

TENTATIVE AGREEMENT
Salary increases for 2024-25 and 2025-26
11 April 2024

This document is the Tentative Agreement between Northern Michigan University (“Employer”) and the Northern Michigan University Chapter of the American Association of University Professors-AFT 6761, AFL-CIO (“Association”) relating to updating Master Agreement articles 9.1.1 (Minimum Salaries), 9.1.1.1 (Minimum salaries per credit of teaching load for contingent faculty, 9.1.2.1 (salary increases) and 9.1.2.1.1 (the ability to reopen compensation items in the 2021-26 Master Agreement).

The related Memorandum of Understanding signed on 26 Feb 2024 by the Employer and the Association articulates that ‘[the Employer and the Association] understand and agree that if a tentative agreement is reached regarding economic terms by way of an MOU or otherwise, each party would require ratification of approval of the tentative agreement’. Additionally, that ‘[the Employer and the Association] agree to extend the deadline to serve written notice pursuant to section 9.1.2.1.1 to 12 April 2024’.

Terms of our tentative agreement are outlined here and provided they are ratified by the Board and the Association will be formalized as an MOU and effective upon the date where both parties have ratified the agreement.

~~Strikeouts~~ indicate removal of language **highlighted** text indicate additional or modified language.

Salary increases (MA 9.1.2.1)

Summary: *The increases to base salaries for 2024 and 2025 are increased.*

Existing language, MA 9.1.2.1

All full-time faculty who had a full-time assignment for either the fall or winter semester of the previous academic year as agreed to by the Board and the Association, shall have the faculty members' previous year's base salaries increased by the following amounts:

2021: two and one-half percent (2.50%)

2022: two percent (2.00%)

2023: two percent (2.00%)

2024: two and one-half percent (2.50%)

2025: two and one-half percent (2.50%)

In 2021, the increase goes into effect at the initiation of this agreement. For years 2022, 2023, 2024, and 2025, the increase goes into effect on July 1 of that year.

In 2021, at the initiation of this agreement, and after the base salary increase for year one is applied, all current full-time faculty will receive a one-time payment of 2.50% of their 2021-2022 base salary.

In 2021, at the initiation of this agreement, all contingent faculty with teaching assignments for the fall of 2021 will receive a one-time payment of 1.00% calculated using their total per credit teaching salary and course load for fall 2021 only.

Proposed language, MA 9.1.2.1,

All full-time faculty who had a full-time assignment for either the fall or winter semester of the previous academic year as agreed to by the Board and the Association, shall have the faculty members' previous year's base salaries increased by the following amounts:

2021: two and one-half percent (2.50%)

2022: two percent (2.00%)

2023: two percent (2.00%)

2024: ~~two and one-half percent (2.50%)~~

A percentage determined by the following formula

$$\% \text{ Adjustment} = [(-6.25 \times 10^{-07}) \times \{\text{previous year's 9 month salary}\} + (0.11625)] \times 100\%$$

with the conditions that

- (i) No adjustment shall be smaller than 4.75% (relevant to salaries greater than \$110,000)
- (ii) No adjustment shall be larger than 8.50% (relevant to salaries less than \$50,000)

For example, someone with a 9-month salary of

- (i) \$49,000 shall receive the maximum increase of 8.50%
- (ii) \$120,000 shall receive the minimum increase of 4.75%
- (iii) \$61,200 shall receive an increase of 7.80%
i.e.: $[(-6.25 \times 10^{-07}) \times \{\$61,200\} + (0.11625)] \times 100\% = 7.80\%$

Note the overall average adjustment for 2024 is approximately 6.25%

2025: ~~two and one-half percent (2.50%)~~ two and three-quarters percent (2.75%)

In 2021, the increase goes into effect at the initiation of this agreement. For years 2022, 2023, 2024, and 2025, the increase goes into effect on July 1 of that year.

In 2021, at the initiation of this agreement, and after the base salary increase for year one is applied, all current full-time faculty will receive a one-time payment of 2.50% of their 2021-2022 base salary.

In 2021, at the initiation of this agreement, all contingent faculty with teaching assignments for the fall of 2021 will receive a one-time payment of 1.00% calculated using their total per credit teaching salary and course load for fall 2021 only.

Minimum salaries, full-time (MA 9.1.1)

Summary: Minimum salaries for 2024 and 2025 are increased according to the newly agreed upon increases to base salary.

Existing language, 9.1.1

Minimum salaries

	7/1/2021	7/1/2022	7/1/2023	7/1/2024	7/1/2025
Professor	\$82,177	\$83,821	\$85,497	\$87,634	\$89,825
Associate Professor	\$67,123	\$68,465	\$69,834	\$71,580	\$73,370
Assistant Professor	\$54,791	\$55,887	\$57,005	\$58,430	\$59,891
Instructor	\$45,654	\$46,567	\$47,498	\$48,685	\$49,902

The above minimum base salaries shall apply for all full-time bargaining unit members effective at the beginning of the appointment period for each academic year. Faculty on twelve (12) month appointments shall have a minimum base salary of one hundred twenty-five percent (125%) of the amounts listed above. Minimums for FY 2021-22 will take effect according to state law.

Proposed language, MA 9.1.1

Minimum salaries

	7/1/2021	7/1/2022	7/1/2023	7/1/2024	7/1/2025
Professor	\$82,177	\$83,821	\$85,497	\$87,634 \$90,866	\$89,825 \$93,365
Associate Professor	\$67,123	\$68,465	\$69,834	\$71,580 \$74,904	\$73,370 \$76,964
Assistant Professor	\$54,791	\$55,887	\$57,005	\$58,430 \$61,601	\$59,891 \$63,295
Instructor	\$45,654	\$46,567	\$47,498	\$48,685 \$51,535	\$49,902 \$52,952

The above minimum base salaries shall apply for all full-time bargaining unit members effective at the beginning of the appointment period for each academic year. Faculty on twelve (12) month appointments shall have a minimum base salary of one hundred twenty-five percent (125%) of the amounts listed above. Minimums for FY 2021-22 will take effect according to state law.

Minimum salaries, contingent faculty (MA 9.1.1.1)

Summary: *Minimum salaries for 2024-25 and 2025-26 are adjusted to match the maximum agreed upon increases to base (8.5% in 2024 and 2.75% in 2025)*

Existing language (MA 9.1.1.1)

Minimum salaries per credit of teaching load for contingent faculty shall be:

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Contingent Professor	\$1,579	\$1,611	\$1,643	\$1,684	\$1,726
Contingent Associate Professor	\$1,434	\$1,463	\$1,492	\$1,529	\$1,567
Contingent Assistant Professor	\$1,304	\$1,330	\$1,357	\$1,391	\$1,426
Contingent Senior Instructor	\$1,142	\$1,165	\$1,188	\$1,218	\$1,248
Contingent Instructor & Contingent Special Instructor	\$1,088	\$1,110	\$1,132	\$1,160	\$1,189

Contingent pay periods shall follow the same ten (10) pay periods as for full-time faculty for each academic semester.

Proposed language (MA 9.1.1.1)

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Contingent Professor	\$1,579	\$1,611	\$1,643	\$1,684 \$1,783	\$1,726 \$1,832
Contingent Associate Professor	\$1,434	\$1,463	\$1,492	\$1,529 \$1,619	\$1,567 \$1,664
Contingent Assistant Professor	\$1,304	\$1,330	\$1,357	\$1,391 \$1,472	\$1,426 \$1,512
Contingent Senior Instructor	\$1,142	\$1,165	\$1,188	\$1,218 \$1,289	\$1,248 \$1,324
Contingent Instructor & Contingent Special Instructor	\$1,088	\$1,110	\$1,132	\$1,160 \$1,228	\$1,189 \$1,262

Contingent pay periods shall follow the same ten (10) pay periods as for full-time faculty for each academic semester.

Reopener (MA 9.1.2.1.1)

Summary: Upon successful ratification of this tentative agreement both the Employer and the Association agree to strike the reopener language from the active agreement.

Existing language (9.1.2.1.1)

Although this agreement is in full effect until June 30, 2026, if either party wishes to reopen compensation items specific to Sections 9.1.2.1 (ATB Salary), 9.1.2.2 (Promotions), 9.1.4 (Additional Teaching Assignments) and 9.1.6.1 (Summer College Assignments) to renegotiate base salary, promotion increases, additional assignment rates and summer pay as currently stated for the last two years of this agreement, written notice must be served upon the other party at least one-hundred twenty (120) calendar days prior to July 1, 2024. If notice is given by either party, it serves to reopen negotiations by both parties as to whether salaries (specific to the Sections stated above) should be increased or decreased for the remaining term of this agreement.

Proposed language (9.1.2.1.1)

Although this agreement is in full effect until June 30, 2026, if either party wishes to reopen compensation items specific to Sections 9.1.2.1 (ATB Salary), 9.1.2.2 (Promotions), 9.1.4 (Additional Teaching Assignments) and 9.1.6.1 (Summer College Assignments) to renegotiate base salary, promotion increases, additional assignment rates and summer pay as currently stated for the last two years of this agreement, written notice must be served upon the other party at least one-hundred twenty (120) calendar days prior to July 1, 2024. If notice is given by either party, it serves to reopen negotiations by both parties as to whether salaries (specific to the Sections stated above) should be increased or decreased for the remaining term of this agreement.

Signatures

We confirm that we agree to these changes and will move them on for ratification.

For the Employer

By: [Signature]

Its: Assoc. President

Date: 4/11/24

By: [Signature]

Its: Sr. Dir. - Finance & Budget

Date: 04/11/2024

For the Association

By: [Signature]

Its: Chief Negotiator

Date: 4/11/24

By: [Signature]

Its: NMU-AAUP/AFT 6762, President

Date: 11/Apr/2024

[Signature]
NMU-AAUP/AFT 6761 Secretary
11 April 2024

ADDENDUM
Ratification

The Tentative Agreement was ratified by

- The Association through a special meeting on Thursday 18 April 2024 and
- The NMU Board of Trustees through a special meeting on Friday 19 April 2024