



Employer Final Off-Record Offer 3/30/22

Summary of Package

Proposes to extend the current Unit 7 Collective Bargaining Agreement (CBA) in effect between July 1, 2021 - June 30, 2023 to June 30, 2025 by: 1) providing increases to salaries under Article XXI, Salaries; 2) adding reopener language for negotiations over EUTF Employer contributions for FY 23-24 and FY 24-25 under Article XXX, Duration; and 3) extends the duration of the contract to June 30, 2025 under Article XXX, Duration.

ARTICLE XXI, SALARIES:

- **RETROACTIVE PAY INCREASE 7/1/21:** Effective July 1, 2021 all Unit 7 employees who were employed in a BU-7 position as of June 30, 2021 and continued to be employed as of July 1, 2021 will receive a 1.0% lump sum payment based on their June 30, 2021 annual base pay.
- **ATB PAY INCREASE, INCREASE TO MINIMUM SALARIES, AND INCREASES TO LECTURER FEE SCHEDULES 7/1/22:** Effective July 1, 2022 an across the board (ATB) pay increase of 3.72% over the base salaries of all BU-7 employees. The 3.72% increase will also be applied equally to the “Minimum Salaries” for Ranks 2 through 5 for both 9 and 11 month Faculty and increase the “Lecturer Fee Schedules” for Steps A, B, and C by 3.72%.
- **ATB PAY INCREASE, INCREASE TO MINIMUM SALARIES, AND INCREASES TO LECTURER FEE SCHEDULES 7/1/23:** Effective July 1, 2023 an across the board (ATB) pay increase of 5% over the base salaries of all BU-7 employees. The 5% increase will also be applied equally to the “Minimum Salaries” for Ranks 2 through 5 for both 9 and 11 month Faculty and increase the “Lecturer Fee Schedules” for Steps A, B, and C by 5%.
- **ATB PAY INCREASES, INCREASE TO MINIMUM SALARIES, AND INCREASES TO LECTURER FEE SCHEDULES 7/1/24:** Effective July 1, 2024 an across the board (ATB) pay increase of 5% over the base salaries of all BU-7 employees. The 5% increase will also be applied equally to the “Minimum Salaries” for Ranks 2 through 5 for both 9 and 11 month Faculty and increase the “Lecturer Fee Schedules” for Steps A, B, and C by 5%.

ARTICLE XXX, DURATION:

- Extends the current 7/1/21 - 6/30/23 Unit 7 Collective Bargaining Agreement to 7/1/21 - 6/30/25 with a specific reopener language only towards the Employer’s EUTF contributions for plan years 2023 - 2024 and 2024 - 2025 since the premium rates have yet to be determined by the EUTF Board of Trustees.