

ARTICLE XXI – SALARIES

Replaces existing Article XXI

A. MINIMUM SALARIES

Effective January 1, 2010, the minimum annual salaries for all Faculty Members shall be:

Rank 2	\$45,000
Rank 3	\$55,008
Rank 4	\$65,004
Rank 5	\$75,000

B. SALARY ADJUSTMENTS

1. Effective January 1, 2010, all Faculty Members hired on or before December 31, 2009, whose salaries are paid from appropriated funds (e.g. general, special, revolving, or appropriated federal funds) shall have their base salaries temporarily decreased by six and two-thirds percent (6.667%). This temporary salary reduction shall be applied after the salary increase, if applicable, provided in paragraph A. above, therefore, temporarily resulting in base salaries of less than the designated minimums.
2. Effective at the close of business on June 30, 2011, the base salaries of a Faculty Members subject to the temporary reduction indicated above shall be restored to the December 31, 2009 rate plus any subsequent promotions or special salary adjustments and subject to the minimum annual salary rates indicated in A. above.

For payroll purposes, the restoration of salaries for 9-month faculty members shall coincide with the start of the academic year 2011-2012 duty period.

3. Effective January 1, 2010 through June 30, 2011 cob: Faculty Members initially hired between January 1, 2010 and June 30, 2011, whose salaries are paid from appropriated funds (e.g. general, special, revolving or appropriated federal funds) shall have a base salary established upon their appointment. Upon appointment and continuing through the close of business on June 30, 2011 (July 31, 2011 for 9-month faculty), the established base salary shall be temporarily reduced by five percent (5%). Effective at the close of business on June 30, 2011 (July 31, 2011 cob for 9-month faculty), the base salary of Faculty Members hired on or after January 1, 2010, shall be increased to the full rate that was established upon appointment.
4. The salaries of Faculty Members paid from non-appropriated funds (e.g. trust, agency, or extramural funds) shall not be subject to the temporary reduction indicated in paragraphs 1 and 3 above.
5. For Faculty Members paid from various funding sources, the temporary salary reductions described in paragraphs 1 and 3 above shall only apply to the percentage of full time equivalency (FTE) that is paid from the appropriated funding sources indicated above.

C. ENTITLEMENT (RESIGNATION, TERMINATION, RETIREMENT)

1. Faculty Members who retire on or before June 30, 2010 shall not be subject to the salary reductions provided in paragraphs B.1. and B.3. above.

D. LECTURER FEE SCHEDULE

Lecturers who do not carry a University classification or academic rank who teach in the Continuing Education and Summer Session programs and the Community Colleges or in other programs traditionally paid on a credit hour basis shall be paid in accordance with the following rates. Determination of the step assignment shall be based on the policies in effect on the campus where the course is taught. Policies shall be based upon the individual's prior teaching experience, academic credentials, or other equivalencies appropriate to the assignment.

The Employer reserves the right to exercise its judgment in hiring the best qualified applicant for a lectureship; however, where applicants have comparable qualifications, first priority shall be given to lecturers at level "C" on the fee schedule and second priority shall be given to lecturers at level "B" of the fee schedule. This priority shall apply only at the institution where the lecturer is home based and only for a total of nine (9) credit hours, if available. Classes assigned to a priority lecturer which are cancelled may be replaced at the option of the Employer.

RATE PER CREDIT HOUR OF INSTRUCTION OR EQUIVALENCY

Effective Date	Step A	Step B	Step C
August 1, 2008	\$1263	\$1518	\$1774
January 1, 2010	\$1200	\$1442	\$1685
June 30, 2011	\$1263	\$1518	\$1774
Close of Business			

E. NON-CREDIT FEE SCHEDULE

Faculty Members engaged in non-credit instruction shall be paid not less than the following rates per contact hour:

Effective Date	Hourly Rate
July 1, 2008	\$34.00
January 1, 2010	\$32.30
June 30, 2011 Close of Business	\$34.00

F. ADDITIONAL COMPENSATION

Faculty Members may receive additional compensation both during the duty period and during the non-duty period in accordance with the provisions of this paragraph F. Prior authorization must be obtained before undertaking additional University services for additional compensation. Such additional services are not to interfere with the Faculty Member's regularly assigned responsibilities. Faculty Members teaching credit courses shall be compensated according to the following schedule:

RATE PER CREDIT HOUR OF INSTRUCTION OR EQUIVALENCY

Rank	July 1, 2008	January 1, 2010	June 30, 2011 Close of Business
2	\$1337	\$1270	\$1337
3	\$1541	\$1464	\$1541
4	\$1676	\$1592	\$1676
5	\$1879	\$1785	\$1879

1. Faculty Members employed less than full-time may be compensated for other activities at any time. This compensation is not deemed overload for the purposes of this Agreement until the Faculty Member's employment is considered full-time. At that point, the overload regulations described herein become applicable.
2. Compensation During the Non-Duty Period
 - a. Faculty Members may receive compensation from their contracts and grants during the non-duty period in accordance with the terms or the contract or grant and federal regulations, if applicable.
 - b. Faculty Members on nine-month appointments may not teach for additional compensation in the summer session at the same time that they are receiving a summer research salary or other compensation for services to the University.

c. Faculty Members who accrue vacation leave may teach only if they are on vacation, or on leave without pay and are not receiving a summer research salary or other compensation for services to the University. Faculty Members on 11-month appointments who do not accrue vacation leave may teach only if they are off-duty or on leave without pay and are not receiving a summer research salary or other compensation for services to the University.

3. Compensation During the Duty Period (Overload).

a. During the academic year, Faculty Members at UH-Mānoa, UH-Hilo, and UH-West O‘ahu shall be authorized overload teaching when the course(s) to be taught cannot be assigned to another Faculty Member and the hiring of a lecturer is not possible or is impractical. This limitation does not apply to teaching in the Outreach College and other continuing education programs.

b. During the academic year, Faculty Members at UH-Mānoa, UH-Hilo, and UH-West O‘ahu may teach Outreach College and continuing education classes as follows:

1) Faculty Members on 9-month appointments shall be limited to two courses or six credit hours, whichever is the greater, of overload teaching during the academic year.

- 2) Faculty Members on 11-month appointments shall be limited to three courses or nine credit hours, whichever is the greater, of overload teaching per calendar year.
- c. During the academic year, Faculty Members in the Community Colleges may teach classes on an overload basis in accordance with existing policies governing overload in the Community Colleges.
- d. Faculty Members may not receive extra compensation from University grants or contracts during the academic year other than for duly authorized per diem allowances or travel reimbursements.

G. SPECIAL SALARY ADJUSTMENTS

The provisions governing special salary adjustments related to retention, market, equity, and merit shall be governed by the Memorandum of Understanding incorporated as part of this Agreement as Reference Section 18. Merit awards shall be made on the basis of teaching excellence, outstanding service, or other meritorious service.

H. PAYROLL LAG

Effective June 30, 2010, all Faculty Members shall be transitioned to the payroll lag as follows:

1. The implementation of the payroll lag will commence with the June 30, 2010, pay day, which will be delayed to July 1, 2010;
2. The July 15, 2010, pay day will be delayed to July 16, 2010;

3. The July 30, 2010, pay day will be delayed to August 3, 2010;
4. The August 13, 2010, pay day will be delayed to August 19, 2010;
5. The August 31, 2010 pay day will be delayed to September 3, 2010;
and
6. Thereafter, pay days will be on the fifth and the twentieth of every month. If the fifth and the twentieth fall on a state holiday, Saturday, or Sunday, the pay day will be the immediately preceding weekday.

I. ROUNDING OF MONTHLY SALARIES

Effective beginning January 1, 2010, any change to the Faculty Member's salary shall be based on the current monthly rate and the resulting salary shall be rounded to the nearest whole dollar as follows:

1. If the salary adjustment computation results in a decimal amount equal to 50 cents or more (based on rounding to the nearest cent), the resulting monthly salary shall be rounded up to the next whole dollar (e.g. $\$8655.25 \times 1.08 = \9347.67 rounded to $\$9348.00$).
2. If the salary adjustment computation results in a decimal amount equal to 49 cents or less (based on rounding to the nearest cent), the resulting monthly salary shall be rounded down to the lower whole dollar (e.g. $\$5678.86 \times 1.08 = \6133.28 rounded to $\$6133.00$).
3. If multiple salary adjustments occur on the same day, the rounding shall occur at the end of the calculation.