

# Our Tentative Agreement - Article 22 (Jan 15)

## “New Model” for GE Minimum Salaries

Section 2. *Across the Board Salary Increases* as outlined below:

Across the Board (ATB)	Year 1	Year 2	Year 3
Current 1.0 FTE rates below \$50K for a 9-month contract	10%	4%	4%
Current 1.0 FTE rates above \$50K for a 9-month contract **	4%		

\*\* 1.0 FTE rates above \$50K for a 9-month contract is equivalent of a 0.5 FTE one term salary below \$8,333.

Section 3. *Salary Minimums* increases as outlined below:

GE Level	Year 1	Year 2	Year 3
GE III	10.5%	5%	5%
GE II	[16.68%]*		
GE I	[31.81%]*		

\*The GE I and GE II salary rate minimum shall be set to the same as the GE III salary rate minimum.

Year 1 brings GE 1, GE 2, & GE 3 to a **single minimum rate**. Front-loading Year 1 creates greater cumulative values in Years 2 and 3.

Most GEs whose departments pay **above the minimum** rate fall here

This cut keeps the highest GE salaries below post-docs in year 1 (**protects Knight Campus GE jobs**)

GEs **at the minimum** get raises based on GE level