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**Memorandum of Agreement
Between
Northeastern Illinois University
And
University Professionals of Illinois Local 4100**

The UPI and the University reached agreement to extend the 2014-2019 Collective Bargaining Agreement and related Memoranda of Agreement and Understanding for two years, until August 15, 2021. The UPI and the University agree to the following revised Articles as negotiated:

- Article 21
- Appendix D Minima Tables for FY20 and FY21

Additionally, the UPI and the University agree to the following language as negotiated:

Due to the Supreme Court ruling in Janus v. AFSCME that nonunion workers cannot be forced to pay fees to public sector unions, the following changes were made:

Article 12

12.1 In accordance with the State Salary and Annuity Withholding Act, and except as limited below, the Board agrees that the University will deduct Union membership dues, in an amount established by the Union and certified in writing by the Union's treasurer to the University President, **from all members of the bargaining unit that the Union has designated for dues deductions. The Employer shall not deduct membership dues from anyone in the bargaining unit that the Union has not designated for that deduction. The Union will notify the Employer of any Union members who choose to cease paying dues. Once the Union directs the Employer to make dues deductions, the Employer shall continue to make those deductions. The Union must notify the Employer within three working days when the employee requests the termination of the employee's deductions. The Employer will notify the Union within three working days when an employee requests the termination of the employee's deductions.** Deductions will be made in each pay period beginning with the first full pay period commencing at least seven (7) calendar Days following receipt by the University of the dues deduction authorization.

12.3 Any authorization to withhold Union dues from the salary of an Employee shall terminate and such withholding shall cease upon the happening of any of the following events:

- A. termination of the Employee's employment;
- B. expiration of the time during which such withholding was authorized; or
- C. when the total amount authorized to be withheld has been so withheld; or
- D. through other methods as allowed by the most current legal rulings or legislation.**

Section 12.8 has been completely struck.
Article 17

17.02 Reports

On the first day of each term, and on the 20th working day after the first day of each term, the University will provide a report to the Chapter President that includes the items listed in (a) and (b) below for each member of the bargaining unit. A copy of this report will also be sent to the Union President.

A. Employee Information

1. Name
2. **College**
3. **Department**
4. Employee group/rank
5. Salary information and source of funding
6. **% employment (where applicable)**
7. **Employee identification number**
8. Original date of hire
9. **Employee birthday**
10. **Campus Mailing Address available at time of request**
11. **Office Location available at time of request**
12. University Email Address
13. Work telephone number and extension
14. Home Address
15. **Home Phone Number**
16. **Cell Phone Number**
17. Projected annual Union dues

Additionally

- As agreed in 2014-2019 CBA negotiations, the University and UPI will work collaboratively to re-examine the structure of individuals serving in roles as described in Appendices E and F.
- Excellence Awards that were granted to an Instructor, Academic Resource Professional, or Academic Support Professional in 2019 will receive an award of \$1,000 rather than the \$750.00. The increase will be effective August 16, 2019 for Instructors and Academic Resource Professionals and July 1, 2019 for Academic Support Professionals.
- The Applications of Criteria effective August 16, 2016 shall remain in effect through August 15, 2021.

Article 21 COMPENSATION

21.01 Basic Increase

In each contract year of this agreement, the Board will grant each Employee the salary increases negotiated and indicated in this Article.

- A. For FY20, the Board shall grant each eligible Employee a salary increase of 2.0%. These increases will be effective July 1, 2019 for Academic Support Professionals and Academic Resource Professionals, and August 16, 2019 for Teaching Professionals, Resource Professionals and Instructors. Additionally, for FY20, \$50,000 will be allocated for equity adjustments to the base to be determined by the UPI.**
- 1. Effective July 1, 2019, each eligible Academic Support Professional and Academic Resource Professional shall be granted an additional \$750 to the Employee's base annual full-time salary.**
 - 2. Effective August 16, 2019, each eligible Instructor shall be granted an additional \$750 to the Employee's base annual full-time salary.**
- B. For FY21, the Board shall grant each eligible Employee a salary increase of 2.0%. These increases will be effective July 1, 2020 for Academic Support Professionals and Academic Resource Professionals, and August 16, 2020 for Teaching Professionals, Resource Professionals and Instructors. Additionally, for FY21, \$50,000 will be allocated for compression adjustments to the base to be determined by the UPI.**
- a. Effective July 1, 2020, each eligible Academic Support Professional and Academic Resource Professional shall be granted an additional \$750 to the Employee's base annual full-time salary.**
 - b. Effective August 16, 2020, each eligible Instructor shall be granted an additional \$750 to the Employee's base annual full-time salary.**
- C. For FY21, a salary reopener will be triggered if the state increases the University's FY21 general appropriation above the level of \$36,634,000 unless the increase in appropriation is specifically targeted by the state (e.g., deferred maintenance). In addition, if the enrollment for FY21 at a minimum remains flat compared to FY20, the FY21 ATB rate will increase to 2.5% for all Employee groups.**

21.02 Eligibility

This section applies to Teaching Professionals, Resource Professionals, Academic Resource Professionals, and Instructors.

In addition to any special conditions provided in Sections 21.01, 21.04, 21.05, 21.12 and 21.14 of this Article regarding eligibility for salary increases, and except as provided in paragraph (B) below, an Employee shall be eligible for the salary increases specified in

Sections 21.01, 21.04, and 21.05 of this Article for a given contract year only under the following conditions:

- A. The Employee must be employed in a Bargaining Unit position as of the date of the ratification of this Agreement by the Board and the Union AND one of the following additional conditions:
 - 1. was employed in a Bargaining Unit position at the University for at least one Academic Term during the previous contract year, or
 - 2. is returning to a previously held Bargaining Unit position following employment in a non-Bargaining unit position at the University for at least one Academic Term during the previous contract year.
 - 3. is an Instructor or an Academic Resource Professional and was employed as of August 16 of the contract year.
- B. The following Employees are not eligible for the salary increases specified in Sections 21.01, 21.04, and 21.05 of this Article in a given contract year of this agreement:
 - 1. Employees who have previously been granted a salary increase for the current contract year.
 - 2. Employees who begin employment at the University in the current contract year.

21.03 Eligibility for Academic Support Professionals

- A. In addition to any special conditions provided in Sections 21.01, 21.04, 21.05, 21.12 and 21.14 of this Article regarding eligibility for the salary increases specified, and except as provided in paragraph (B) below, an Academic Support Professional shall be eligible for the salary increases specified in Sections 21.01, 21.04, and 21.05 of this Article for a given contract year of this Agreement only if she/he is employed in a position in the Bargaining Unit as of the date of the ratification of this Agreement by the Board and the Union or by July 1 of a given contract year, whichever is later, and one of the following additional conditions:
 - 1. is an Academic Support Professional who was employed prior to March 1 of the previous contract year or in a position which has been newly classified as a Bargaining Unit position effective in the current contract year, or
 - 2. is returning to a previously held Bargaining Unit position following employment in a permanent full-time position at the University for at least one Academic Term during the previous contract year.
- B. An Academic Support Professional shall not be eligible for the salary increases specified in Sections 21.01, 21.04, and 21.05 of this Article if prior to her/his employment in a position in the Bargaining Unit, the Academic Support Professional has received a salary increase from the University for the current contract year.

21.04 Minima Tables

- A. The Minima Tables in Appendix D will establish the minimum salaries for Employees beginning FY20 and have been calculated for the length of this contract. These schedules do not create maximum salaries for Employees. In addition to years of service, salary is dependent on rank within Teaching Professionals and Resource Professionals and academic degree held by Instructors, Academic Resource Professionals, and Academic Support Professionals.
- B. All minimum salaries listed in the Appendix D (Minima Tables) are the Employee's base full-time annual salary. To determine minimum salary, Employees at a given rank or degree shall locate their years of service and multiply the corresponding amount on each table, if applicable, by their percent of employment.
- C. In each year of the Agreement Employees will be at or above the minimum salary for their years of service and rank or degree held. In each of the years of the Agreement all Employees will receive no less than the minimum salary or pro rata amount based on percent of employment.
- D. **An Instructor holding a B.A. as their highest degree will be compensated at the M.A./M.S. level.**
- E. Minima shall be implemented after the basic increase has been added to the base full-time annual salary, and before other increases such as promotion, PAI, and excellence awards.

21.05 Completion of Degree

The following section applies to all Employees, who during the term of this Agreement complete a terminal degree from an accredited institution in an area directly related to the Employee's professional assignment.

- A. In addition to the salary increase specified above, the University will grant a salary increase of \$2,500 added to the base full-time salary, to each eligible Teaching Professional, Resource Professional, Instructor, Academic Support Professional, or Academic Resource Professional. These increases will be effective August 16 of the current contract year for eligible Employees
 - 1. who completed all requirements for the first terminal degree from an accredited graduate school during the period from January 1 to August 31 in the previous contract year;
 - 2. who present satisfactory evidence thereof to the Provost/Vice President for Academic Affairs by November 1 of the current contract year; and
 - 3. who have not previously received a salary increase for completion of the degree.

These increases shall be applied pro rata for Employees with less than a 100% assignment.

- B. In addition to the salary increase specified above, the University will grant a salary increase of \$2,500 added to the base full-time salary, to each eligible Teaching

Professional, Resource Professional, Instructor, Academic Support Professional, or Academic Resource Professional. These increases will be effective January 1 of the current contract year for eligible Employees

1. who complete all requirements for the first terminal degree from an accredited graduate school during the period of August 16 to December 31 of the current contract year;
2. who present satisfactory evidence thereof to the Provost/Vice President for Academic Affairs by March 1 of the current contract year; and
3. who have not previously received a salary increase for completion of the degree.

These increases shall be applied pro rata for Employees with less than a 100% assignment.

- C. The Terminal Degrees for which the increases specified in paragraphs (A) and (B) above will be granted are the Doctoral degree, MFA degree or the MLS degree with an additional Master's degree. A degree in Fine Arts or Library Science from an accredited graduate school which is recognized by the granting institution and the major professional association in the relevant field or discipline as the academic equivalent of the MFA degree or MLS degree will be treated as the equivalent for the purpose of the increases specified in paragraphs (A) and (B) above.
- D. The increases specified above will also be granted to each Teaching Professional or Instructor whose primary assignment at the University is to teach courses in an academic degree program of the University in which there was no Doctoral degree offered in the United States as of August 16 of the contract year and:
1. who at the beginning of the period specified in paragraphs (A) and (B) above has completed at least 30 semester hours, or the equivalent, of graduate study in an appropriate discipline and who during the period completes a Master's degree from an accredited program in the discipline of the primary assignment or in a related discipline in addition to the 30 hours or equivalent; or
 2. who at the beginning of the period specified above has a Master's degree from an accredited program in the discipline of the primary assignment or in a related discipline and who during the period completes 30 semester hours, or the equivalent, of graduate study in (an) appropriate discipline(s) beyond the Master's degree. The question of whether a Doctoral degree was offered in the United States as of August 16 of the current contract year shall be determined by reference to the College Blue Book, current edition, Degrees Offered by College and Subject. Any questions concerning whether a proposed Master's degree is in a related discipline or whether the proposed 30 semester hours, or equivalent, are in (an) appropriate discipline(s) shall be addressed in writing to the Provost/Vice President for Academic Affairs. The Provost/Vice President for Academic Affairs shall respond, within 30 days, to the request in writing regarding the determination of whether or not the degree or hours are in a related or appropriate discipline. The acceptance of the Provost/Vice President for Academic Affairs shall not be unreasonably withheld.

- E. The increases specified above will also be granted to each eligible Employee who, during one of the specified periods, completes all requirements for a second terminal degree or an additional graduate or professional degree from an accredited graduate or professional school if the Provost/Vice President for Academic Affairs has agreed in writing that the Employee should undertake the degree program for the purpose of increasing her/ his academic skills or to develop expertise in additional areas directly related to her/his professional assignment.
- F. During the term of this salary agreement, the degrees specified in paragraphs (C) and (D) above will be recognized as terminal degrees only for purposes of the increase specified in paragraphs (A) and (B) above and for no other purpose.

21.06 Part-Time Employees

Part-time Employees will be paid on a pro rata basis.

21.07 Promotional and Professional Advancement Increase

In addition to the salary increase specified above, each Teaching Professional or Resource Professional who has received a Promotional or Professional Advancement Increase (PAI) in accordance with the Article on Promotion in this Agreement will be granted a base annual salary increase of \$5,700 as of the effective date of promotion to Associate Professor, or \$6,600 to the base annual salary as of the effective date of promotion to Professor, or \$3450 to the base annual salary as of the effective date of PAI.

21.08 Faculty and Staff Excellence Awards

- A. The total funds for Excellence Awards available for Teaching Professionals and Resource Professionals, Instructors, Academic Support Professionals, and Academic Resource Professionals as per 21.08.C and 21.08.D below shall be as follows:

For	FY 2020	\$ 50,000
For	FY 2021	\$ 50,000

- B. In the event the amount expended in Faculty and Staff Excellence Awards is less than the amount available, the remaining funds shall be allocated for Excellence Awards in the following contract year. A report of remaining funds shall be made to Union by August 16 of the following contract year.
- C. Teaching Professional and Resource Professional Excellence Awards (Faculty Excellence Awards)
 - 1. Each year Teaching Professional and Resource Professional Excellence Awards, recognizing outstanding achievement in the areas of teaching/primary duties, research/creative activities, and service/administrative responsibility will be awarded to Teaching Professionals and Research Professionals. The dollar amount to be available for these awards will be as established in this Article. The award to a Teaching Professional or Research Professional shall be a maximum salary increase of \$1,700, which will be added to the Teaching Professional's or

Resource Professional's base at the beginning of the following contract year (August 16). Recipients of Faculty Excellence Awards shall be determined by the following process:

- a. By November 15 for each year of this agreement the University President shall request of the Union recommendations of ten Teaching Professionals and Resource Professionals to serve on the Faculty Excellence Awards Committee. From these recommendations and by December 15, the University President shall appoint seven Teaching Professionals or Resource Professionals to serve on the Faculty Excellence Awards Committee. The University President's selection shall guarantee proportional representation among Teaching Professionals and Resource Professionals, and among the Colleges at the University. The rest of the membership of the committee will consist of the Dean of the College of Education, Dean of the College of Arts and Science, Dean of the College of Business and Management, Dean of Academic Development, and the Dean of Libraries and Learning Resources. The University President shall inform the committee of the number and amount of awards available.
- b. By February 1 for each year of this Agreement the committee shall develop procedures for the nomination of eligible Teaching Professionals and Resource Professionals and the process by which they will make their award recommendations. The procedures shall allow for self-nominations or for nomination by another person, which can be made directly to the Faculty Excellence Awards Committee. This information along with the number and dollar amount of awards available will be distributed to all Teaching Professionals and Resource Professionals by February 15.

If self-nominated, a letter of support from the Employee's Department Chair or a peer must be included in the materials submitted.

- c. All committee recommendations will be forwarded to the University President by April 15.
 - d. After a review of the committee's recommendations, the President shall determine which nominees will receive Faculty Excellence Awards. The President's decision shall not be subject to the Article on Grievance Procedure in this Agreement.
 - e. Notice of receipt of a Faculty Excellence Award shall be placed in the Employee's personnel file.
 - f. Faculty Excellence Awards are in recognition of achievement during an academic year.
- D. Instructor, Academic Resource Professional, and Academic Support Professional Excellence Awards
1. Each year Excellence Awards recognizing outstanding achievement in the areas of teaching/primary duties will be awarded to Instructors, Academic Resource Professionals, and Academic Support Professionals. The dollar amount to be

available for these awards will be as established in this Article. The award to an Instructor, Academic Resource Professional, or Academic Support Professional shall be a maximum salary increase of \$1,200, which will be added to the Instructor's, Academic Resource Professional's, or Academic Support Professional's **base annual salary**. The increase will be effective August 16 for Instructors and Academic Resource Professionals and July 1 for Academic Support Professionals.

2. Recipients of Excellence Awards for Instructors, Academic Resource Professionals, and Academic Support Professionals shall be determined by the following process:
 - a. By November 15 for each year of this agreement the University President shall request of the Union recommendations of ten Instructors, Academic Resource Professionals and Academic Support Professionals to serve on the Excellence Awards for Instructors, Academic Resource Professionals and Academic Support Professionals Committee. From these recommendations and by December 15, the University President shall appoint seven Instructors, Academic Resource Professionals, or Academic Support Professionals to serve on the Committee. The University President's selection shall guarantee proportional representation among Instructors, Academic Resource Professionals and Academic Support Professionals. The rest of the membership of the Committee shall be comprised of the Dean of the College of Arts and Sciences, the Dean of the College of Business and Management, the Dean of the College of Education, the Dean of Libraries and Learning Resources, and the Dean of Academic Development. The University President shall inform the committee of the number and amount of awards available.
 - b. By February 1 for each year of this Agreement the committee shall develop procedures for the nomination of eligible Instructors, Academic Resource Professionals, and Academic Support Professionals and the process by which they will make their award recommendations. The procedures shall allow for self-nominations or for nomination by another person that can be made directly to the Excellence Awards for Instructors, Academic Resource Professionals, and Academic Support Professionals Committee. This information along with the number and dollar amount of awards available will be distributed to all Instructors, Academic Resource Professionals, and Academic Support Professionals by February 15.

For the evaluation period for which materials are being submitted, an Instructor must submit a copy of her/his final assignment of duties form, and an Academic Support Professional or an Academic Resource Professional must submit a copy of her/his final workplan.

- c. All committee recommendations will be forwarded to the University President by April 15.
- d. After a review of the committee's recommendations, the President shall determine which nominees will receive Excellence Awards. The President's

decision shall not be subject to the Article on Grievance Procedure in this Agreement.

- e. Notice of receipt of an Excellence Award for Instructors, Academic Resource Professionals, and Academic Support Professionals shall be placed in the recipient's personnel file.
- f. Excellence Awards for Instructors, Academic Resource Professionals, and Academic Support Professionals are in recognition of achievement during an academic year.

21.09 Initial Appointment

An individual who receives an initial appointment to a position included in the Bargaining Unit for or during an academic year at the University shall be appointed at a salary at least equal to the applicable minimum salary for the individual's qualifications specified in the Article on Compensation in this Agreement.

21.10 Summer Session Salaries for Teaching Professionals and Instructors

Summer session assignments shall be compensated on the basis of 75% of the Teaching Professional's monthly salary rate (base full-time annual salary divided by nine months). A Teaching Professional shall receive one month's adjusted salary for an assignment of three credit units, two months adjusted salary for an assignment of six credit units, and three months adjusted salary for an assignment of nine credit units. Assignments in excess of nine credit units shall be paid at the overload rate specified below. The summer session assignments for faculty who have declared their last four years before retirement as specified in 23.08.C.7 in this Agreement, shall be compensated at 90% of the Teaching Professional's monthly salary rate (base full-time annual salary divided by nine months). This declaration must be made in writing by November 1 to the Department Chair, the Dean, and the Provost/Vice President for Academic Affairs. This declaration can be made only once and cannot be cancelled once started. Summer session assignments for a Teaching Professional who has exhausted the four years of 90% compensation shall be returned to 75% of the Teaching Professional's monthly salary rate for any other summer session assignments.

Summer session assignments shall be compensated on the basis of 100% of the Instructor's monthly salary rate (base full-time annual salary divided by nine months). An Instructor shall receive one month's salary for an assignment of three credit hours, two month's salary for an assignment of six credit hours, and three month's salary for an assignment of nine credit hours. Assignments in excess of nine credit hours shall be paid at the overload rate specified in Section 21.15 below.

21.11 Grant/Contract Salaries

If an Employee is assigned work on an externally funded grant or contract, the work may be excluded from the Employee's assigned obligation if approved by the Provost/Vice President for Academic Affairs. For all such grant or contract work so excluded an Employee may earn up to a total of 40% above the Employee's annual salary in the previous twelve month period. This amount shall be in addition to the Employee's base

salary if the grant or contract work is excluded from the Employee's assigned obligation. If the work on an externally funded grant or contract is not excluded from the Employee's assigned obligation there will not be earnings above the Employee's established base annual salary. This section shall not apply to grant or contract work performed during sabbatical leave.

21.12 Compensation for Academic Support Professionals and Academic Resource Professionals on Instructional Assignments

Academic Support Professionals and Academic Resource Professionals who are hired to teach courses outside of their annual work plan shall be compensated according to the following:

- A. Academic Support Professionals and Academic Resource Professionals who are hired to teach courses outside of their annual work plan shall be compensated at the Instructor rate for those assignments.
- B. For the purposes of determining instructional minima for Academic Support Professionals and Academic Resource Professionals, the years of service shall be equivalent to years of service at the University since September 1, 2003 in the capacity of Instructor.

21.13 Counteroffer

- A. The University President may approve a salary increase to retain an Employee who has received a bona fide offer of other employment, which the University President has verified with an appropriate official. The Employee's monthly salary following the effective date of an increase under this paragraph shall not exceed the amount of the monthly starting salary offered to the Employee by the other employer.
- B. The effective date of the increase provided in paragraph (A) above shall be no sooner than the first day of the Academic Term which immediately succeeds the approval of the counteroffer by the President.
- C. An Employee shall not be eligible to receive a salary increase under the section on Counteroffer above until the fourth year of full-time employment at the University. An Employee who receives an increase under paragraph (A) above will not be eligible to receive another such increase until the fourth year after a Counteroffer increase.
- D. An Employee who receives an increase under the paragraph above shall be eligible for increases specified in the Article in this Agreement on Promotion and the Article on Salary in this Article including the Professional Advancement Increase, Completion of Degree, Equity Adjustment, and Excellence Awards. If the Employee is eligible for an increase under the terms of Counteroffer then the Employee will not be eligible for any increase specified under the terms of the Article on Salary in this Agreement, except as provided below:
- E. An Employee who receives an increase under Counteroffer above shall be eligible to receive the difference between the increase under Counteroffer above and the increase specified in Article on Salary in this Agreement if:

1. the increase under Counteroffer above is less than the increase specified in the Article on Salary in this Agreement; and
 2. the Employee is otherwise eligible for the increase specified in the Article on Salary in this Agreement.
- F. Each Employee who receives a salary increase under the paragraph on Counteroffer above shall agree to serve at the University for at least four Academic Terms subsequent to the end of the Academic Term in which the increase is received and shall give a judgment note to the University for the amount of the increase, said judgment note to be canceled at the end of the required period of service or at the death or permanent disability of the Employee.
- G. Within 30 Days after the approval of an increase under the paragraph on Counteroffer above, a report shall be delivered to the Chapter President from the University President. The report shall contain the name of the Employee to be awarded such an increase and a copy of the offer received by the Employee. In the event the offer has not been in writing and if the offer has been from an academic institution, the report shall include the name of the official with whom the University President has verified the offer.
- H. The approval of or failure to approve an increase under the paragraph on Counteroffer above shall not be subject to the Grievance Procedure in this Agreement. The Union may file a grievance concerning any other aspect of the Article on Additional Compensation in this Agreement. The grievance must be filed within the time limit for filing a grievance specified in the Article on Grievance Procedures in this Agreement.

21.14 Transfer and Reassignment Adjustments

The University may adjust an Employee's salary based upon transfer or reassignment in accordance with paragraphs (A), (B), and (C) below. An Employee may request an adjustment by notifying in writing the Provost/Vice President for Academic Affairs of the desired adjustment. The Employee may include endorsement by the applicable supervisor(s) in the request. If the request is honored, the salary increase shall take place at the beginning of the next Academic Term of employment. If the request is denied, the Employee will be so notified, in writing, by the Provost/Vice President for Academic Affairs. Such request shall not be unreasonably made or unreasonably denied.

- A. The salary of an Employee who assumes a position with a different title and with expanded responsibilities preponderantly outside of the assigned Department may be increased to a level comparable to the salaries of other employees with comparable titles and a comparable level of responsibilities.
- B. The salary of an Employee who is transferred, pursuant to the Article on Transfer in this Agreement, from one Department or unit of the University to another may be increased to a level comparable to the salaries of other employees with similar qualifications and experience in the receiving Department.
- C. Within 30 Days after the granting of an increase under this Section on Transfer and

Reassignment Adjustments, the Chapter President shall be notified of the name of the Employee granted the increase, the reason for the increase, and the amount of the increase.

21.15 Overload

- A. For the duration of this Agreement, the overload compensation for Teaching Professionals and Resource Professionals shall be \$1,200 per instructional/primary duty CU and \$375 per non-instructional CU. Overload shall be paid under the following conditions:
1. the Teaching Professional is assigned instructional/primary duties in excess of 20 CUs and research/creative activity and/or service in excess of 6 CUs as specified in the Article on Faculty Assignment of Duties and Responsibilities in this Agreement, or
 2. the Resource Professional's Primary Duty assignment exceeds 30 credit units and/or the total workload assignment exceeds 36 CUs as specified in the Article on Faculty Assignment of Duties and Responsibilities in this Agreement,
 3. the Teaching Professional is assigned duties in excess of nine Credit Units in the summer term.
- B. For the duration of this Agreement, the overload compensation for Instructors shall be \$1,200 per CH or IEI. Overload shall be paid under the following conditions:
1. if the full-time Instructor's credit hour assignment is in excess of 24 credit hours, or
 2. if credit hours (excluding courses) or IEIs are assigned after the initial credit hour assignment for part-time Instructors, or
 3. if the Employee is assigned Primary Duties in excess of nine credit hours in the summer term.

21.16 Off Campus Travel Compensation

Off Campus Travel expenses will be reimbursed consistent with the State of Illinois travel regulations.

21.17 Senior Instructor Compensation

1. When an Instructor is designated as Senior Instructor, the University will grant a salary increase of \$1,000 added to their base full-time salary.
2. Those awarded Senior Instructor status prior to this Agreement will also be granted a salary increase of \$1,000 added to their base full-time salary.

21.18 Academic Resource Professional and Academic Support Professional Years of Service

After completing 15 years of service to the University, the University will grant a salary increase of \$500 added to the base full-time salary of an Academic Resource Professional or Academic Support Professional.

Academic Resource Professionals



		Monthly Salary-FY19							
Years of Se	*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-24	25-29	30+
PhD	\$4,521.00	\$4,714.00	\$4,904.00	\$5,097.00	\$5,286.00	\$5,534.00	\$5,645.00	\$5,758.00	\$5,874.00
MA	\$3,773.00	\$3,966.00	\$4,156.00	\$4,348.00	\$4,539.00	\$4,784.00	\$4,880.00	\$4,978.00	\$5,078.00
BA	\$3,458.00	\$3,630.00	\$3,801.00	\$3,970.00	\$4,140.00	\$4,311.00	\$4,398.00	\$4,486.00	\$4,576.00

		Monthly Salary-FY20							
Years of Se	*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-24	25-29	30+
MILS+MA/Λ	\$4,541.75	\$4,648.42	\$4,840.42	\$5,256.42	\$5,276.42	\$5,372.42	\$5,588.00	\$5,812.00	\$6,045.00
MILS	\$4,074.34	\$4,264.34	\$4,456.34	\$4,647.34	\$4,892.34	\$4,988.34	\$5,188.00	\$5,396.00	\$5,612.00

		Monthly Salary- FY21							
Years of Se	*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-24	25-29	30+
MILS+MA/Λ	\$4,696.00	\$4,804.00	\$5,000.00	\$5,425.00	\$5,445.00	\$5,543.00	\$5,763.00	\$5,991.00	\$6,229.00
MILS	\$4,219.00	\$4,413.00	\$4,608.00	\$4,803.00	\$5,053.00	\$5,151.00	\$5,355.00	\$5,567.00	\$5,787.00

Annual Salary- FY19							
*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-24	25-29 30+
\$54,252.00	\$56,568.00	\$58,848.00	\$61,164.00	\$63,432.00	\$66,408.00	\$67,740.00	\$69,096.00 \$70,488.00
\$45,276.00	\$47,592.00	\$49,872.00	\$52,176.00	\$54,468.00	\$57,408.00	\$58,560.00	\$59,736.00 \$60,936.00
\$41,496.00	\$43,560.00	\$45,612.00	\$47,640.00	\$49,680.00	\$51,732.00	\$52,776.00	\$53,832.00 \$54,912.00

Annual Salary-FY20							
*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-24	25-29 30+
\$54,501.00	\$55,781.00	\$58,085.00	\$63,077.00	\$63,317.00	\$64,469.00	\$67,048.00	\$69,730.00 \$72,520.00
\$48,892.00	\$51,172.00	\$53,476.00	\$55,768.00	\$58,708.00	\$59,860.00	\$62,255.00	\$64,746.00 \$67,336.00

Annual Salary -FY21							
*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-24	25-29 30+
\$56,352.00	\$57,648.00	\$60,000.00	\$65,100.00	\$65,340.00	\$66,516.00	\$69,156.00	\$71,892.00 \$74,748.00
\$50,628.00	\$52,956.00	\$55,296.00	\$57,636.00	\$60,636.00	\$61,812.00	\$64,260.00	\$66,804.00 \$69,444.00

Academic Support Professionals

Monthly Salary-FY19

Years of Service	*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-24	25-29	30+
PhD	\$4,521.00	\$4,714.00	\$4,904.00	\$5,097.00	\$5,286.00	\$5,534.00	\$5,645.00	\$5,758.00	\$5,874.00
MA	\$3,773.00	\$3,966.00	\$4,156.00	\$4,348.00	\$4,539.00	\$4,784.00	\$4,880.00	\$4,978.00	\$5,078.00
BA	\$3,458.00	\$3,630.00	\$3,801.00	\$3,970.00	\$4,140.00	\$4,311.00	\$4,398.00	\$4,486.00	\$4,576.00

Monthly Salary-FY20

Years of Service	*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-24	25-29	30+
PhD	\$4,674.00	\$4,871.00	\$5,065.00	\$5,262.00	\$5,455.00	\$5,708.00	\$5,937.00	\$6,175.00	\$6,422.00
MA	\$3,911.00	\$4,108.00	\$4,302.00	\$4,498.00	\$4,693.00	\$4,943.00	\$5,141.00	\$5,347.00	\$5,561.00
BA	\$3,590.00	\$3,766.00	\$3,940.00	\$4,112.00	\$4,286.00	\$4,460.00	\$4,639.00	\$4,825.00	\$5,018.00

Monthly Salary-FY21

Years of Service	*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-24	25-29	30+
PhD	\$4,830.00	\$5,031.00	\$5,229.00	\$5,430.00	\$5,627.00	\$5,885.00	\$6,119.00	\$6,361.00	\$6,613.00
MA	\$4,052.00	\$4,253.00	\$4,451.00	\$4,651.00	\$4,850.00	\$5,105.00	\$5,307.00	\$5,517.00	\$5,735.00
BA	\$3,725.00	\$3,904.00	\$4,082.00	\$4,257.00	\$4,435.00	\$4,612.00	\$4,795.00	\$4,984.00	\$5,181.00

Annual Salary- FY19

*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-24	25-29	30+
\$54,252.00	\$56,568.00	\$58,848.00	\$61,164.00	\$63,432.00	\$66,408.00	\$67,740.00	\$69,096.00	\$70,488.00
\$45,276.00	\$47,592.00	\$49,872.00	\$52,176.00	\$54,468.00	\$57,408.00	\$58,560.00	\$59,736.00	\$60,936.00
\$41,496.00	\$43,560.00	\$45,612.00	\$47,640.00	\$49,680.00	\$51,732.00	\$52,776.00	\$53,832.00	\$54,912.00

Annual Salary- FY20

*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-24	25-29	30+
\$56,088.00	\$58,452.00	\$60,780.00	\$63,144.00	\$65,460.00	\$68,496.00	\$71,244.00	\$74,100.00	\$77,064.00
\$46,932.00	\$49,296.00	\$51,624.00	\$53,976.00	\$56,316.00	\$59,316.00	\$61,692.00	\$64,164.00	\$66,732.00
\$43,080.00	\$45,192.00	\$47,280.00	\$49,344.00	\$51,432.00	\$53,520.00	\$55,668.00	\$57,900.00	\$60,216.00

Annual Salary- FY21

*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-24	25-29	30+
\$57,960.00	\$60,372.00	\$62,748.00	\$65,160.00	\$67,524.00	\$70,620.00	\$73,428.00	\$76,332.00	\$79,356.00
\$48,624.00	\$51,036.00	\$53,412.00	\$55,812.00	\$58,200.00	\$61,260.00	\$63,684.00	\$66,204.00	\$68,820.00
\$44,700.00	\$46,848.00	\$48,984.00	\$51,084.00	\$53,220.00	\$55,344.00	\$57,540.00	\$59,808.00	\$62,172.00

Instructors

		Monthly Salary-FY19							
Years of Service	*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	20-24	25-29	30+
PhD	\$4,854.00	\$5,060.00	\$5,264.00	\$5,472.00	\$5,673.00	\$5,936.00	\$6,055.00	\$6,176.00	\$6,300.00
MA	\$4,053.00	\$4,260.00	\$4,463.00	\$4,669.00	\$4,874.00	\$5,135.00	\$5,238.00	\$5,343.00	\$5,450.00
BA	\$3,718.00	\$3,900.00	\$4,082.00	\$4,264.00	\$4,447.00	\$4,628.00	\$4,721.00	\$4,815.00	\$4,911.00

		Monthly Salary - FY20							
Years of Service	*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	20-24	25-29	30+
PhD	\$5,035.00	\$5,245.00	\$5,453.00	\$5,665.00	\$5,870.00	\$6,139.00	\$6,260.00	\$6,383.00	\$6,510.00
MA/MS	\$4,218.00	\$4,429.00	\$4,636.00	\$4,846.00	\$5,055.00	\$5,322.00	\$5,427.00	\$5,534.00	\$5,643.00

		Monthly Salary -FY21							
Years of Service	*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	20-24	25-29	30+
PhD	\$5,220.00	\$5,434.00	\$5,646.00	\$5,862.00	\$6,071.00	\$6,346.00	\$6,469.00	\$6,594.00	\$6,724.00
MA/MS	\$4,386.00	\$4,601.00	\$4,813.00	\$5,027.00	\$5,240.00	\$5,512.00	\$5,619.00	\$5,729.00	\$5,840.00

Annual Salary- FY19									
	*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	20-24	25-29	30+
	\$43,686.00	\$45,540.00	\$47,376.00	\$49,248.00	\$51,057.00	\$53,424.00	\$54,495.00	\$55,584.00	\$56,700.00
	\$36,477.00	\$38,340.00	\$40,167.00	\$42,021.00	\$43,866.00	\$46,215.00	\$47,142.00	\$48,087.00	\$49,050.00
	\$33,462.00	\$35,100.00	\$36,738.00	\$38,376.00	\$40,023.00	\$41,652.00	\$42,489.00	\$43,335.00	\$44,199.00

Annual Salary - FY20									
	*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	20-24	25-29	30+
	\$45,315.00	\$47,205.00	\$49,077.00	\$50,985.00	\$52,830.00	\$55,251.00	\$56,340.00	\$57,447.00	\$58,590.00
	\$37,962.00	\$39,861.00	\$41,724.00	\$43,614.00	\$45,495.00	\$47,898.00	\$48,843.00	\$49,806.00	\$50,787.00

Annual Salary- FY21									
	*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	20-24	25-29	30+
	\$46,980.00	\$48,906.00	\$50,814.00	\$52,758.00	\$54,639.00	\$57,114.00	\$58,221.00	\$59,346.00	\$60,516.00
	\$39,474.00	\$41,409.00	\$43,317.00	\$45,243.00	\$47,160.00	\$49,608.00	\$50,571.00	\$51,561.00	\$52,560.00

RP Monthly

FY19

Monthly

Years of Se	*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-29	30+
Full	\$5,392.00	\$5,667.00	\$5,942.00	\$6,217.00	\$6,493.00	\$6,846.00	\$7,385.00	\$7,844.00
Associate	\$5,004.00	\$5,276.00	\$5,457.00	\$5,732.00	\$5,915.00	\$6,096.00	\$6,278.00	\$6,461.00
Assistant	\$4,480.00	\$4,569.00	\$4,659.00	\$4,929.00	\$5,018.00	\$5,109.00	\$5,196.00	\$5,287.00

FY20

Monthly

Years of Se	*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-29	30+
Full	\$5,500.00	\$5,781.00	\$6,061.00	\$6,342.00	\$6,623.00	\$6,983.00	\$7,533.00	\$8,001.00
Associate	\$5,105.00	\$5,382.00	\$5,567.00	\$5,847.00	\$6,034.00	\$6,218.00	\$6,404.00	\$6,591.00
Assistant	\$4,570.00	\$4,661.00	\$4,753.00	\$5,028.00	\$5,119.00	\$5,212.00	\$5,300.00	\$5,393.00

FY21

Monthly

Years of Se	*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-29	30+
Full	\$5,610.00	\$5,897.00	\$6,183.00	\$6,469.00	\$6,756.00	\$7,123.00	\$7,684.00	\$8,162.00
Associate	\$5,208.00	\$5,490.00	\$5,679.00	\$5,964.00	\$6,155.00	\$6,343.00	\$6,533.00	\$6,723.00
Assistant	\$4,662.00	\$4,755.00	\$4,849.00	\$5,129.00	\$5,222.00	\$5,317.00	\$5,406.00	\$5,501.00

RP Annual

Annual		*6-8	*9-11	*12-14	*15-19	*20-29	30+
*0-3	*4-5						
\$64,704.00	\$68,004.00	\$71,304.00	\$74,604.00	\$77,916.00	\$82,152.00	\$88,620.00	\$94,128.00
\$60,048.00	\$63,312.00	\$65,484.00	\$68,784.00	\$70,980.00	\$73,152.00	\$75,336.00	\$77,532.00
\$53,760.00	\$54,828.00	\$55,908.00	\$59,148.00	\$60,216.00	\$61,308.00	\$62,352.00	\$63,444.00

Annual		*6-8	*9-11	*12-14	*15-19	*20-29	30+
*0-3	*4-5						
\$66,000.00	\$69,372.00	\$72,732.00	\$76,104.00	\$79,476.00	\$83,796.00	\$90,396.00	\$96,012.00
\$61,260.00	\$64,584.00	\$66,804.00	\$70,164.00	\$72,408.00	\$74,616.00	\$76,848.00	\$79,092.00
\$54,840.00	\$55,932.00	\$57,036.00	\$60,336.00	\$61,428.00	\$62,544.00	\$63,600.00	\$64,716.00

Annual		*6-8	*9-11	*12-14	*15-19	*20-29	30+
*0-3	*4-5						
\$67,320.00	\$70,764.00	\$74,196.00	\$77,628.00	\$81,072.00	\$85,476.00	\$92,208.00	\$97,944.00
\$62,496.00	\$65,880.00	\$68,148.00	\$71,568.00	\$73,860.00	\$76,116.00	\$78,396.00	\$80,676.00
\$55,944.00	\$57,060.00	\$58,188.00	\$61,548.00	\$62,664.00	\$63,804.00	\$64,872.00	\$66,012.00

TPs Monthly

		New Minima for FY19							
		Monthly							
Years of Se		*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-29	30+
Full		\$7,190.00	\$7,556.00	\$7,923.00	\$8,290.00	\$8,656.00	\$9,127.00	\$9,847.00	\$10,460.00
Associate		\$6,668.00	\$7,032.00	\$7,276.00	\$7,641.00	\$7,884.00	\$8,128.00	\$8,369.00	\$8,613.00
Assistant		\$6,409.00	\$6,409.00	\$6,409.00	\$6,569.00	\$6,690.00	\$6,809.00	\$6,927.00	\$7,049.00

		New Minima for FY20							
		Monthly							
Years of Se		*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-29	30+
Full		\$7,334.00	\$7,708.00	\$8,082.00	\$8,456.00	\$8,830.00	\$9,310.00	\$10,044.00	\$10,670.00
Associate		\$6,802.00	\$7,173.00	\$7,422.00	\$7,794.00	\$8,042.00	\$8,291.00	\$8,537.00	\$8,786.00
Assistant		\$6,538.00	\$6,538.00	\$6,538.00	\$6,701.00	\$6,824.00	\$6,946.00	\$7,066.00	\$7,190.00

		New Minima for FY21							
		Monthly							
Years of Se		*0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-29	30+
Full		\$7,481.00	\$7,863.00	\$8,244.00	\$8,626.00	\$9,007.00	\$9,497.00	\$10,245.00	\$10,884.00
Associate		\$6,939.00	\$7,317.00	\$7,571.00	\$7,950.00	\$8,203.00	\$8,457.00	\$8,708.00	\$8,962.00
Assistant		\$6,669.00	\$6,669.00	\$6,669.00	\$6,836.00	\$6,961.00	\$7,085.00	\$7,208.00	\$7,334.00

TPs Annual

		New Minima for FY19						
		Annual						
	0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-29	30+
	\$64,710.00	\$68,004.00	\$71,307.00	\$74,610.00	\$77,904.00	\$82,143.00	\$88,623.00	\$94,140.00
	\$60,012.00	\$63,288.00	\$65,484.00	\$68,769.00	\$70,956.00	\$73,152.00	\$75,321.00	\$77,517.00
	\$57,681.00	\$57,681.00	\$57,681.00	\$59,121.00	\$60,210.00	\$61,281.00	\$62,343.00	\$63,441.00

		New Minima for FY20						
		Annual						
	0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-29	30+
	\$66,006.00	\$69,372.00	\$72,738.00	\$76,104.00	\$79,470.00	\$83,790.00	\$90,396.00	\$96,030.00
	\$61,218.00	\$64,557.00	\$66,798.00	\$70,146.00	\$72,378.00	\$74,619.00	\$76,833.00	\$79,074.00
	\$58,842.00	\$58,842.00	\$58,842.00	\$60,309.00	\$61,416.00	\$62,514.00	\$63,594.00	\$64,710.00

		New Minima for FY21						
		Annual						
	0-3	*4-5	*6-8	*9-11	*12-14	*15-19	*20-29	30+
	\$67,329.00	\$70,767.00	\$74,196.00	\$77,634.00	\$81,063.00	\$85,473.00	\$92,205.00	\$97,956.00
	\$62,451.00	\$65,853.00	\$68,139.00	\$71,550.00	\$73,827.00	\$76,113.00	\$78,372.00	\$80,658.00
	\$60,021.00	\$60,021.00	\$60,021.00	\$61,524.00	\$62,649.00	\$63,755.00	\$64,872.00	\$66,006.00