

APPENDIX A

1. Salary Ranges

Effective July 1, 2017

	Floor	Increments			Normal Ceiling	Merit			Merit Ceiling
Professor	122,381	9	x	3,287	151,964				
Associate Professor	99,365	9	x	3,064	126,941	3	x	3,064	136,133
Assistant Professor	83,787	8	x	2,848	106,571	3	x	2,848	115,115
Lecturer	67,693	8	x	1,961	83,381	3	x	1,961	89,264
Librarian IV	94,554	7	x	3,064	116,002				
Librarian III	82,100	7	x	2,734	101,238	3	x	2,734	109,440
Librarian II	69,019	6	x	2,405	83,449	3	x	2,405	90,664
Librarian I	60,441	6	x	1,961	72,207	3	x	1,961	78,090
Lab Instructor III	70,444	7	x	2,795	90,009				
Lab Instructor II	64,237	6	x	2,486	79,153	3	x	2,486	86,611
Lab Instructor I	57,065	6	x	2,175	70,115	3	x	2,175	76,640
Instructor III	70,064	7	x	2,795	89,629				
Instructor II	60,911	6	x	2,486	75,827	3	x	2,486	83,285
Instructor I	54,857	6	x	2,175	67,907	3	x	2,175	74,432
Sessional III	7,916								
Sessional II	7,348								
Sessional I	7,063								

The salary range for Archivist I, II, III and IV shall be the same as for Librarian I, II, III and IV. In addition all other elements of this Collective Agreement shall apply for Archivists in the same fashion as for Librarians.

Effective July 1, 2018

	Floor	Increments			Normal Ceiling	Merit			Merit Ceiling
-									
Professor	122,381	9	x	3,287	151,964				
Associate Professor	99,365	9	x	3,064	126,941	3	x	3,064	136,133
Assistant Professor	83,787	8	x	2,848	106,571	3	x	2,848	115,115
Lecturer	67,693	8	x	1,961	83,381	3	x	1,961	89,264
Librarian IV	102,018	7	x	3,064	123,466				
Librarian III	89,234	7	x	2,734	108,372	3	x	2,734	116,574
Librarian II	75,824	6	x	2,405	90,254	3	x	2,405	97,469
Librarian I	66,802	6	x	1,961	78,568	3	x	1,961	84,451
-									
		-	-	-		-	-	-	
Lab Instructor III	77,639	7	x	2,795	97,204				
Lab Instructor II	71,123	6	x	2,486	86,039	3	x	2,486	93,497
Lab Instructor I	63,640	6	x	2,175	76,690	3	x	2,175	83,215
Instructor III	77,259	7	x	2,795	96,824				
Instructor II	67,797	6	x	2,486	82,713	3	x	2,486	90,171
Instructor I	61,432	6	x	2,175	74,482	3	x	2,175	81,007
Sessional III	7,916								
Sessional II	7,348								
Sessional I	7,063								

The salary range for Archivist I, II, III and IV shall be the same as for Librarian I, II, III and IV. In addition all other elements of this Collective Agreement shall apply for Archivists in the same fashion as for Librarians.

Sessional IV-Ph.D.* **	9,503
Sessional IV-Master's*	8,343
Sessional III	8,055
Sessional II	7,477
Sessional I	7,187

The salary range for Archivist I, II, III and IV shall be the same as for Librarian I, II, III and IV. In addition all other elements of this Collective Agreement shall apply for Archivists in the same fashion as for Librarians.

* The criteria for the two Sessional Lecturer IV rates are described in Section 4.3 below.

** Ph.D. completed in the discipline being taught from a recognized university.

Sessional Lecturer III ~~7,916~~
 Sessional Lecturer II ~~7,348~~
 Sessional Lecturer I ~~7,063~~

Effective July 1, 2020

	Floor	Increments			Normal Ceiling	Merit			Merit Ceiling
Professor	130,424	9	x	3,412	161,132				
Associate Professor	106,306	9	x	3,180	134,926	3	x	3,180	144,466
Assistant Professor	89,914	8	x	2,956	113,562	3	x	2,956	122,430
Lecturer	81,102	8	x	2,496	101,070	3	x	2,496	108,558
Professor	122,381	9	x	3,287	151,964				
Associate Professor	99,365	9	x	3,064	126,941	3	x	3,064	115,115
Assistant Professor	83,787	8	x	2,848	106,571	3	x	2,848	89,264
Lecturer	67,693	8	x	1,961	83,381	3	x	1,961	
Librarian IV	109,059	7	x	3,180	131,319				123,829
Librarian III	95,449	7	x	2,838	115,315	3	x	2,838	103,654
Librarian II	81,190	6	x	2,496	96,166	3	x	2,496	89,680
Librarian I	71,365	6	x	2,035	83,575	3	x	2,035	
Librarian IV	102,018	7	x	3,064	123,466				
Librarian III	89,234	7	x	2,734	108,372	3	x	2,734	116,574

Librarian II	75,824	6	*	2,405	90,254	3	*	2,405	97,469
Librarian I	66,802	6	*	1,961	78,568	3	*	1,961	84,451
Lab Instructor III	83,479	7	x	2,901	103,786				99,624
Lab Instructor II	76,395	6	x	2,581	91,881	3	x	2,581	88,619
Lab Instructor I	68,306	6	x	2,257	81,848	3	x	2,257	
Lab Instructor III	77,639	7	*	2,795	97,204				
Lab Instructor II	71,123	6	*	2,486	86,039	3	*	2,486	93,497
Lab Instructor I	63,640	6	*	2,175	76,690	3	*	2,175	83,215
Instructor III	83,084	7	x	2,901	103,391				96,172
Instructor II	72,943	6	x	2,581	88,429	3	x	2,581	86,327
Instructor I	66,014	6	x	2,257	79,556	3	x	2,257	

Sessional IV-Ph.D.* <u>**</u>	9,693
Sessional IV-Master's*	8,510
Sessional III	8,216
Sessional II	7,627
Sessional I	7,331

The salary range for Archivist I, II, III and IV shall be the same as for Librarian I, II, III and IV. In addition all other elements of this Collective Agreement shall apply for Archivists in the same fashion as for Librarians.

Sessional Lecturer III	7,916
Sessional Lecturer II	7,348
Sessional Lecturer I	7,063

** Ph.D. completed in the discipline being taught from a recognized university.

2. Career-growth Increments

Career-growth increments shall be awarded to eligible academic staff members on July 1, 2017, July 1, 2018, July 1, 2019, and July 1, 2020.

If a new collective agreement has not been signed by June 30, 2021, the Career-growth Increments stipulated above for the 2017-21 academic year shall be awarded to eligible academic staff members each July 1 until a new contract is signed.

3. **Normal and Merit Ceilings**

The salaries of academic staff members in the faculty, librarian, laboratory instructor, and instructor categories shall not exceed the relevant normal ceilings specified in the salary-range tables above except by the awarding of merit increments or by initial appointment above the normal ceiling and below the merit ceiling. (Members appointed above the normal ceiling shall not be eligible for any career-growth increments.)

The salaries of academic staff members in the faculty, librarian, laboratory instructor, and instructor categories shall not exceed the relevant merit ceilings specified in the salary-range tables above. Members in the Professor, Librarian IV, Laboratory Instructor III, and Instructor III categories shall not have merit ceilings.

An academic staff member may advance to or beyond the normal ceiling by any combination of career-growth increments and merit increments. Members may advance beyond the normal ceiling only by merit ~~the number of merits they have received in their current rank.~~ ~~merit.~~

4. **Sessional Members**

Sessional Member stipends include vacation pay of 4/52nds.

4.1 Sessional Member stipends are based on a three-credit-hour class. Classes for other than three credit hours shall be pro-rated.

4.2 The College shall reimburse sessional members for allowable expenses, in accordance with Canada Revenue Agency regulations, related to the specific course(s) to which they have been appointed (to a maximum of \$250 per course) effective July 1, 2019.

Upon ratification, the College shall make available \$480 per year for each sessional member given priority status in accordance with Article 13 prior to July 1st of each academic year in order to support their professional development. Sessional members may apply to this fund for costs associated with creative, scholarly, or professional works. Acceptable expenses may include, but are not limited to, registration, travel, publication fees, or discipline specific equivalents. Funds will be distributed by the Dean upon review of each application as per regular protocols for distribution of APEA. Undistributed funds may be carried over, but the amount allotted for each sessional member shall not at any time exceed double the annual allocation.

4.3 **Sessional IV**

A sessional member who has achieved priority status in accordance with Article 13 shall be paid per course as a Sessional IV as follows:

The following formula will apply to an academic staff member who possesses a Ph.D. ~~or equivalent in the discipline being taught or equivalent~~, or ~~possesses~~ a Master's degree or equivalents in the discipline being taught and has taught 15 three credit hour courses or equivalent in the discipline being taught:

$$\frac{\text{Floor of Instructor III} \times 0.7}{6}$$

6

The following formula will apply to an academic staff member who possesses a Master's degree in the discipline being taught, or possesses a four-year Bachelor's degree or equivalent and has taught 12 three credit hour courses or equivalent ~~equivalent~~ equivalent in the discipline being taught:

$$\frac{\text{Floor of Instructor II} \times 0.7}{6}$$

6

5. **Sessional Laboratory Instructors**

Sessional laboratory instructors shall be paid per hour of classroom time at the

following rates (all of which includes vacation pay of 4/52nds):

Effective July 1, 2017: \$93.60

Effective July 1, 2018: \$93.60

Effective July 1, 2019: \$95.24

Effective July 1, 2020: \$97.14

~~Effective July 1, 2014: \$88.22~~

~~Effective July 1, 2015: \$90.87~~

~~Effective July 1, 2016: \$93.60~~

6. **Overload Stipends**

Overload stipends shall be set at the appropriate Sessional stipend as stipulated in Item 1 above.

7. **Payment for Courses Outside Normal Duties**

Academic staff members teaching a credit course at the request of the College (including any CCE credit course) that is not part of their normal duties shall be paid an overload stipend under the following condition:

- the member has an appointment in the faculty or instructor categories, the member is not on a leave of absence without pay, and the course is administered by a Department (or equivalent unit) to which the member is appointed or with which the member has an established interdisciplinary relationship (note that members in this category may elect to reduce their teaching load in some future semester in lieu of accepting an overload stipend)

Academic staff members teaching a credit course at the request of the College (including any CCE credit course) that is not part of their normal duties shall be paid at the appropriate sessional rate under one or more of the following conditions:

- the member has a concurrent appointment in the faculty or instructor categories at the University of Regina, Luther College, or the First Nations University of Canada.
- the member is a laboratory instructor or librarian.
- the member has an appointment in the faculty or instructor categories and is on leave of absence without pay.
- the member has an appointment in the faculty or instructor categories and the course is in a Department (or equivalent unit) other than that to which the member is appointed or with which the member has an established interdisciplinary relationship.

8. **Additional Taxable Allowances for Travelling**

8.1 For teaching classes coordinated through the College and offered outside the city of Regina, academic staff members shall be paid the following travel allowances:

Effective July 1, ~~2017~~ **2020**:

within 150 kilometres of Regina: \$360

more than 150 kilometres from Regina: \$560

Note If the academic staff member's normal place of residence is closer to the location of the class than the coordinating city, the travel distance shall be calculated from the member's place of residence rather than from the coordinating city.

- 8.2 Academic staff members who teach a course by means of Instructional and Information Technology shall receive an allowance equal in value to the lower of the two travel allowance specified in Item 8.1.

9. The salary ranges stated above have been increased as follows:

- July 1, 2017 Increase salary scales for all academic staff members by zero (0) per cent..
- July 1, 2018 Increase salary scales for all academic staff members zero (0) per cent
- July 1, 2019 Increase salary scales for all academic staff members by one and three quarter (1.75) per cent.

Create a new Sessional IV stipend.

Increase the floor, ceiling and increment of the Lecturer range.

Remove one (1) increment from the bottom of each rank and add one (1) increment to the top of each rank. Move all Faculty, Librarians, Laboratory Instructors and Instructors up one (1) increment; Note: Faculty, librarians, laboratory instructors, and instructors already at, or above, their normal ceiling in 2018-2019 shall be eligible for an increment as a result of this change.

- July 1, 2020 Increase salary scales for all academic staff members by two (2.0) per cent.

The salaries of all academic staff members in the faculty, librarian, laboratory instructor and instructor categories shall be determined as follows:

- July 1, 2017 Increase salaries by zero (0) per cent.
- July 1, 2018 A one-time, lump sum payment of \$2,500 for Faculty, Librarians, Laboratory Instructors and Instructors, and sessional members who have worked a minimum of 1040 hours (5 courses) in the previous academic year (2017-2018). ~~One-time lump sum payment of \$1000 per course to Sessional members with appointments during the 2018-2019 academic year up to a maximum of \$2500.~~
- July 1, 2019 Increase salaries by one and three quarter (1.75) per cent. .
- July 1, 2020 Increase salaries by two (2.0) per cent.

~~The parties agree to meet to discuss salary and compensation adjustments following the ratification of subsequent University of Regina/URFA Academic Staff Member Collective Bargaining Agreement, as per APPENDIX H.~~

10. Accountable Professional Expense Account

10.1 Effective July 1, 2020:

- 10.1.1 All academic staff members except sessional lecturers shall receive an accountable professional expense account of ~~\$1,900~~ **\$2,500** per fiscal year.
- 10.1.2 All academic staff members holding an Administrative Appointment as indicated in Article 15 shall receive a ~~\$2,150~~ **\$2,750** accountable professional expense account per

fiscal year.

- 10.2 Persons who are appointed after the beginning of the fiscal year, or whose appointment will terminate during a fiscal year, or who are part-time shall have their accounts prorated accordingly.
- 10.3 The funds in accountable professional expense accounts must be spent in accordance with the College regulations. At no time may they be used for any purchase or expenditure that would be a taxable benefit to the academic staff member.
- 10.4 Funds in an expense account may be carried forward automatically into the following fiscal year, provided the amount in the account does not exceed a sum which is four times the current amount of funds deposited annually into the account.
- 10.5 At the end of a fiscal year, funds remaining in an expense account may be transferred to The Luther College Research Trust Fund at the election of the academic staff member.

11. The Luther College Research Trust Fund

11.1 The Fund

There shall be a fund at the College called The Luther College Research Trust Fund, the proceeds of which are to be used solely for legitimate expenses incurred by academic staff members in research and scholarly pursuits. The money in the Fund is vested solely in the College. The signing authority for the Fund is the Dean of the College, or the designate for that title.

11.2 Donations to the Fund

11.2.1 Academic staff members may donate to the Luther College Research Trust Fund by:

11.2.1.1 Indicating to the Director of Finance in writing that they wish to donate the total sum payable for the teaching of an extra-session or overload class (such election to be indicated within one week of commencement of teaching the class);

11.2.1.2 Indicating in writing to the Director of Finance that the monthly sum received as part of the administrative stipend shall henceforth be remitted to the Fund, until such time as written notice is forwarded indicating that the donations cease;

11.2.1.3 Making a lump sum donation (not to exceed \$600 in any calendar year);

11.2.1.4 Indicating in writing to the Director of Finance that a monthly sum be deducted from payroll (not to exceed \$50)

11.3 Application to the Fund

11.3.1 An academic staff member shall make a prior application to the Dean of the College to determine whether all, a limited portion, or none of proposed expenditures will be reimbursed from the Fund upon formal application.

11.3.2 Applications for reimbursement shall be made in the manner prescribed by the Dean, and must be accompanied by proper receipts and comply with normal College procedures.

11.3.3 Expenditures which may be reimbursed must be related to the academic staff member's research or related scholarly and professional activities, and be in the general

nature of:

11.3.3.1 books, manuscripts, subscriptions, equipment, instruments, materials or course supplies (which become the property of the College);

11.3.3.2 fees for professional training courses;

11.3.3.3 travel or local expenses related to meetings, conferences, or related to research activities;

11.3.3.4 membership dues in professional associations or learned societies (but not the University Club membership dues);

11.3.3.5 payment to casual and part-time assistants who have been employed directly in the research or in the preparation of articles, manuscripts or books pertaining thereto;

11.3.3.6 travel expenses incurred in bringing to the College bona fide research collaborators;

11.3.3.7 expenditures associated with research assistance such as computer time.

11.3.4 Expenditures may not be reimbursed which would result in a taxable benefit to the academic staff member. Furthermore, no salary, fee, stipends, etc., paid to the individual or to that person's immediate family shall be reimbursed, and no entertainment expenses may be reimbursed.

12. Administrative Stipends

The stipend for the Assistant Dean shall be ~~\$5,800~~ **\$6,655** per annum.

Though not included in the language of Article 23, we propose that pension contributions for those in the DC pension plan will increase to 16% (8% paid by College the and 8% paid by our members) beginning January 1st, 2021

YEAR

1 (2017-2018) • 0% economic adjustment

2 (2018-2019) • 0% economic adjustment

- A one-time, lump sum payment of \$2,500 for Faculty, Librarians, Laboratory Instructors, ~~and~~ Instructors, and Sessional members who have worked a minimum of 1040 8321040 hours (5 45 courses) in the previous academic year (2017-2018). ~~One-time lump sum payment of \$1000 per course to Sessional members with appointments during the 2018-2019 academic year up to a maximum of \$2500.~~

3 (2019-2020) • 1.75% economic adjustment

- Create Sessional Lecturer IV stipend
- Lecturer pay scale set to midpoint between existing Lecturer pay scale and Assistant Professor pay scale
- ~~Add one, drop one increment~~
- Increase all in scope ~~in-scope~~ administrative stipend~~s~~
- Increase APEA by \$600 effective ~~July 1, 2020~~ May 1, 2019.

4 (2020-2021) • 2% economic adjustment

- Increase pension contributions to 16% effective January 1, 2021 with 8% paid by the Ceollege and 8% paid by URFA members, beginning January 1st, 2021.