



STATE OF CONNECTICUT

BOARD OF TRUSTEES
FOR THE STATE COLLEGES

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RESOLUTION

concerning

SALARY AGREEMENT


With

Connecticut State College-
American Association of University Professors, Inc.

September 4, 1981

BE IT RESOLVED, That the Board of Trustees for the Connecticut State Colleges approves an Agreement with the Connecticut State College-American Association of University Professors, Inc. providing an increase not to exceed 8.5% of the payroll for the period ended July 9, 1981, for the members of that collective bargaining unit.

A Certified True Copy:


James A. Frost
Executive Director

CONNECTICUT STATE COLLEGES

Estimated Cost of A.A.U.P. Wage Reopener

a.) <u>Annualized</u>	<u>Bi-weekly</u>	<u>Annual</u>
Approximate bi-weekly cost for pay period ending July 9, 1981*	\$1,028,220.86	x 26.1 = \$26,836,564.45
Increase 8.5%	87,398.77	x 26.1 = 2,281,107.90
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Total	\$1,115,619.63	\$29,117,672.35

b.) <u>Fiscal Year 1981-1982 cost - Pay raise effective August 21</u> **		
Approximate bi-weekly cost for pay period ending July 9, 1981	\$1,028,220.86	x 21** = \$21,592,638.06
Increase 8.5%	87,398.77	x 21 = 1,835,374.17
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Total	\$1,115,619.63	\$23,428,012.23

* July 9 payroll prelist used as basis for computation because this was the payroll used to develop the 1982-1983 Budget request per OPM instructions.

** (21 = number of pay periods during FY82 affected by increase.)

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ARTICLE 11

COMPENSATION

11.1 The parties to this Agreement recognize the importance of providing appropriate compensation as an essential component in the delivery of quality higher education programs.

11.2 Definitions

11.2.1 Current salary: A member's individual gross salary (does not include longevity) as of August 20, 1981 for salary computation for the academic year 1981-82.

11.2.2 The effective date for the start of the new salary rate shall be August 21, 1981. For payroll purposes, all members of the bargaining unit employed for the fall semester shall be considered employed as of August 21, 1981.

11.2.3 Number of years in rank: the number of years that the member has served at his academic rank for the academic year in question in the Connecticut State College system. Fractional years of service shall be rounded to the nearest integer.

11.3 Maximum salaries for the four academic ranks shall be:

	<u>ANNUAL</u>	<u>BIWEEKLY</u>
Instructor	\$21,100	(808.43)
Asst. Prof.	23,200	(888.89)
Assoc. Prof.	29,500	(1130.27)
Professor	34,400	(1318.01)

11.4 Minimum salaries for the four academic ranks shall be:

Instructor	\$14,000
Asst. Prof.	16,200
Assoc. Prof.	20,000
Professor	24,000

11.5 Salary Determination

11.5.1 A newly appointed unit member shall receive a salary not less than the minimum salary (11.4) nor more than the maximum salary (11.3) for the academic year for the rank to which

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2 appointed. The effective date for salaries at the beginning
3 of the academic year shall be the appropriate date specified
4 in Article 11.2.2.

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6 11.5.2 A member previously employed as a unit member, with
7 less than eight (8) years in rank, shall, as of the effective
8 date specified in Article 11.2.2, receive a salary equal to

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$$C + (I - C) \frac{2}{10 - N}$$

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12 where "C" is the current salary as defined in 11.2.1, "I" is
13 the maximum salary for the year for the rank held by the member
14 for the academic year specified and "N" is the number of years
15 in rank prior to that year. This article is modified by 11.5.3,
16 11.5.4 and 11.5.5.

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18 11.5.3 A member with eight (8) or more years in rank shall,
19 as of the effective dates specified in Articles 11.2.2, receive
20 a salary equal to the maximum salary for the academic year
21 indicated for the rank held by the member for that year.

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23 11.5.4 Notwithstanding Article 11.5.2 and 11.5.3, no member
24 shall receive a new base salary less than 1.07 times the current
25 salary unless said salary would exceed the maximum salary in
26 which case the maximum (11.3) shall be the member's salary.

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28 11.5.5 Notwithstanding the above provisions, no member who
29 was not promoted effective Fall, 1981, shall receive a salary
30 more than 1.13 times the current salary.

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33 11.6 Promotions

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35 11.6.1 Promotion is the method by which the academic community
36 recognizes excellence in teaching, service to the college,
37 research and intellectual or artistic contribution to a learned
38 campus society. Accordingly, the State College System makes
39 available a number of promotions each year to recognize the
40 contributions of its members.

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42 11.6.2 Members promoted shall receive an increase in current
43 base salary pursuant to Articles 11.5.2 -11.5.5, as if not promoted.
44 Subsequently, that salary shall be increased by \$500 for promo-
45 tion to Assistant, \$600 for promotion to Associate, and \$700
46 for promotion to Professor.

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48 11.7 Retroactive payment of salary salary increases shall be
49 paid to unit members as a supplemental check distributed no later
50 than forty-five (45) days following conclusion of the legislative
51 process required for approval.

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53 11.8 A member's annual salary shall be distributed on the follow-
54 ing basis:

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11.8.1 Members previously employed or newly appointed effective August 21, 1981 shall be paid at a bi-weekly rate of 10/261 of the annual salary rate.

11.8.2 Unit members newly appointed effective Spring, 1982 shall be paid bi-weekly 1/26 of the annual salary for thirteen (13) pay periods. At the member's option, the member shall receive 1/32 of the annual salary for sixteen (16) pay periods providing continual bi-weekly checks until the first pay check of the 1982-83 academic year.

11.8.3 Members leaving the bargaining unit having completed all work obligations in an academic year shall receive the remainder of their annual salary earned for that year.

11.8.4 Members leaving the bargaining unit having completed all work obligations of the fall semester shall receive the remainder of one-half ($\frac{1}{2}$) of the annual salary earned for that semester.

11.8.5 Members leaving the bargaining unit at any time other than the times identified above shall receive the remainder of the portion of their annual salary earned. This amount shall be computed on a per diem basis, subject to the work year specified in 9.1.

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AGREEMENT ON CALCULATIONS

1. Current annual salary shall be determined by multiplying current bi-weekly salary by 26.1 and dropping cents.
2. Rank maxima bi-weekly shall be: Professor \$1318.01 (34400); Associate \$1130.27 (29500); Assistant \$888.89 (23200); Instructor \$808.43 (21100).
3. All intermediate computations shall be done carrying six decimal places, and the final bi-weekly salary shall be rounded up if the 1/1000th digit is 5 or greater, down if the 1/1000th digit is 4 or less.
4. To effectuate this agreement, CSC-AAUP and the administration shall cooperate in planning instructions to payroll offices well before they are needed and seek to resolve issues similar to those listed above in a cooperative manner to reduce workload on all concerned.

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