

A MASTER AGREEMENT
BETWEEN THE BOARD OF REGENTS, STATE OF IOWA
AND
THE UNI-UNITED FACULTY

July 1, 2021 - June 30, 2023

PREAMBLE

WHEREAS, the Board of Regents, State of Iowa, and the United Faculty have reached certain understandings, which they desire to confirm in this Agreement, it is agreed as follows:

**ARTICLE ONE
BASE WAGES**

Section 1.0 2021-2022 Salaries

Effective with the 2021-2022 appointment year, the minimum salary guideline for each classification in the bargaining unit will be increased by one and three tenths percent (1.3%).

Section 1.1 2022-2023 Salaries

Effective with the 2022-2023 appointment year, the minimum salary guideline for each classification in the bargaining unit will be increased by one and three tenths percent (1.3%).

Section 1.2 Temporary (Adjunct) Salaries

Temporary (Adjunct) faculty shall be paid at a rate of no less than one thousand seven hundred and twenty dollars (\$1,720) per credit hour for the 2021-2022 appointment year and one thousand seven hundred and forty-two dollars (\$1,742) per credit hour for the 2022-2023 appointment year.

ARTICLE TWO

SALARY INCREASES FOR NON-TEMPORARY FACULTY

Section 2.0 2021-2022 Salary Increases for Non-Temporary Faculty


Effective July 1, 2021, UNI shall establish a salary increase fund equal to one and three tenths percent (1.3%) of the total amount of the appointment year salaries of all non-temporary faculty who were employed on April 30, 2021. During the 2021-2022 appointment year, this salary increase fund shall be distributed to eligible non-temporary faculty based on the following allocation: forty percent (40%) as an across-the-board increase (which shall be based on the individual faculty member's 2020-2021 appointment year salary), twenty percent (20%) as an incremental increase (which shall be based on the average 2020-2021 appointment year salary of all non-temporary faculty), and forty percent (40%) as an individual adjustment increase for merit and promotions.


Section 2.1 2022-2023 Salary Increases for Non-Temporary Faculty

Effective July 1, 2022, UNI shall establish a salary increase fund equal to one and three tenths percent (1.3%) of the total amount of the appointment year salaries of all non-temporary faculty who were employed on April 30, 2022. During the 2022-2023 appointment year, this salary increase fund shall be distributed to eligible non-temporary faculty based on the following allocation: forty percent (40%) as an across-the-board increase (which shall be based on the individual faculty member's 2021-2022 appointment year salary), twenty percent (20%) as an incremental increase (which shall be based on the average 2021-2022 appointment year salary of all non-temporary faculty), and forty percent (40%) as an individual adjustment increase for merit and promotions.

This Agreement shall be effective as of July 1, 2021, and shall continue in effect until June 30, 2023.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective representatives and their signatures placed thereon, all on the day of XX 2021.

DocuSigned by:

FE898DCFCBED45B...
Executive Director
Board of Regents, State of Iowa


President
United Faculty

APPENDIX A

MINIMUM SALARY GUIDELINES

These Guidelines are for 9 month full-time faculty salaries (reduced load, 10 month or 11 month salaries would be prorated accordingly). These Guidelines are not for use with faculty in special contracts (e.g., Emeritus) or for temporary faculty. The Instructor category includes only Term and Renewable Term appointments.

2021-2022					
	Years Completed in Rank	Instructor	Assistant Professor	Associate Professor	Professor
Minimum	0 years	\$42,902	\$49,780	\$59,456	\$69,132

2022-2023					
	Years Completed in Rank	Instructor	Assistant Professor	Associate Professor	Professor
Minimum	0 years	\$43,460	\$50,427	\$60,229	\$70,031