

ARTICLE 4.00 - SALARY STRUCTURE

1. SALARY STRUCTURE YEAR 2008-2009

1. The salary of each Member shall be composed of the base salary of each Member as of June 30, 2008 as modified by the following items:

- a) A scale increase of 3.25% of the Member's regular salary.
- b) A progress-through-the-rank increment for the evaluation carried out for the year 2007-2008 as described in Article 4.11. The progress-through-the-rank increments shall have a value of \$2,600.

* For all ranks other than Full Professor/Full Librarian, where a Member's salary exceeds \$126,584 per annum, the PTR will be at 50% value. For all ranks, where a Member's salary exceeds \$140,110 per annum the PTR will be nil.

- c) Additional qualification increments shall be awarded pursuant to Article 4.21.
- d) Merit increments shall be awarded according to Article 4.20, regardless of breakpoints.
- e) On January 1, 2009, a progressive catch-up based on the following formula:
($\$100,000 / \text{Member's salary}$) X \$550

2. The salary structure for 2008-2009 shall be as follows:

<u>Rank</u>	<u>Floor</u>
Lecturer / General Librarian	\$52,277
Assistant Professor / Librarian	\$63,317
Associate Professor / Librarian	\$76,268
Full Professor / Librarian	\$93,966

2. SALARY STRUCTURE YEAR 2009-2010

1. The salary of each Member shall be composed of the base salary of each Member as of June 30, 2009 as modified by the following items:

- a) A scale increase of 3.25% of the Member's regular salary.
- b) A progress-through-the-rank increment for the evaluation carried out for the year 2008-2009 as described in Article 4.11. The progress-through-the-rank increments shall have a value of \$2,700.

* For all ranks other than Full Professor/Full Librarian, where a Member's salary exceeds \$130,698 per annum, the PTR will be at 50% value. For all ranks, where a Member's salary exceeds \$144,664 per annum the PTR will be nil.

- c) Additional qualification increments shall be awarded pursuant to Article 4.21.

- d) Promotion or Merit increments shall be awarded according to Articles 4.10 and 4.20, regardless of breakpoints.
 - e) On January 1, 2010, a progressive catch-up based on the following formula:
 $(\$100,000 / \text{Member's salary}) \times \925
2. The salary structure for 2009-2010 shall be as follows:

<u>Rank</u>	<u>Floor</u>
Lecturer / General Librarian	\$54,526
Assistant Professor / Librarian	\$65,930
Associate Professor / Librarian	\$79,252
Full Professor / Librarian	\$97,527

3. SALARY STRUCTURE YEAR 2010 - 2011

1. The salary of each Member shall be composed of the base salary of each Member as of June 30, 2010 as modified by the following items:

- a) A scale increase of 3.25% of the Member's regular salary.
- b) A progress-through-the rank increment for the evaluation carried out for the year 2009-2010 as described in Article 4.11. The progress-through-the-rank increments shall have a value of \$2,800.

* For all ranks other than Full Professor/Full Librarian, where a Member's salary exceeds \$134,946 per annum, the PTR will be at 50% value. For all ranks, where a Member's salary exceeds \$149,365 per annum the PTR will be nil.

- c) Additional qualification increments shall be awarded pursuant to Article 4.21.
- d) Promotion or Merit increments shall be awarded according to Articles 4.10 and 4.20, regardless of breakpoints.
- e) On January 1, 2011, a progressive catch-up based on the following formula:
 $(\$100,000 / \text{Member's salary}) \times \1000

2. The salary structure for 2010-2011 shall be as follows:

<u>Rank</u>	<u>Floor</u>
Lecturer / General Librarian	\$57,298
Assistant Professor / Librarian	\$69,073
Associate Professor / Librarian	\$82,827
Full Professor / Librarian	\$101,697