

Errata Memorandum of Understanding #4
Addenda to the 2021- 2024 Collective Bargaining Agreement between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (Association)
October 8, 2021

Subject: Correction of Article 30 Sections 5 and 6 Salary Tables in the 2021-24 CBA

The parties acknowledge errors were discovered in the final 2021-2024 CBA after publication and agree to the following replacement language:

Section 5. Minimum Salary Rates—Academic Ranked Instructional and Research Faculty.

- (a) Effective January 1, 2021 for 12-month faculty with academic rank and effective February 1, 2021 for 9-month faculty with academic rank, 1.0 FTE salary rates shall be no less than those listed below. Members will receive the greater of either the across-the-board percentage increase or an increase to the new minimum for their rank and term of service.

Salary Table Corrected as follows:

Rank	9 Month February 2021	12 Month January 2021
Professor	\$ 92,961	\$ 113,424
Associate Professor	\$ 75,573	\$ 92,232
Assistant Professor	\$ 63,234	\$ 77,160
Professor of Practice	\$ 92,961	\$ 113,424
Clinical Professor	\$ 92,961	\$ 113,424
Research Professor	\$ 92,961	\$ 113,424
Associate Professor of Practice	\$ 75,573	\$ 92,232
Associate Clinical Professor	\$ 75,573	\$ 92,232
Research Associate Professor	\$ 75,573	\$ 92,232
Assistant Professor of Practice	\$ 63,234	\$ 77,160
Assistant Clinical Professor	\$ 63,234	\$ 77,160
Research Assistant Professor	\$ 63,234	\$ 77,160
Senior Instructor II	\$ 61,974	\$ 75,624
Senior Instructor I	\$ 52,524	\$ 64,080
Instructor	\$ 46,071	\$ 56,220
Senior Research Associate II	\$ 57,069	\$ 69,636
Senior Research Associate I	\$ 52,704	\$ 64,308
Research Associate	\$ 50,454	\$ 61,560
Senior Research Assistant II	\$ 49,212	\$ 60,060
Senior Research Assistant I	\$ 46,863	\$ 57,204
Research Assistant	\$ 46,071	\$ 56,220

Errata Memorandum of Understanding #4

Article 30 Sections 5 and 6

October 8, 2021 Page 2 of 3

1
2
3
4
5
6
7
8
9
10
11
12
13
14
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17
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19
20
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24

1. On January 1, 2022, the minimum salary rates for 12-month faculty with academic rank will increase by 1%. Prior to January 1 of each year, the Office of Human Resources will provide the new minimum salary rates to the Association and will publish the new rates on its webpage.
2. On February 1, 2022 the minimum salary rates for 9-month faculty with academic rank will increase by the 1%. Prior to February 1 of each year, the Office of Human Resources will provide the new minimum salary rates to the Association and will publish the new rates on its webpage.
3. Summer Session Minimum Salary Rates. Nine-month faculty employed to teach during Summer Term will be paid for Summer Term teaching at a per-credit-hour rate that is no less than 2.5% of the member's base nine-month salary rate.

Section 6. Pay-Range Structure, etc.—Academic Professionals.

(a) The structure for compensating Academic Professionals groups their positions in job families based upon job responsibilities. The levels within families and associated pay ranges are as follows.

(b) Academic Professional 12-month salary rates effective January 1, 2021



JOB FAMILY	Jan-2021	
	Minimum	Maximum
Program Administrator I	\$ 46,092	\$ 72,756
Program Administrator II	\$ 51,264	\$ 83,952
Program Administrator III	\$ 63,720	\$ 104,688
Advisor/Counselor I	\$ 46,092	\$ 72,756
Advisor/Counselor II	\$ 51,264	\$ 83,952
Instructional Technical Specialist I	\$ 46,092	\$ 72,756
Instructional Technical Specialist II	\$ 51,264	\$ 83,952
Psychologist	\$ 73,740	\$ 121,128
Clinical Social Worker	\$ 63,720	\$ 104,688
Dentist	\$ 131,340	\$ 215,664
Physician	\$ 131,340	\$ 215,664
Psychology Resident	\$ 46,092	\$ 72,756
Educational Technology Specialist	\$ 72,228	\$ 118,644
Attorney	\$ 63,720	\$ 104,688

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26

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Errata Memorandum of Understanding #4
Article 30 Sections 5 and 6
October 8, 2021 Page 3 of 3

<u>For the University</u>	<u>For the Association</u>
DocuSigned by:  B333FC565FA54C5 Shelly Chabon, Vice Provost for Academic Personnel	DocuSigned by:  FATC3B5EB2074E8... Mark Leymon, Vice President Collective Bargaining
October 12, 2021 8:30 AM PDT _____ Date	October 12, 2021 8:31 AM PDT _____ Date