

MSCA Pool Proposal

The pool funds on each campus shall be utilized to remedy salary disparities determined by a Salary Equity Committee. The Committee shall be no larger than six members, comprised of an equal number of representatives from the Union and Management.

The Committee shall be responsible for identifying members of the bargaining unit who are eligible to receive a salary equity adjustment, the amount of an adjustment an individual could be eligible to receive, and the appropriate distribution of the Pool funds among those eligible to receive an adjustment.

The Committee shall perform a linear regression analysis of FT tenure track/ tenured unit member salaries by year of hire for each campus, for after removing agreed upon outliers. The percent deviation below the regression trend line will be used to determine adjustments.

If there are funds remaining after salary equity adjustments determined by the Committee, all remaining funds shall be utilized as follows.

- a) For bargaining unit members in the 25th salary percentile a factor of 3x will be applied
- b) For bargaining unit members in 50th salary percentile a factor of 2x will be applied
- c) For bargaining unit members in the 75th salary percentile a factor of 1x will be applied
- d) For bargaining unit members above the 75th salary percentile there is no adjustment

All salary equity and other adjustments listed above shall be applied retroactively to the base salary based upon a 1.0 FTE equivalency effective the first full pay period of July 2023 (i.e. July 2, 2023) and the calculation of the faculty member's four percent base salary increase shall be adjusted accordingly.

Salary adjustment determinations shall not be subject to the grievance and arbitration procedure identified in Article VI of the collective bargaining agreement.

It is understood by the Parties that the Salary Equity Committee has been created to determine the distribution of the one-time issuance of the Pool funds provided for under this agreement and shall be dissolved after the completion of their review and the issuing of their recommendations.