

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 two (2%) percent effective August 18, 2016, up to the maximum of the assigned salary range indicated in Section 2.

Section 2. Salary Ranges

Effective August 18, 2016 for the 2016-17 academic year, faculty salary range minimums and maximums shall be increased by 2%. The ranges for 2016-17 are as follows:

Minimum and Maximum Salary Ranges for Academic Year 2016-17

Rank	Minimum Base	Maximum Base
Instructor	\$46,633	\$65,835
Assistant Professor	52,229	73,735
Associate Professor	58,496	82,582
Associate Professor, Senior	65,514	92,490
Professor	74,688	105,441

Section 3. **Doctoral Stipend**

Personnel awarded the Doctoral Stipend will have an annual maximum salary as follows effective August 18, 2016 (See Article 17, Section 3):

Rank	Maximum Salary with Doctoral Stipend
Instructor	\$68,835
Assistant Professor	76,735
Associate Professor	85,582
Associate Professor, Senior	95,490
Professor	108,441

Section 4. **Future Negotiations/Contract Re-Openers**

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.