

BHE Financial Proposal-MSCA Contract Negotiations
July 19, 2023

Each University shall establish a pool of money, Salary Adjustment Pool, equal to five hundred dollars (\$500.00) per FTE in the bargaining unit. A prorated amount should be factored into the Salary Adjustment Pool for part-time bargaining unit members. The calculation of the Salary Adjustment Pool shall be determined on a 12-month average of bargaining unit members beginning in May 2022 through May 2023. All salary adjustments that result from distribution of the pool shall take effect during the first pay period of July 2023 after the implementation of the July 2023 4% increase takes effect.

For the purposes of retention the Salary Adjustment Pool shall be distributed to full-time, non-temporary bargaining unit members in the titles of instructor, assistant professor, assistant librarian, associate professor, ~~and~~ associate librarian, full professor, librarian, and senior librarian. In order for an instructor, assistant professor, assistant librarian, associate professor ~~and~~ associate librarian, full professor, librarian, and senior librarian to be eligible for such a salary adjustment, the bargaining unit member must be on the payroll, including on an authorized leave of absence, on the effective date of such salary increase and remain on the payroll during the pay period which such salary increase is implemented.

Distribution of the Salary Adjustment Pool will be as follows:

~~a. For eligible bargaining unit members below the median for their title, a factor x2 will be applied to their base salary.~~

~~b. For eligible unit members above the median salary for their title, a factor x1 will be applied to their base salary.~~

a. For eligible bargaining unit members in the first quartile (0-25%) for their title, a factor x3 will be applied to their base salary.

b. For eligible unit members in the second quartile (26-50%) for their title, a factor x2 will be applied to their base salary.

c. For eligible unit members in the third quartile (51-75%) for their title, a factor x1 will be applied to their base salary.

d. For unit members in the fourth quartile (76-100%) for their title will receive no adjustment.

Librarians and senior librarians shall be included in the calculations of full professors for purposes of assessing their relation to the median base salary.

Such adjustment determinations/distributions shall not be subject to the grievance and arbitration procedures set forth in Article XI. Each University shall reserve the right to make additional

minor adjustments as may be appropriate to conform to a MEPA analysis or other, similar analysis.