

**MEMORANDUM OF AGREEMENT  
CSU-AAUP AND CSUS-BOT**

Subject to CSUS Board of Trustees and CSU-AAUP Membership Ratification

Except as modified herein, the Collective Bargaining Agreement between the Connecticut State University American Association of University Professors and the Board of Trustees for the Connecticut State University System effective August 25, 2007 through August 23, 2012 as extended by the 2009 Memorandum of Agreement between the parties, will continue in full force and effect.

This agreement is made and entered into this **27th** day of **May 2011** by and between the Connecticut State University American Association of University Professors, Inc. (CSU-AAUP), an employee association within the meaning of Sections 5-270 through 5-280 of the Connecticut General Statutes, and the Board of Trustees for the Connecticut State University System (EMPLOYER), an employer within the meaning of said statutory sections. This agreement is a result of the joint efforts of the parties to respond to the fiscal conditions of the State of Connecticut and is made pursuant to discussions held between the State of Connecticut and the State Employees Bargaining Coalition (SEBAC).

The existing Collective Bargaining Agreement shall be modified as follows:

1. **Article 25.1** The term of the Agreement is extended to August 25, 2016.
2. **Article 25.2** The date to commence negotiations shall be on or before October 1, 2015.
3. **Article 25.2** The date to commence arbitration, should the parties be unable to reach agreement, shall be March 1, 2016.

**4. Salaries**

**12.3 Minimum Salaries**

The minimum biweekly salaries for each year of the contract for each of the five academic ranks shall be:

	2011-2012		2012-2013	
	Bi-weekly	Annual	Bi-weekly	Annual
Professor	3076.66	80,300	3076.66	80,300
Assoc. Prof.	2584.38	67,452	2584.38	67,452
Assist. Prof.	2092.13	54,604	2092.13	54,604
Instructor	1846.00	48,180	1846.00	48,180
Coach A	1476.80	38,544	1476.80	38,544

	2013-2014		2014-2015		2015-2016	
	Bi-weekly	Annual	Bi-weekly	Annual	Bi-weekly	Annual
Professor	3,168.96	82,710	3,264.03	85,191	3,361.95	87,747
Assoc. Prof.	2,661.91	69,476	2,741.77	71,560	2,824.02	73,707
Assist. Prof.	2,154.89	56,243	2,219.54	57,930	2,286.13	59,668
Instructor	1,901.38	49,626	1,958.42	51,115	2,017.17	52,648
Coach A	1,521.1	39,701	1,566.74	40,892	1,613.74	42,119

#### 12.4 Maximum Salaries

The maximum biweekly salary for each year of the contract for each of the five academic ranks shall be:

	2011-2012		2012-2013	
	Bi-weekly	Annual	Bi-weekly	Annual
Professor	4112.83	107,344	4112.83	107,344
Assoc. Prof.	3459.46	90,291	3459.46	90,291
Assist. Prof.	2806.10	73,239	2806.10	73,239
Instructor	2479.42	64,712	2479.42	64,712
Coach A	1983.55	51,770	1983.55	51,770

	2013-2014		2014-2015		2015-2016	
	Bi-weekly	Annual	Bi-weekly	Annual	Bi-weekly	Annual
Professor	4,236.21	110,565	4,363.30	113,882	4,494.20	117,299
Assoc. Prof.	3,563.24	93,001	3,670.14	95,791	3,780.25	98,664
Assist. Prof.	2,890.28	75,436	2,976.99	77,699	3,066.30	80,030
Instructor	2,553.8	66,654	2,630.42	68,654	2,709.33	70,713
Coach A	2,043.06	53,324	2,104.33	54,923	2,167.48	56,571

**12.5.3** For 2013-2014 through 2015-2016, a member's current salary (Article 12.2.1) shall be increased by the amount of increase of the maximum for the member's rank plus the rank multiplier (Article 12.5.3.1) times the biweekly increment listed below unless the resulting salary exceeds the maximum salary for the rank, in which case the maximum salary shall be the member's new salary.

Annual Effective Date	Biweekly Increment
8/23/13	2.67
8/22/14	3.03
8/21/15	3.53

**12.5.3.1 The rank multipliers for the five ranks shall be:**

Coach A            Five (5) plus the number of years in rank  
 Instructor        Five (5) plus the number of years in rank  
 Assistant         Eleven (11) plus the number of year in rank  
 Associate         Seventeen (17) plus the number of years in rank  
 Professor         Twenty-three (23) plus the number of years in rank

**12.8 Part-time Member Pay Rates**

Each part-time member shall be assigned to one of the following groups:

<b>G R O U P</b>	<b>Educational Credentials/ Prior Experience in CSU System</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>	<b>2014-15</b>	<b>2015-16</b>
<b>A</b>	Less than appropriate terminal degree and no more than thirty (30) load credits completed	\$1,318	\$1,318	\$1,384	\$1,453	\$1,526
<b>B</b>	Less than appropriate terminal degree and more than thirty (30) load credits but no more than sixty (60) load credits completed	\$1,369	\$1,369	\$1,437	\$1,509	\$1,585
<b>C</b>	Less than appropriate terminal degree and more than sixty (60) load credits completed	\$1,423	\$1,423	\$1,494	\$1,569	\$1,647
<b>D</b>	Appropriate terminal degree and no more than thirty (30) load credits completed	\$1,441	\$1,441	\$1,513	\$1,589	\$1,668
<b>E</b>	Appropriate terminal degree and more than thirty (30) load credits but no more than sixty (60) load credits completed	\$1,494	\$1,494	\$1,569	\$1,647	\$1,730
<b>F</b>	Appropriate terminal degree and more than sixty (60) load credits completed	\$1,545	\$1,545	\$1,622	\$1,703	\$1,789

For part-time members hired on other than a load credit basis, forty-five (45) hours of service shall be considered the equivalent of one (1) load credit, both for purposes of classification and compensation.

12.8.1 Part-time Member Discretionary Rate Members may be paid at a rate greater than the minimum for their group, at administrative discretion, except that no member shall be paid at a rate greater than \$1757 for 2011-2012, \$1757 for 2012-2013, \$1845 for 2013-2014, \$1937 for 2014-2015, and \$2034 for 2015-2016.

## 12.8.2 Part-time Continuing Member Pay Rate

Any part-time member who was employed previously as a part-time member in Connecticut State University shall be paid in any session at a rate that is greater than the member's rate of pay in the previous academic year by a percentage at least as large as the percentage increase in the maximum rate.

## Article 11

### 11.2 Salary for Summer Session and Intersession

Wages per load credit for full-time members shall be:

Rank	2011	2012	2013	2014	2015
Professor	\$1,757	\$1,757	\$1,845	\$1,937	\$2,034
Associate Prof.	\$1,619	\$1,619	\$1,700	\$1,785	\$1,874
Assistant Prof.	\$1,494	\$1,494	\$1,569	\$1,647	\$1,730
Instructor	\$1,369	\$1,369	\$1,437	\$1,509	\$1,585

Wages per load credit for part-time members shall be governed by Article 12.8.

## 5. Special Funds

### 12.10.1 Travel, Faculty Development, Research Grants, Curriculum-related Activities and Retraining Funds

For the purposes delineated in Articles 9.5 (travel), 9.6 (faculty development), 9.10 (research grants), 9.11 (curriculum-related activities), and 9.12 (retraining) there shall be an annual appropriation of \$1,969,306 for 2011-2012, \$1,969,306 for 2012-2013, \$2,067,772 for 2013-14, of \$2,171,160 for 2014-15, and of \$2,279,718 for 2015-16, and annually thereafter. Said funds shall be available at the beginning of each academic year. Of this amount, 40% shall be available for travel, 9% for faculty development, 40% for research grants, 10% for curriculum-related activities, and 1% for retraining.

Funds initially allocated for full-time travel, faculty development or retraining which are not yet committed as of February 1 in any year may be reallocated for use in any of these three categories. Funds in each of the other categories may not be reallocated for use in any other category. Of the funds allocated for travel and faculty development, 90% shall be available for use by full-time members, 10% for use by part-time members.

The University shall report the amounts disbursed to named individuals in each category to CSU-AAUP upon request.

## 6. 13.12 Longevity Payments

A full-time member who was hired prior to July 1, 2011 and has completed not less than ten (10) years of state service shall receive semiannual lump sum longevity payments based on service completed as of the first day of April and the first day of October of each year, as follows:

- A member who has completed ten (10) or more years but less than fifteen (15) years of state service shall receive an amount equal to one-fourth (1/4) the longevity base for the rank.
- A member who has completed fifteen (15) or more years but less than twenty (20) years of state service shall receive an amount equal to one-half (1/2) of the longevity base for the rank.
- A member who has completed twenty (20) or more years but less than twenty-five (25) years of state service shall receive an amount equal to three-fourths (3/4) of the longevity base for the rank.
- A member who has completed twenty-five (25) or more years of service shall receive an amount equal to the longevity base for the rank.
- For employees first hired prior to July 1, 2011, no service shall count toward longevity for the two year period beginning January 1, 2012 through June 30, 2013. Effective July 1, 2013, any service accrued during that period shall be added to their service for the purpose of determining their eligibility and level of longevity entitlement if it would have counted when performed.
- No employee first hired on or after July 1, 2011 shall be entitled to a longevity payment; provided however, any individual hired on or after said date who shall have military service which would count toward longevity under current rules shall be entitled to longevity if they obtain the requisite service in the future.

### 13.12.1 Longevity Base

The longevity base for each rank shall be 2.7 percent (2.7%) of the maximum salary at the time of the semi-annual payment for the rank as specified in Article 12.4, with the following exception.

For the semiannual longevity lump-sum payments to be made in October 2011 only, the longevity base for each rank shall be: Coach A -- \$1,014, Instructor -- \$1,267, Assistant Professor -- \$1,442, Associate Professor -- \$1,773, Professor -- \$2,123.

## 7. Job Security

Between the date of this Agreement and June 30, 2015, there will be no loss of employment, including loss of employment due to programmatic changes, subject to the following conditions:


- Applicable only to those hired prior to July 1, 2011;
- Applicable only through June 2015;
- Protection from loss of employment is for permanent employees and does not apply to:

- Expiration of a defined term appointment;
- Expiration of a special appointment;
- Non-renewal of a non-tenured member provided that such decision is based upon the evaluation criteria and categories set forth in Article 4 of the Collective Bargaining agreement;
- Part-time members.

### 8. Hiring Freeze

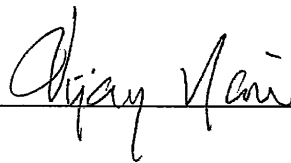
It is agreed and understood that the hiring freeze now in effect shall end upon ratification of this agreement.

For CSUS Board of Trustees

  
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Date: 5/27/11

For CSU-AAUP

  
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Date: May 27, 2011