

## History of Across-the-Board Salary Increases for the MSCA Day Bargaining Unit

FY 78	\$400 + 3%	FY 93	6% + 7.25%
FY 79	\$250 or 2.5 % + \$525	FY 94	-0-
FY 80	2.7% + \$600	FY 95	-0-
FY 81	\$1,350 + \$590	FY 96	2.5%
FY 82	6.5% + \$760	FY 97	3% + 1.75%
FY 83	6.5% + \$835	FY 98	2.5% + 1.75%
FY 84	4% (as flat \$) + \$200	FY 99	3%
FY 85	4% + 2% (as flat \$)	FY 00	3%
FY 86	3.5% + 3.5% (as flat \$)	FY 01	Variable amounts - est. average 10%
FY 87	4% (as flat \$)	FY 02	3% + .75%
FY 88	4% (as flat \$)	FY 03	2.5% + .75%
FY 89	5%	FY 04	-0-
FY 90	-0-	FY 05	When funded, variable amounts - average 4%
FY 91	-0-	FY 06	When funded, variable amounts - average 4%
FY 92	-0-	FY 07	When funded, variable amounts - average 4%

*This table shows the across-the-board pay increases received by full-time members of the MSCA day bargaining unit since the unit was organized in 1978. Several years of no pay increases preceded the MSCA's organization as well.*

*This table does not include substantial pay increases that were not paid across-the-board. For example, pay increases for promotions effective in each year above were paid, even when there was no across-the-board increase that year. Other examples of non-comprehensive pay increases include equity and minimal salary formula adjustments made between 1986 and the present; longevity adjustments; and some merit increases (e.g. Departmental and Academic Performance Awards, College Citations for Meritorius Service) that were paid on the base.*

*When funded, the current agreement will include potential merit increases paid on the base of 3% or 6% for approximately 25% of the tenured faculty and librarians in each of the next four years.*

*The faculty and librarians have suffered enough "zero" pay increases over their careers. They do not deserve to be "awarded" another one by the state college presidents and vice presidents.*

-PVM