

**Memorandum of Understanding (MOU) between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (AAUP)
October 30, 2023**

Subject: 2024 Cost-of-Living Adjustments


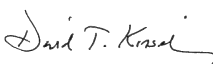
Recital

The Collective Bargaining Agreement, in Article 30, Section 3(f), provides that 2024 cost-of-living adjustments shall be indexed to the 12-month increase in the Consumer Price Index, West Region for All Urban Consumers (CPI-U West) as published in October, not to exceed 3.5%.

Agreement

1. On October 12, 2023, the U.S. Bureau of Labor Statistics published the 12-month increase in the CPI-U West for September: 3.9%.
2. Bargaining unit members employed on January 1, 2024, on a 12-month basis, and those employed on February 1, 2024, on a 9-month basis, shall, on their respective days, receive increases to their base pay equal to 3.5%.
3. Article 30, Section 5(a), paragraph 2, states that on January 1, 2024, the minimum salaries for faculty rank will increase by an amount specified in Section 3(f). These new minimums are shown in Appendix A of this MOU.
4. Article 30, Section 6(c) states that on January 1, 2024, the minimum and maximum salary rates for Academic Professionals will increase by an amount specified in Section 3(f). These new minimums and maximums are shown in Appendix B of this MOU.

This Memorandum of Understanding shall be effective upon signature of the Parties.

For the University	For the Association
 <small>Chris Monsere (Oct 30, 2023 16:16 PDT)</small> Chris Monsere, Interim Vice Provost for Faculty Success <u>10/30/2023</u> Date	 David Kinsella, Vice President Collective Bargaining <u>10/30/2023</u> Date

APPENDIX A

Rank	9-month appt. February 1, 2024	12-month appt. January 1, 2024
Professor	\$102,645	\$124,116
Associate Professor	\$84,312	\$101,880
Assistant Professor	\$71,163	\$86,016
Teaching Professor	\$102,645	\$124,116
Associate Teaching Professor	\$84,312	\$101,880
Assistant Teaching Professor	\$71,163	\$86,016
Professor of Practice	\$102,645	\$124,116
Clinical Professor	\$102,645	\$124,116
Research Professor	\$102,645	\$124,116
Associate Professor of Practice	\$84,312	\$101,880
Associate Clinical Professor	\$84,312	\$101,880
Research Associate Professor	\$84,312	\$101,880
Assistant Professor of Practice	\$71,163	\$86,016
Assistant Clinical Professor	\$71,163	\$86,016
Research Assistant Professor	\$71,163	\$86,016
Senior Instructor II	\$69,822	\$84,384
Senior Instructor I	\$59,310	\$72,072
Instructor	\$52,029	\$63,480
Senior Research Associate II	\$64,449	\$78,000
Senior Research Associate I	\$59,517	\$72,312
Research Associate	\$56,988	\$69,384
Senior Research Assistant II	\$55,566	\$67,800
Senior Research Assistant I	\$52,920	\$64,608
Research Assistant	\$52,029	\$63,480

APPENDIX B

Job Family / Career Track and Career Level	Minimum	Maximum
ACADEMIC SERVICES		
Individual Contributor 1	\$53,832	\$80,580
Individual Contributor 2	\$57,060	\$92,844
Individual Contributor 3	\$62,256	\$108,960
Individual Contributor 4	\$70,596	\$130,536
Individual Contributor 5	\$84,732	\$156,732
ADMINISTRATIVE SUPPORT		
Technical and Admin Support 1	\$51,984	\$68,736
Technical and Admin Support 2	\$54,684	\$80,580
Individual Contributor 1	\$51,984	\$68,736
Individual Contributor 2	\$54,684	\$80,580
ADVISING AND STUDENT SERVICES		
Individual Contributor 1	\$51,984	\$68,736
Individual Contributor 2	\$54,684	\$80,580
Individual Contributor 3	\$61,356	\$92,844
Individual Contributor 4	\$65,688	\$108,960
COMMUNICATIONS / MARKETING		
Individual Contributor 1	\$51,984	\$68,736
Individual Contributor 2	\$54,684	\$80,580
Individual Contributor 3	\$61,356	\$92,844
FIELD, RESEARCH, AND OUTREACH SERVICES		
Individual Contributor 1	\$51,984	\$68,736
Individual Contributor 2	\$54,684	\$80,580
Individual Contributor 3	\$61,356	\$92,844
Individual Contributor 4	\$66,756	\$108,960
FISCAL SERVICES		
Individual Contributor 1	\$54,684	\$80,580
Individual Contributor 2	\$60,288	\$92,844
Individual Contributor 3	\$65,688	\$108,960
HEALTHCARE ADMINISTRATION		
Individual Contributor 1	\$51,984	\$68,736
Individual Contributor 2	\$54,684	\$80,580
Individual Contributor 3	\$60,288	\$92,844

Individual Contributor 6		
Psychology Resident	\$51,984	\$68,736
Clinical Social Worker	\$69,300	\$108,960
Psychologist	\$80,184	\$130,536
Dentist	\$142,812	\$227,856
Physician	\$142,812	\$227,856

LEGAL AND COMPLIANCE

Individual Contributor 1	\$51,984	\$68,736
Individual Contributor 2	\$54,684	\$80,580
Individual Contributor 3	\$63,012	\$92,844
Attorney	\$69,300	\$108,960