

ARTICLE 16 **SALARY**

Section 1. Salary Increase

Upon ratification of this Agreement by the parties, the base salary of each faculty member shall be increased ~~three (3%)~~two (2%) percent effective ~~August 21, 2014,~~ August 20, 2015 up to the maximum of the assigned salary range indicated in Section 2.

Section 2. Salary Ranges

Effective August 21, 2014, ~~for the 2014-15 academic year, faculty salary range minimums and maximums shall be increased by 1%. The ranges for 2014-15 are as follows: the faculty salary ranges are as follows:~~

Minimum and Maximum Salary Ranges for Academic Year 2014-15 and 2015-16

| Rank | Minimum Base | Maximum Base |
|-----------------------------|---------------------|---------------------|
| Instructor | \$45,719 | \$64,544 |
| Assistant Professor | \$51,205 | \$72,290 |
| Associate Professor | \$57,349 | \$80,963 |
| Associate Professor, Senior | \$64,230 | \$90,677 |
| Professor | \$73,223 | \$103,374 |

Section 3. Doctoral Stipend

Personnel awarded the Doctoral Stipend will have an annual maximum salary as follows effective August 21, 2014 (See Article 17, Section 3):

| Rank | Maximum Salary with Doctoral Stipend |
|-----------------------------|---|
| Instructor | \$67,544 |
| Assistant Professor | \$75,290 |
| Associate Professor | \$83,963 |
| Associate Professor, Senior | \$93,677 |
| Professor | \$106,374 |

Section 4. Future Negotiations/Contract Re-Openers

At least one hundred twenty (120) days prior to August 1, 2015, the parties will meet to engage in salary/compensation negotiations for the academic year beginning August 2015.

At least one hundred twenty (120) days prior to August 1, 2016, the parties will meet to engage in salary/compensation negotiations for the academic year beginning August 2016.

At least one hundred twenty (120) days prior to August 1, 2017, the parties will meet to engage in salary/compensation negotiations for the academic year beginning August 2017.

Section 5. Faculty Exceeding Salary Maximum

Where calculated salary increases would otherwise exceed the maximum base salary for the assigned salary range, base salary will be increased to base salary maximum, and fifty percent (50%) of any remaining calculated salary increase will be provided in the form of a one-time payment. Faculty members currently at the maximum of the salary range shall receive fifty percent (50%) of the salary increase in the form of a one-time payment. This one-time payment will be distributed to affected faculty members no later than December ~~2014~~2015.

ARTICLE 23
DURATION

This Agreement shall be effective as of August 21, 2014, following ratification by the faculty and by the MDC District Board of Trustees, and continue until the last day of the last pay period for the ~~2016-17~~ 2017-18 academic year.

District Board of Trustees
Miami Dade College

United Faculty of Miami Dade
College Local 4253, FEA, AFT,
AFL-CIO

BY

BY

CHAIR

PRESIDENT

ATTEST

ATTEST

SECRETARY

SECRETARY

Handwritten signatures in black ink, consisting of several stylized, overlapping scribbles.