

APU Full TA Summary

Term of Agreement- Unless noted otherwise, all provisions of this Agreement shall be effective after the passage of two full pay periods following ratification. This Agreement shall remain in full force and effect through October 31, 2028.

Recognition - ONA, APU is the exclusive bargaining agent and representative for all OHSU employees in classifications for which an Advanced Practice Registered Nurse or Physician Associate license is required for their job, plus APPs holding an APRN or PA license and/or certification, and working in clinical or academic roles in the School of Nursing (SON) or School of Medicine (SOM) that do not require an APP license and/or certification as of 2 weeks prior to ratification.

Wages- See Salary Tables at the end of this summary

- 3% increase effective the first full pay period in fiscal year 2027
- 3% increase effective the first full pay period in fiscal year 2028

Red-Circling of Base Salary. No APP will have a reduction in their base salary as a result of the ratification of this first collective bargaining agreement.

Clinical Associates- Clinical Associates are paid 10% higher than Clinical Faculty. Current APP Clinical Faculty and Associates shall not, without their agreement, have their designations changed to Clinical Associate or Faculty, respectively, for the duration of the 2025-2027 Agreement. APP job postings must list whether the position is a Clinical Faculty position or a Clinical Associate position.

Ratification bonus- Current bargaining unit employees will receive a one-time payment at least 10 days after the CBA is ratified by APU membership. The payment will be \$7,000 for 1.0 FTE APPs, and pro-rated by FTE. To be eligible for the payment, the Employee must be in the bargaining unit at the time of ratification and on the payment date.

Step Progression-

- For a clinical APP's first year at OHSU, the APP will advance to the next step on the salary table once they complete a full year as a licensed APP at OHSU.
- For an academic APP's first year at OHSU, the APP will advance to the next step on the salary table once they complete a full year as an academic APP at OHSU.

New Hires- Credit for prior experience.

- For Clinical APPs, Each full year of APP licensed practice will be credited as 1 year of experience with partial years of APP licensure credited by rounding to the nearest whole month.
- Academic APPs, each full year in rank (including at previous institutions) will be credited as one (1) year in rank with partial years in rank credited by rounding to the nearest whole month.
- Any breaks in APP practice or teaching since licensure longer than 6 months and not attributable to protected leave must be subtracted from the APP's total years of experience or years in rank.
- APPs shall receive written notice of their years of experience Step placement, date of projected step advancement, and rate of pay in their employment offer letter.
- If an APP believes they were not credited with the correct years of experience/ rank, then within 60 days of hire or ratification of this agreement the APP may request that human resources review their step placement.

Annual Step Advancement. After the initial step advancement, further progression on the salary table will occur annually one step at a time, on the anniversary date of the APP's first step progression at OHSU. Step advancements will be effective at the beginning of the pay period following the APP's salary adjustment date.

Productivity-Based Compensation. New and existing wRVU compensation models shall be recognized by this contract. For awareness, wRVU models must be transparently shared across APP departments.

Extra wRVU Pay. An employee whose department utilizes a wRVU framework or hybrid framework for translating work expectations into workload shall be compensated per wRVU over expected. Nothing in this section precludes a department from providing a higher rate of pay for extra wRVUs based on departmental needs.

Economic Rewards. The Employer agrees to notify the Association of any proposed lump sum bonus or economic reward for existing APPs. Nothing in this contract prohibits departments from offering such economic incentives. In such case, the provisions of ORS 243.698 shall apply. Nothing in this section prevents OHSU from continuing or requires OHSU to provide any existing bonus or incentive pay.

Moonlighting- Moonlighting is defined as an APP performing clinical work at OHSU outside the department in which they were hired. Departments shall have discretion to determine moonlighting rates. The terms and conditions of moonlighting are outside the

scope of this Agreement and are determined by individual arrangements between APPs and departments.

Extra Shift or Session Pay. An employee who works a non-moonlighting extra shift or extra session over their work expectation shall be compensated at the greater of time and one-half (1.5x) their straight rate of pay or, if moonlighting is offered for that shift, at the moonlighting rate for each extra shift/session or portion thereof. Nothing in this section precludes a department from providing a higher rate of pay for extra shifts/sessions based on departmental needs.

Per Diem. Per diem employees shall be compensated at the same rate per shift as Extra Shift or Session Pay.

Lead APP Pay and aFTE Allocation. The minimum annual lead differential per year shall be \$3,500 prorated by the portion of the year they are assigned lead duties. An APP will also receive a minimum of 0.1 aFTE allocation for the length of the APP's Lead assignment. Nothing in this section precludes a department from providing a higher rate of pay for lead duties based on departmental needs or AWC recommendations.

On-Call Wages. Employees required to be on-call beyond their work expectations shall receive a stipend of \$150 for any amount of time spent on-call in a 24 hour period away from the Employer's premises or a work credit if deemed appropriate by the respective department. Nothing in this section precludes a department from providing a higher rate of pay for call based on departmental needs. Employees called in to work while on required call to perform their regular duties shall be paid 1.5x their straight rate for all hours worked.

Bilingual Pay. An employee shall receive an annual bilingual proficiency bonus of \$3,000 per year if:

- (1) the employee is deemed fluently bilingual in English and of the languages determined by the Employer to be the ten most prevalent in the Employer's patient population.
- (2) the employee has passed the bilingual proficiency exam coordinated through the University, and
- (3) the employee interacts directly with patients.

Recruitment incentives. Nothing in this Agreement shall preclude the Employer from providing new hires with additional compensation or other items of material value in instances where additional recruitment incentives are deemed warranted in the Employer's discretion.

Site Adjustment with less than 24 Hours' Notice. APPs who change work sites at the Employer's request beyond the sites that they were hired to serve with less than 24 hours' notice shall receive a stipend of \$100 straight rate of pay per shift/session, as applicable.

Stipends for Work Tools. The employer shall provide each non-per diem APP a \$40 phone stipend per month, or a department provided cell phone.

Differentials and Premium Pay- Shall be paid within 35 days after the hours worked.

- Weekend Differential. Employees shall be paid a 10% weekend differential for all scheduled shifts beginning on a Saturday or Sunday. A department may pay a higher differential to APPs working exclusively weekends. A night shift differential shall be paid in addition to the weekend differential, if applicable.
- Night Differential. If their scheduled shift crosses midnight, employees shall be paid a 15% night differential for all hours worked in a shift that extends beyond midnight.

Holiday. An employee who works a scheduled shift on any of the holidays listed below will be compensated at the rate of time and one-half (1½) their straight rate of pay for all hours worked on a shift that starts on a holiday. Nothing under this Section prohibits departments from providing a higher compensation for Holiday Pay at their discretion.

- New Year's Day on January 1.
- Martin Luther King, Jr.'s Birthday on the third Monday in January.
- President's Day on the third Monday in February.
- Memorial Day on the last Monday in May.
- Independence Day on July 4.
- Labor Day on the first Monday in September.
- Thanksgiving Day on the fourth Thursday in November.
- The Friday after Thanksgiving
- Christmas Day on December 25.

Juneteenth floating holiday. All employees covered by this Agreement will be granted time equal to a regularly scheduled shift (pro-rated by FTE) that can be requested following the normal vacation request process. There will be no extra pay for working on Juneteenth.

Work Expectations and Workload- Maximum Clinical Time: The maximum schedulable patient care time, which will include all direct patient care time and includes asynchronous indirect patient care time if applicable.

- Maximum Clinical Time and Faculty Pursuit Time are prorated by the proportion of FTE assigned to <1.0 FTE Clinical Faculty.
- Clinical Associate Maximum Clinical Time is prorated by the proportion of FTE assigned to <1.0 FTE Clinical Associates.

An APP that does not have enough indirect time for their work assignment may submit the issue to the appropriate AWC.

Faculty

**Chart A -
Clinical Faculty (1.0 cFTE) Work Expectations for Acute ED/ED Obs/ Inpatient Psych or PES**

% of Ambulatory Care Time	Maximum Clinical Time	Weekly Hours for Indirect Care
0	1577 hours/year*	0

*This amount shall increase to 1620 hours/year one year after the effective date of this Agreement, and to 1664 hours/year two years after the effective date of this Agreement.

**Chart B -
Clinical Faculty (1.0 cFTE) Work Expectations for all other Clinical Faculty**

% of Ambulatory Care Time	Maximum Clinical Time	Weekly Hours for Indirect Hours
0 – 9.99%	1792 hours/year	0
10 – 25.99%	1792 hours/year	2
26 – 50.99%	1792 hours/year	4
51 – 75.99%	1792 hours/year	6
76 – 100%	1792 hours/year	8

Clinical Associate Work Expectations. 1.0 cFTE Clinical Associate expectations are 10% higher than Clinical Faculty and they receive the same minimum weekly hours for indirect patient care as outlined in Charts A and B above.

School of Nursing Work Expectations and Workload-

- APPs will receive at least 15% of their FTE as protected Faculty Pursuit/Service time.
- Undergraduate Clinical Course Coordinator and Undergraduate Course Coordinators for courses with theory and clinical components will receive a 1.5 FWC credit.
- Still ironing out faculty workload guidelines.

SOM PA Program Education (eFTE) Work Expectations- The Program will maintain sufficient faculty to operate the program, comply with the ARC-PA Standards, and fulfill obligations to matriculating and enrolled students.

The PA Program Workload Committee (AWC), in collaboration with the Program Director and the Office of the Provost will evaluate faculty sufficiency and workload on an ongoing basis, using benchmarks from Physician Assistant Education Association annual report and performing a comparative analysis with peer academic medical centers. Workload assignments must include sufficient release time and resources for maintenance of licensure and professional development that is directly relevant to PA education.

Implementation of Work Expectations. All work expectation and workload-related provisions established in the Agreement shall be fully implemented as soon as feasible and not to exceed 6 months after ratification.

APU/Management Workload Committees- (AWCs). The AWCs are responsible for reviewing issues around workload that are brought to the AWC and to make recommendations if further action is needed. APU may designate up to 12 AWCs with 2-5 representatives each. Each AWC will create a Charter covering such procedural issues as quorum, standing agenda items, decision-making process (including voting procedure if voting is chosen as a decision-making process), length of term (not to exceed three consecutive years).

Retirement- Status quo.

Time Off and Leave- Contractually protected PTO and EIB accruals and guaranteed access to this benefit.

Paid Parental Leave- OHSU will provide eligible employees leave, during which regular compensation continues, for time away from work due to the birth, or adoption of a child. An employee approved for paid parental leave is entitled to up to 3 calendar weeks of leave paid at 100 percent of the employee's regular compensation.

Bereavement Leave: Employees will be entitled to three (3) scheduled work days of time of paid bereavement leave per occurrence in the event of a death of a member of the employee's immediate family, member of the household or a reproductive loss.

Professional Development Funds- At departmental discretion, 1.0 FTE APPs may receive an annual allowance of up to \$5,000, prorated by FTE, that they may use for

approved professional development activities discussed below. Nothing in this Article prohibits departments from providing additional funds to individual APPs in excess of \$5,000.

Professional Development Time- APPs may receive professional development time pursuant to departmental policy or practice.

Licensing & Certification Benefits. Upon hire and for yearly renewal thereafter, APPs employed by OHSU other than Per Diems will be 100% reimbursed by the Employer for costs associated with professional licensing, licensing maintenance, and all national and state certifications that are OHSU required to practice in their position at OHSU.

Restructures- If the Employer determines that a restructure may be necessary, it will submit a written proposal detailing the contemplated restructure to the Union at least 90 days prior to implementation. The Employer shall, upon demand by the Union, bargain the impact of the restructure. Each affected APP in the scheduling cohort(s) may request reassignment to a position for which they are qualified in the restructured scheduling cohort, if available. Available positions in the affected scheduling cohort shall be assigned by seniority based upon the senior affected APP's stated preference for posted position FTE, shift and hours. Restructured APPs without a position after the restructure shall be laid off following the procedures in Layoff and Recall.

Layoff & Recall- Employer shall give written notice to the affected employee(s) and the Union of the pending layoff at least 60 calendar days before the effective date, stating the reason(s) for the layoff. The Employer may, prior to providing such notice, solicit volunteers for layoff in order of seniority among the affected employees. Employees with an FTE who volunteer shall be eligible for severance pay. Temporary APPs and volunteers will be laid off before APPs. If necessary APPs will be laid off by inverse order of seniority. Laid off APPs will be placed on a recall list.

Seniority- Seniority is the total length of continuous service of 0.1 FTE and greater with the Employer from the date of hire by the Employer as an APP, including approved leaves of up to 90 days

Posting and Filling of Positions- Defines what is included in postings, that qualified internal candidates are guaranteed interviews for vacated or new positions.

Leaves of Absence- Work expectations shall be proportionately adjusted for any legally-protected or OHSU-approved leave. Leaves of absence may be approved without pay up to one (1) year. Establishes procedures for using SAFE leave,

FMLA/OFLA, Paid Leave Oregon (may supplement benefit up to 100% of salary). Grants paid parental leave up to three (3) weeks and pre-retirement counseling leave up to sixteen (16) hours.

Medical Insurance- Status quo. For employees who hold an FTE status of .75 to 1.0, the Employer will contribute 100% for employee only premium and 88% of the cost of the premium for dependents. For employees who hold an FTE status of .5 to .74, the Employer will contribute 75% of the amounts referenced above for each plan elected. APU will receive membership on the Employee Benefits Council to make decisions on plan design with the other OHSU unions and management.

Modified Operations. The Employer may, in its discretion, decide to modify its operations for safety and security reasons, including natural disasters, pandemics, local and regional emergencies, and periods of inclement weather conditions. If an APP misses a scheduled shift or session as a result of Modified Operations and follows the proper procedures, the APP will not be expected to make up the missed shift or session. Any portion of a shift not worked related to modified operations shall not require the use of leave and will not impact an APP's base salary.

Workplace Health and Safety- Outlines governance, employer and employee responsibilities, training and communication. Requires development of workplace safety policies (e.g. Code Green on Marquam Hill Campus), PPE, member-participation in safety committees, trainings, such as Mass Casualty Incident (MCI) protocol. communicable disease screenings and required vaccinations at no cost to employees. Employees subject to workplace violence are released from duty for the remainder of their shift.

Strikes and Lockouts- No strikes or lockouts during the term of the agreement. This does not restrict the unit's right to strike after the expiration of the agreement.

Labor Management Committee. In the interest of fostering a cooperative approach to resolving problems, the Union and the Employer shall form a labor-management committee made up of no less than 3 representatives of each party. Meetings will be monthly for the first year of this Agreement, but thereafter at least quarterly, unless canceled by mutual agreement.

Existing Remote Work Agreements MOU- APPs who have approved remote work arrangements but who have not submitted a Flexible Work Arrangement Form shall do so within 3 months of the effective date of this Agreement. As long as the form reflects the conditions of the approved remote work arrangement, the request will not be denied.

Promotion and Tenure-

Clinical Faculty. Through the transition to this collective bargaining agreement, all Faculty APPs maintain their current promotion and tenure status and remain fully eligible for promotion, appointment and tenure going forward. Salary increases associated with progression along the professorial track in the SOM and SON will be compensated with a 10% salary differential for the promotion to Associate Professor and an additional 5% salary differential (for a total of 15%) for promotion to Full Professor.

Association Rights - The Employer shall provide reasonable physical spaces for posting Union notices. Union Orientation. ONA shall be given 30 minutes with newly hired bargaining unit employees within 30 days of hire and accurate lists of current employees.

Management Rights- Except as specifically modified by the terms of the contract, State or Federal Law, the Employer retains all rights of management in the direction of its workforce.

Non-discrimination. The Employer affirms its dedication to the principles of equal opportunity and freedom from unlawful discrimination. Defines the process for reporting harassment and disrespectful behavior.

Paycheck Errors- Defines process to report and correct errors. Underpayments must be corrected within forty-eight (48) hours. Ability to negotiate payment plans for overpayments.

Trial Service Period. All new employees shall serve a trial service period of 6 months. The Employer may extend a trial service period up to a total of 12 months at its sole discretion.

Contracting Out. If patient care needs necessitate contracting or subcontracting work that is presently and regularly performed by employees in the bargaining unit, OHSU will provide notice to the Union and bargain (upon request) in good faith up to 150 days. Current Oregon labor law requires only 90 days of bargaining over the decision.

Discipline and Discharge- Employees who have completed their initial trial service period shall not be subject to discipline and/or discharge without just cause and progressive discipline. Time limits established for OHSU to complete investigations.

Grievance and Arbitration- provides a three step process by which alleged violations of this Agreement are to be resolved, including appealing to a third party arbitrator.

APPENDIX A - BASE SALARY TABLES

See Next Pages

Clinical Faculty Salary Tables

Clinical Faculty Primary & Specialty* Daytime and Extended					Clinical Faculty Critical Care & Emergency** 24/7				
YOE		3%	3%	% INC	YOE		3%	3%	% INC
	Contract Year 1	Contract Year 2	Contract Year 3			Contract Year 1	Contract Year 2	Contract Year 3	
0-1	\$151,632	\$156,181	\$160,866		0-1	\$162,427	\$167,300	\$172,319	
1-2	\$157,697	\$162,428	\$167,301	4.00%	1-2	\$168,924	\$173,992	\$179,212	4.00%
2-3	\$162,428	\$167,301	\$172,320	3.00%	2-3	\$173,992	\$179,212	\$184,588	3.00%
3-4	\$167,301	\$172,320	\$177,490	3.00%	3-4	\$179,212	\$184,588	\$190,126	3.00%
4-5	\$170,647	\$175,766	\$181,039	2.00%	4-5	\$182,796	\$188,280	\$193,928	2.00%
5-6	\$174,060	\$179,282	\$184,660	2.00%	5-6	\$186,452	\$192,045	\$197,807	2.00%
6-7	\$177,541	\$182,867	\$188,353	2.00%	6-7	\$190,181	\$195,886	\$201,763	2.00%
7-8	\$179,317	\$184,696	\$190,237	1.00%	7-8	\$192,083	\$197,845	\$203,780	1.00%
8-9	\$181,110	\$186,543	\$192,139	1.00%	8-9	\$194,003	\$199,823	\$205,818	1.00%
9-10	\$182,921	\$188,409	\$194,061	1.00%	9-10	\$195,943	\$201,822	\$207,876	1.00%
10-11	\$184,750	\$190,293	\$196,001	1.00%	10-11	\$197,903	\$203,840	\$209,955	1.00%
11-12	\$186,598	\$192,196	\$197,961	1.00%	11-12	\$199,882	\$205,878	\$212,055	1.00%
12-13	\$188,464	\$194,117	\$199,941	1.00%	12-13	\$201,881	\$207,937	\$214,175	1.00%
13-14	\$190,348	\$196,059	\$201,940	1.00%	13-14	\$203,899	\$210,016	\$216,317	1.00%
14-15	\$192,252	\$198,019	\$203,960	1.00%	14-15	\$205,938	\$212,117	\$218,480	1.00%
15-16	\$194,174	\$199,999	\$205,999	1.00%	15-16	\$207,998	\$214,238	\$220,665	1.00%
16-17	\$196,116	\$201,999	\$208,059	1.00%	16-17	\$210,078	\$216,380	\$222,872	1.00%
17-18	\$198,077	\$204,019	\$210,140	1.00%	17-18	\$212,179	\$218,544	\$225,100	1.00%
18-19	\$200,058	\$206,060	\$212,241	1.00%	18-19	\$214,300	\$220,729	\$227,351	1.00%
19-20	\$202,058	\$208,120	\$214,364	1.00%	19+	\$216,443	\$222,937	\$229,625	1.00%

*Primary and Specialty category includes all APPs not captured in group above (including VV-IC)

**Critical Care & Emergency category includes Critical Care, Emergency Care (Acute, Observation, *not* including VV-IC), CNM, Nocturnists, APPs in Dept of Psychiatry.

Clinical Associate Salary Tables

Clinical Associates Primary & Specialty* Daytime and Extended					Clinical Associates Critical Care & Emergency** 24/7				
YOE		3%	3%	% INC	YOE		3%	3%	% INC
	Contract Year 1	Contract Year 2	Contract Year 3			Contract Year 1	Contract Year 2	Contract Year 3	
0-1	\$166,795	\$171,799	\$176,953		0-1	\$178,670	\$184,030	\$189,551	
1-2	\$173,467	\$178,671	\$184,031	4.00%	1-2	\$185,816	\$191,391	\$197,133	4.00%
2-3	\$178,671	\$184,031	\$189,552	3.00%	2-3	\$191,391	\$197,133	\$203,047	3.00%
3-4	\$184,031	\$189,552	\$195,239	3.00%	3-4	\$197,133	\$203,047	\$209,138	3.00%
4-5	\$187,712	\$193,343	\$199,143	2.00%	4-5	\$201,075	\$207,108	\$213,321	2.00%
5-6	\$191,466	\$197,210	\$203,126	2.00%	5-6	\$205,097	\$211,250	\$217,587	2.00%
6-7	\$195,295	\$201,154	\$207,189	2.00%	6-7	\$209,199	\$215,475	\$221,939	2.00%
7-8	\$197,248	\$203,166	\$209,261	1.00%	7-8	\$211,291	\$217,630	\$224,158	1.00%
8-9	\$199,221	\$205,197	\$211,353	1.00%	8-9	\$213,404	\$219,806	\$226,400	1.00%
9-10	\$201,213	\$207,249	\$213,467	1.00%	9-10	\$215,538	\$222,004	\$228,664	1.00%
10-11	\$203,225	\$209,322	\$215,602	1.00%	10-11	\$217,693	\$224,224	\$230,951	1.00%
11-12	\$205,257	\$211,415	\$217,758	1.00%	11-12	\$219,870	\$226,466	\$233,260	1.00%
12-13	\$207,310	\$213,529	\$219,935	1.00%	12-13	\$222,069	\$228,731	\$235,593	1.00%
13-14	\$209,383	\$215,665	\$222,134	1.00%	13-14	\$224,289	\$231,018	\$237,949	1.00%
14-15	\$211,477	\$217,821	\$224,356	1.00%	14-15	\$226,532	\$233,328	\$240,328	1.00%
15-16	\$213,592	\$219,999	\$226,599	1.00%	15-16	\$228,798	\$235,662	\$242,731	1.00%
16-17	\$215,728	\$222,199	\$228,865	1.00%	16-17	\$231,086	\$238,018	\$245,159	1.00%
17-18	\$217,885	\$224,421	\$231,154	1.00%	17-18	\$233,396	\$240,398	\$247,610	1.00%
18-19	\$220,064	\$226,666	\$233,466	1.00%	18-19	\$235,730	\$242,802	\$250,086	1.00%
19-20	\$222,264	\$228,932	\$235,800	1.00%	19+	\$238,088	\$245,230	\$252,587	1.00%

*Primary and Specialty category includes all APPs not captured in group above (including VV-IC)

**Critical Care & Emergency category includes Critical Care, Emergency Care (Acute, Observation, *not* including VV-IC), CNM, Nocturnists, APPs in Dept of Psychiatry

1.0 FTE Academic Faculty Teaching SON and PA Program Graduate Programs

Academic Faculty (Teaching in Graduate Programs)									
Instructor					Assistant Professor (Masters & Doctoral)				
Time In Rank		3%	3%	% INC	Time In Rank		3%	3%	% INC
	Contract Year 1	Contract Year 2	Contract Year 3			Contract Year 1	Contract Year 2	Contract Year 3	
0-1	\$125,798	\$129,572	\$133,459		0-1	\$149,437	\$153,920	\$158,538	
1-2	\$127,370	\$131,192	\$135,127	1.25%	1-2	\$151,305	\$155,844	\$160,519	1.25%
2-3	\$128,963	\$132,831	\$136,816	1.25%	2-3	\$153,196	\$157,792	\$162,526	1.25%
3-4	\$130,575	\$134,492	\$138,527	1.25%	3-4	\$155,111	\$159,765	\$164,558	1.25%
4-5	\$132,207	\$136,173	\$140,258	1.25%	4-5	\$157,050	\$161,762	\$166,614	1.25%
5-6	\$133,859	\$137,875	\$142,011	1.25%	5-6	\$159,013	\$163,784	\$168,697	1.25%
6-7	\$135,533	\$139,599	\$143,787	1.25%	6-7	\$161,001	\$165,831	\$170,806	1.25%
7-8	\$137,227	\$141,344	\$145,584	1.25%	7-8	\$163,013	\$167,904	\$172,941	1.25%
8-9	\$138,942	\$143,110	\$147,404	1.25%	8-9	\$165,051	\$170,003	\$175,103	1.25%
9-10	\$140,679	\$144,899	\$149,246	1.25%	9-10	\$167,114	\$172,128	\$177,291	1.25%
10-11	\$142,437	\$146,711	\$151,112	1.25%	10-11	\$169,203	\$174,279	\$179,508	1.25%
11-12	\$142,437	\$146,711	\$151,112	0.00%	11-12	\$169,203	\$174,279	\$179,508	0.00%
12-13	\$142,437	\$146,711	\$151,112	0.00%	12-13	\$169,203	\$174,279	\$179,508	0.00%
13-14	\$142,437	\$146,711	\$151,112	0.00%	13-14	\$169,203	\$174,279	\$179,508	0.00%
14+	\$142,437	\$146,711	\$151,112	0.00%	14+	\$169,203	\$174,279	\$179,508	0.00%
Associate Professor					Professor				
Time In Rank		3%	3%	% INC	Time In Rank		3%	3%	% INC
	Contract Year 1	Contract Year 2	Contract Year 3			Contract Year 1	Contract Year 2	Contract Year 3	
0-1	\$171,203	\$176,339	\$181,629		0-1	\$195,100	\$200,953	\$206,982	
1-2	\$173,343	\$178,543	\$183,900	1.25%	1-2	\$197,539	\$203,465	\$209,569	1.25%
2-3	\$175,510	\$180,775	\$186,198	1.25%	2-3	\$200,008	\$206,008	\$212,188	1.25%
3-4	\$177,704	\$183,035	\$188,526	1.25%	3-4	\$202,508	\$208,583	\$214,841	1.25%
4-5	\$179,925	\$185,323	\$190,882	1.25%	4-5	\$205,039	\$211,191	\$217,526	1.25%
5-6	\$182,174	\$187,639	\$193,268	1.25%	5-6	\$207,602	\$213,831	\$220,245	1.25%
6-7	\$184,451	\$189,985	\$195,684	1.25%	6-7	\$210,197	\$216,503	\$222,998	1.25%
7-8	\$186,757	\$192,360	\$198,130	1.25%	7-8	\$212,825	\$219,210	\$225,786	1.25%
8-9	\$189,091	\$194,764	\$200,607	1.25%	8-9	\$215,485	\$221,950	\$228,608	1.25%
9-10	\$191,455	\$197,199	\$203,115	1.25%	9-10	\$218,179	\$224,724	\$231,466	1.25%
10-11	\$193,848	\$199,664	\$205,654	1.25%	10-11	\$220,906	\$227,533	\$234,359	1.25%
11-12	\$193,848	\$199,664	\$205,654	0.00%	11-12	\$220,906	\$227,533	\$234,359	0.00%
12-13	\$193,848	\$199,664	\$205,654	0.00%	12-13	\$220,906	\$227,533	\$234,359	0.00%
13-14	\$193,848	\$199,664	\$205,654	0.00%	13-14	\$220,906	\$227,533	\$234,359	0.00%
14+	\$193,848	\$199,664	\$205,654	0.00%	14+	\$220,906	\$227,533	\$234,359	0.00%