faculty Member whose paid sick leave is being debited shall be compensated as provided below:

1. For each course taught, the Faculty Member shall be compensated from the first (1st) one (1) hour of substitution at the rate of \$60.00 per contact hour class met or per two (2) lab contact hours met.
2. In those limited instances where it is apparent that a Faculty Member's period of absence due to illness or injury will be of extended duration, the Dean may authorize the Department Head to engage the services of a Faculty Member and compensate him/her at the foregoing rates commencing with the first hour of substitution.

Tentative Agreement

James P. Greene Date
EMU Chief Negotiator

Matthew Kirkpatrick Date
AAUP Chief Negotiator