

**Memorandum of Understanding
between Portland State University (University)
and the Portland State University Chapter of the
American Association of University Professors (Association)
November 28, 2022**

Subject: Academic Professional Salary Bands and Salary Adjustments

Recital

PSU has implemented a new system of classification for Academic Professionals. The 2021-2024 Collective Bargaining Agreement (CBA), in Article 30, Section 4(d), allocated 0.8% of annual salary rates (ASR) for bringing AP salaries into alignment with new salary minimums associated with the new classification system. However, because the Parties had not yet bargained new salary bands by January 1, 2021, the Parties agreed to allocate that 0.8% pool for across-the-board Academic Professional (AP) salary increases. Those increases were effective January 1, 2022.

On October 6, 2022, the Parties signed a tentative agreement (TA) on the economic issues addressed during the Parties' contract reopener. As part of that TA, the Parties agreed to allocate a pool of funds to be used to raise AP salaries within the new salary bands that were then being negotiated by the Parties through bargaining teams designated for that specific purpose.

The Parties' bargaining teams that were negotiating the salary bands and allocation reached agreement on the new AP salary bands (minimums and maximums) under the new AP classification system. The Parties also determined how to allocate the negotiated pool to raise AP salaries so that they fell within the newly-bargained salary bands.


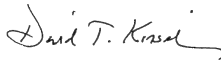
This Memorandum of Understanding documents the Parties' agreement on these new salary bands, specifies a new total dollar value to be allocated by the University for raising the AP salaries in Year 3 of the CBA (FY 2023), and describes the allocation of the pool.

Agreement

1. The salary bands used for adjusting AP salaries to new minimums shall be those in the Appendix to this MOU.
2. The amount allocated in Year 3 of the CBA (FY 2023) to move APs to the newly agreed-upon salary bands shall be \$217,692 (\$209,281 + \$8,411). This number supersedes the calculation specified in the Economic TA, Section 2(a) in consideration of the Parties' agreement in the Memorandum of Understanding (Meaning of the Terms "Annual Salary Rate" and "ASR" as Used in Article 30 of the 2021-2024 Collective Bargaining Agreement and the 2022 Tentative Agreement on Economic Issues) dated November 28, 2022.
3. Effective January 1, 2023, and prior to cost-of-living adjustments (COLAs) to be applied on that date, for any AP then employed, the annual salary (based on 1.0 FTE) will be brought to the new minimum for that job family and individual contributor (IC) level as stated in the appendix of this MOU.

4. Effective January 1, 2023, and prior to COLAs to be applied on that same date, for any AP then employed whose annual base salary is less than \$51,912 (based on 1.0 FTE), the employee will receive a retention increase to bring their salary up to \$51,912 (prorated to FTE).
5. Effective January 1, 2023, the salary minimums and maximums in the Appendix will be increased by 4%. This revised table of minimums and maximums will replace the table appearing in Article 30, Section 6, of the CBA.
6. Per the Parties' Tentative Agreement on economics dated October 6, 2022, and in accordance with their MOU on the Meaning of "Annual Salary Rate" and "ASR" dated November 22, 2022, 0.8% of the total FTE-Adjusted Annual Salary Rate of Academic Professionals as of January 1, 2023 (12-month employees) and as of February 1, 2023 (9-month employees) will be allocated by the University to be used for targeted market increases for Academic Professionals. The Parties agree to negotiate a formula for distributing this 0.8% allocation for targeted market increases. These targeted market increases will be effective July 1, 2023 (12-month employees) and September 16, 2023 (9-month employees).

This agreement shall be effective upon signature and approval by the PSU-AAUP Executive Council.

<p><u>For the University</u></p>  <p><small>Shelly Chabon (Nov 28, 2022 21:42 PST)</small></p> <hr/> <p>Shelly Chabon, Vice Provost for Academic Personnel</p> <p><u>11/28/2022</u></p> <p>Date</p>	<p><u>For the Association</u></p>  <hr/> <p>David Kinsella, Vice President Collective Bargaining</p> <p><u>11/28/2022</u></p> <p>Date</p>
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APPENDIX TO MOU RE ACADEMIC PROFESSIONAL SALARY BANDS AND SALARY ADJUSTMENTS

Job Family / Career Track and Career Level	Minimum	Maximum
ACADEMIC SERVICES		
Individual Contributor 1	\$50,004	\$74,844
Individual Contributor 2	\$53,004	\$86,244
Individual Contributor 3	\$57,828	\$101,208
Individual Contributor 4	\$65,580	\$121,260
Individual Contributor 5	\$78,708	\$145,596
ADMINISTRATIVE SUPPORT		
Technical and Admin Support 1	\$48,288	\$63,852
Technical and Admin Support 2	\$50,784	\$74,844
Individual Contributor 1	\$48,288	\$63,852
Individual Contributor 2	\$50,784	\$74,844
ADVISING AND STUDENT SERVICES		
Individual Contributor 1	\$48,288	\$63,852
Individual Contributor 2	\$50,784	\$74,844
Individual Contributor 3	\$57,000	\$86,244
Individual Contributor 4	\$61,008	\$101,208
COMMUNICATIONS / MARKETING		
Individual Contributor 1	\$48,288	\$63,852
Individual Contributor 2	\$50,784	\$74,844
Individual Contributor 3	\$57,000	\$86,244
FIELD, RESEARCH, AND OUTREACH SERVICES		
Individual Contributor 1	\$48,288	\$63,852
Individual Contributor 2	\$50,784	\$74,844
Individual Contributor 3	\$57,000	\$86,244
Individual Contributor 4	\$62,004	\$101,208
FISCAL SERVICES		
Individual Contributor 1	\$50,784	\$74,844
Individual Contributor 2	\$56,004	\$86,244
Individual Contributor 3	\$61,008	\$101,208
HEALTHCARE ADMINISTRATION		
Individual Contributor 1	\$48,288	\$63,852

Job Family / Career Track and Career Level	Minimum	Maximum
Individual Contributor 2	\$50,784	\$74,844
Individual Contributor 3	\$56,004	\$86,244
Individual Contributor 6		
Psychology Resident	\$48,288	\$63,852
Clinical Social Worker	\$64,368	\$101,208
Psychologist	\$74,484	\$121,260
Dentist	\$132,660	\$211,668
Physician	\$132,660	\$211,668
LEGAL AND COMPLIANCE		
Individual Contributor 1	\$48,288	\$63,852
Individual Contributor 2	\$50,784	\$74,844
Individual Contributor 3	\$58,524	\$86,244
Attorney	\$64,368	\$101,208