

PSU Counter 1.18.22

**Memorandum of Agreement  
between Portland State University  
(University)  
and the Portland State University Chapter  
of the American Association of University Professors  
(Association) date pending**

Subject: Article 30 Section 6 Pay-Range Structure for Academic Professionals

**Recitals:**

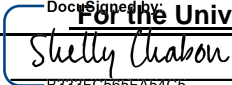
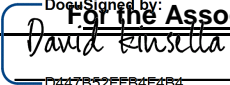
PSU has created a new system of classification for Academic Professionals. This includes the creation of new Job Families, Career Tracks, and Career Levels. An MOA between PSU and PSU-AAUP dated August 08, 2020, established a process for the initial placement of Academic Professionals (APs) into new Job Family, Career Tracks and Career Levels. Article 30 Section 4(d) specifies that no less than 0.80% of the total ASR will be allocated to fund ASR salary increases for Academic Professionals to bring their salaries into alignment with the new salary minimums or ranges associated with the new classification system.

It has also been agreed that no AP will have their salary reduced because of placement into the new classification system.

**Agreement**

- 1) The parties agree to apply 0.8 % increase to current AP salaries on January 1, 2022.
- 2) The minimums and maximums shall replace those currently appearing in Article 30 Section 6(b).
- 3) If interim bargaining of Article 30 Section 6(b) does not commence before the beginning of interim bargaining for reopeners, the parties agree that negotiations specific to Article 30 Section 6, shall be completed outside of reopeners and separate from other economic items.

This agreement will be effective upon signature of both parties. The agreement is subject to ratification of the PSU-AAUP Membership. If the PSU-AAUP Membership does not ratify this agreement the parties must renegotiate it.

<small>DocuSigned by:</small> <b>For the University</b>  <small>B333FC568FA54C5</small>	<small>DocuSigned by:</small> <b>For the Association</b>  <small>D447B52FF64F4B4</small>
Shelly Chabon, Vice Provost for Academic Personnel	David Kinsella, Vice President Collective Bargaining
_____ Date	_____ Date