

INDUSTRIAL RELATIONS CENTER  
2404 Manoa Rd.  
University of Hawaii  
Honolulu, Hawaii NOV 18 1976

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Amendment of Agreement  
Between  
The University of Hawaii Professional Assembly  
and  
The University of Hawaii  
April 8, 1976

This Memorandum of Agreement by and between the State of Hawaii, and the Board of Regents of the University of Hawaii, hereinafter referred to as the University, and the University of Hawaii Professional Assembly, hereinafter referred to as the Assembly, constitutes the basis of agreement on all the reopener items to the existing agreement between the Employer and the Assembly.

It is understood that unless otherwise modified by this Memorandum of Agreement, the terms and conditions of the existing Collective Bargaining Agreement between the Employer and the Assembly effective as of March 18, 1975, to and including the 30th day of June 1977, shall remain unchanged.

ARTICLE XX, SALARIES, shall be amended to read as follows:

A. Salary Schedules.

Subject to the approval of the Legislature of the State of Hawaii, University of Hawaii Salary Schedules A-3, Manoa and Hilo Campuses, and Salary Schedule C-3, Community Colleges which became effective July 1, 1975 shall be adjusted in the manner set forth below and in accordance with the salary schedules attached hereto.

- Salary Schedules A-4 and C-4 shall be established effective July 1, 1976 by increasing each step in each rank and range of Salary Schedules A-3 and C-3 by three and three fourths percent (3.75%) and then adding a flat amount of \$712 and \$833 to the annual rate of all nine-month and eleven-month schedules respectively.

It is understood that this increase is in lieu of annual increments and advancement to special steps A, B, C & D and that there shall be no annual increments or advancements to special steps A, B, C & D granted during the period July 1, 1976 to June 30, 1977 (except as provided for in Section B), and such period shall not be counted as service creditable for annual increments and advancement to special steps A, B, C & D.

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**UH MANOA AND HILO CAMPUSES' SALARY SCHEDULE  
GROUP II (11-Months Instructional, Research and Specialist Personnel)**

(EFFECTIVE: July 1, 1976)

REGULAR SCHEDULE									SPECIAL STEPS			
RANK	1	2	3	4	5	6	7	8	A	B	C	D
2-Instructor, Junior Researcher or Junior Specialist												
ANN	\$12624	\$13044	\$13488	\$13944	\$14412	\$14904	\$15408	\$15948	\$16500	\$17064	\$17652	\$18288
MON	1052	1087	1124	1162	1201	1242	1284	1329	1375	1422	1471	1524
3-Assistant Professor, Researcher or Specialist												
ANN	15408	15948	16500	17064	17652	18288	18936	19608	20292	21024	21768	22560
MON	1284	1329	1375	1422	1471	1524	1578	1634	1691	1752	1814	1880
4-Associate Professor, Researcher or Specialist												
ANN	19608	20292	21024	21768	22560	23376	24228	25116	26028	26976	27972	29004
MON	1634	1691	1752	1814	1880	1948	2019	2093	2169	2248	2331	2417
5-Professor, Researcher or Specialist												
ANN	25116	26028	26976	27972	29004	30096	31212	32364	33576	34836	36144	37512
MON	2093	2169	2248	2331	2417	2508	2601	2697	2798	2903	3012	3126

**UH MANOA AND HILO CAMPUSES' SALARY SCHEDULE  
GROUP III (11-Months County Extension Service Agents)**

(EFFECTIVE: July 1, 1976)

REGULAR SCHEDULE									SPECIAL STEPS			
RANK	1	2	3	4	5	6	7	8	A	B	C	D
2-Junior Extension Agent												
ANN	\$11112	\$11472	\$11844	\$12228	\$12624	\$13044	\$13488	\$13944	\$14412	\$14904	\$15408	\$15948
MON	926	956	987	1019	1052	1087	1124	1162	1201	1242	1284	1329
3-Assistant Extension Agent												
ANN	13488	13944	14412	14904	15408	15948	16500	17064	17652	18288	18936	19608
MON	1124	1162	1201	1242	1284	1329	1375	1422	1471	1524	1578	1634
4-Associate Extension Agent												
ANN	15948	16500	17064	17652	18288	18936	19608	20292	21024	21768	22560	23376
MON	1329	1375	1422	1471	1524	1578	1634	1691	1752	1814	1880	1948
5-County Extension Agent												
ANN	18288	18936	19608	20292	21024	21768	22560	23376	24228	25116	26028	26976
MON	1524	1578	1634	1691	1752	1814	1880	1948	2019	2093	2169	2248

**COMMUNITY COLLEGES' SALARY SCHEDULE  
GROUP II (11-Months Instructional Personnel With Administrative Duties)**

(EFFECTIVE: July 1, 1976)

RANGE	STEP:	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	ANN	12624	13044	13488	13944	14412	14904	15408	15948	16500	17064	17652	18288	18936	19608	20292
	MON	1052	1087	1124	1162	1201	1242	1284	1329	1375	1422	1471	1524	1578	1634	1691
2	ANN	13488	13944	14412	14904	15408	15948	16500	17064	17652	18288	18936	19608	20292	21024	21768
	MON	1124	1162	1201	1242	1284	1329	1375	1422	1471	1524	1578	1634	1691	1752	1814
3	ANN	14412	14904	15408	15948	16500	17064	17652	18288	18936	19608	20292	21024	21768	22560	23376
	MON	1201	1242	1284	1329	1375	1422	1471	1524	1578	1634	1691	1752	1814	1880	1948
4	ANN	15408	15948	16500	17064	17652	18288	18936	19608	20292	21024	21768	22560	23376	24228	25116
	MON	1284	1329	1375	1422	1471	1524	1578	1634	1691	1752	1814	1880	1948	2019	2093
5	ANN	16500	17064	17652	18288	18936	19608	20292	21024	21768	22560	23376	24228	25116	26028	26976
	MON	1375	1422	1471	1524	1578	1634	1691	1752	1814	1880	1948	2019	2093	2169	2248

**UH MANOA AND HILO CAMPUSES' SALARY SCHEDULE  
GROUP I (9-Months Instructional Personnel)**

(EFFECTIVE: July 1, 1976)

RANK	REGULAR SCHEDULE								SPECIAL STEPS			
	1	2	3	4	5	6	7	8	A	B	C	D
2-Instructor												
ANN	\$10812	\$11172	\$11532	\$11916	\$12312	\$12744	\$13188	\$13632	\$14112	\$14604	\$15120	\$15636
MON	901	931	961	993	1026	1062	1099	1136	1176	1217	1260	1303
3-Assistant Professor												
ANN	13188	13632	14112	14604	15120	15636	16188	16764	17352	17976	18624	19296
MON	1099	1136	1176	1217	1260	1303	1349	1397	1446	1498	1552	1608
4-Associate Professor												
ANN	16764	17352	17976	18624	19296	19992	20724	21468	22248	23076	23916	24804
MON	1397	1446	1498	1552	1608	1666	1727	1789	1854	1923	1993	2067
5-Professor												
ANN	21468	22248	23076	23916	24804	25728	26676	27672	28704	29784	30900	32064
MON	1789	1854	1923	1993	2067	2144	2223	2306	2392	2482	2575	2672

**Classification  
Grade**

**Rate Per Credit Hour  
Effective Sept. 1, 1976**

I, R, S, A-2, C-1, C-2	\$352
I, R, S, A-3, C-3, C-4	429
I, R, S, A-4, C-5	483
I, R, S, A-5	557

Fees shall be paid on the basis of the policies and rates in effect on the campus where the course is taught.

**Non-Credit Fee Schedule for Community Colleges.**

Personnel engaged in non-credit instruction in the Community Colleges shall be paid \$10 per contact hour.

**COMMUNITY COLLEGES' SALARY SCHEDULE  
GROUP I (Academic Year Instructional Personnel)  
(EFFECTIVE: July 1, 1976)**

RANGE	STEP:	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	ANN	10812	11172	11532	11916	12312	12744	13188	13632	14112	14604	15120	15636	16188	16764	17352
	MON	901	931	961	993	1026	1062	1099	1136	1176	1217	1260	1303	1349	1397	1446
2	ANN	11532	11916	12312	12744	13188	13632	14112	14604	15120	15636	16188	16764	17352	17976	18624
	MON	961	993	1026	1062	1099	1136	1176	1217	1260	1303	1349	1397	1446	1498	1552
3	ANN	12312	12744	13188	13632	14112	14604	15120	15636	16188	16764	17352	17976	18624	19296	19992
	MON	1026	1062	1099	1136	1176	1217	1260	1303	1349	1397	1446	1498	1552	1608	1666
4	ANN	13188	13632	14112	14604	15120	15636	16188	16764	17352	17976	18624	19296	19992	20724	21468
	MON	1099	1136	1176	1217	1260	1303	1349	1397	1446	1498	1552	1608	1666	1727	1789
5	ANN	14112	14604	15120	15636	16188	16764	17352	17976	18624	19296	19992	20724	21468	22248	23076
	MON	1176	1217	1260	1303	1349	1397	1446	1498	1552	1608	1666	1727	1789	1854	1923

a. Except as provided below, all eligible Faculty whose salaries are paid on the basis of a particular range and step of Salary Schedules A-3 and C-3 shall be placed on the corresponding rank or range and step of the new Salary Schedules A-4 and C-4 respectively, as of the effective date provided above. Faculty whose base salaries are off-step or over-schedule shall receive the same salary increase as provided above.

b. Faculty whose salaries are funded from sources other than the general revenues of the State of Hawaii shall be placed on the corresponding rank or range and step of the new salary schedules upon the effective date, provided that the particular contract, grant, special or other fund or account has funds available to pay for the increase, and the utilization of the funds for that purpose does not violate the terms of the particular contract, grant, special or other funds. If funds are not available to provide the increases on the effective date specified above, then the increases shall be implemented when funds become available. If there is a dispute between a Faculty Member and an Administrative official as to whether funds are available, the dispute shall be referred to the Director of Administration for resolution.

2. Before the adjustment specified in item 1 above, the rates for Rank 5—Group III (11-month County Extension Agents & County Home Economists) of University of Hawaii Salary Schedule A-3, Manoa and Hilo Campuses shall be as follows:

STEP	1	2	3	4	5	6
Rank 5	16824	17448	18096	18756	19464	20184
STEP	7	8	A	B	C	D
Rank 5	20940	21732	22548	23400	24288	25200

1. Merit awards in the amount of \$216,936 shall be made available from the general fund. Subject to availability of funds, an amount not to exceed \$25,200, shall be made available to those faculty members paid from all other funding sources. Those funds shall be allocated in direct proportion to the payrolls for each of the following:

- University of Hawaii at Manoa
- University of Hawaii at Hilo
- West Oahu College
- Community Colleges (including Hawaii Community College)

2. Merit awards within each organizational structure shall be competitive for eligible faculty members. All faculty are eligible to apply for, or may be nominated for an award, except those at or above Step D of any rank, or at or above Step 15 of any range, or on the medical school clinical faculty salary scale. Faculty whose salary is between steps are eligible to apply for, or may be nominated for an award, to place them on a regular step in range or rank.

3. Merit awards will normally be for one increment.

4. Criteria for determining the most meritorious faculty within each organizational structure shall be established by the appropriate Chancellor or his designee, and published.

5. The procedures for determining the most meritorious faculty within each organizational structure shall be determined by consultation between the Administration and UHPA as prescribed in Chapter 89, Hawaii Revised Statutes. The procedures shall include the use of one or more faculty committees.

6. The effective date for a merit award will be 7/1/76, although the results of the review process may not be complete until after that date. In this event the award will be retroactive to 7/1/76.

**C. Eligibility.**

1. Faculty members who resign or are terminated for any reason prior to September 1, 1976 shall not be entitled to the salary increases stated in this article. Faculty members who retire from state service prior to September 1, 1976 shall be entitled to the increases stated herein.

**D. Lecturer Fee Schedule.**

Effective September 1, 1976, lecturers and resident instructional personnel for the Continuing Education and Summer Session programs and the Community Colleges (abbreviated "C"), shall be paid on a credit hour basis, in accordance with the following rates. In the case of lecturers who do not carry a University classification or academic rank, an equivalence basis shall be used:

**Merit Increases.**

In Witness Whereof, the parties hereto, by their authorized representatives, have executed this Agreement this \_\_\_\_\_ day of April 1976.

State of Hawaii

University of Hawaii  
Professional Assembly

By: George P. Shoykhi  
Its Governor

By: John A. Horgan  
President

James H. Takahashi  
Kame Doater

B. J. Kim  
Paul S. Nason

Samuel Brito

William J. Gander  
Jacue A. Sheehan

Board of Regents  
University of Hawaii

By: W. L. Rose  
Vice Chairperson

George Boyd

James J. Archibald  
President

John A. Hunt