HOW WILL THE NEW CONTRACT IMPACT MY PAY?

Read through for a guide to estimating your new salary, based on your current appointment letter/contract.

On the next page, we highlight where to find the key pieces of information about your current pay that you can use to estimate how five different components of the new collective bargaining agreement (CBA) may increase your salary, both for the current academic year (2023–24), and the following academic year (2024–25).

Following this, you'll see a flow chart for each year, outlining the order in which General Salary Increases (GSIs), floor raises, and a Service Salary Increase (SSI) are applied, and how to use these to estimate what your salary would become.

A few things to note:

- Salary increases for 2023–24 will be applied retroactively to July 1, 2023 (or your date of hire if you were hired this academic year).
- The floor raises will apply to more than just lecturers' pay scales; it applies to almost all faculty in Ranges A and B — the one exception being a few coaching specialists in Range B.
- To keep the calculations manageable, especially with the floor raises, estimates are presented in terms of full-time equivalent (FTE) academic year annualized salary. These can be adjusted by multiplying by your time base, after following the flowcharts to the end.
    - These numbers can further be converted to monthly pay by dividing by 12.

WHERE DO I FIND KEY SALARY INFORMATION IN MY EMPLOYMENT CONTRACT?

How to find your current FTE (full-time equivalent) annual salary

In your contract/appointment letter, you will see your salary base listed in a table as "Base Pay." This number represents what you would earn monthly at a time base of 1.0. You can determine your FTE annual salary by multiplying this number by 12.

In the example below, the base pay is $5,046. Multiplying this by 12 would yield a FTE annual salary of $60,552. Since this appointment letter is prior to July 1, 2022, the salary is lower than the current Range B minimum.

Contracts/appointment letters vary in their formatting, and yours may look different from the example. You can also look for your monthly base pay in your paystub.

How to find your current time base

You can determine your current time base a few different ways. You can divide your monthly salary by your base pay. You can also divide the number of units you anticipate having in a given term (assuming this amount is similar from term to term) by 15.

In the example below, $4,036 divided by $5,046 and 12.0 units divided by 15 both yield a time base of 0.8.

How to find your current salary range

Your salary range will be displayed in an appointment level ("Appt Level") field.

In the example below, the information in this field tells us the worker's job group (lecturer), that they are employed on an academic year (AY) basis, and that they are in salary Range B. Some campuses use numbers for ranges: A=2, B=3, C=4, and D=5.

This worker's salary range is Range B.

This worker has 12.0 units for the term. Dividing this by 15 yields 0.8, the worker's time base.

Appt Level:	[redacted] LECTURER AY B	**Department:**	[redacted]	**EmplID:**	[redacted]
Contract Type:	12.12 Entitlement - Yr 1 of 3	**Effective Date:**	January 19, 2022	**End Date:**	May 25, 2022
Term:	Spring 2022	**Units:**	12.0	**Fraction:**	12/15
Monthly Salary:	$4,036.80	**Base Pay:**	$5,046.00	**Term Salary:**	$24,220.80
Entitlement:	27.0 units per year. Subject to conditions for **Establishment of Future Entitlement** on reverse.				

Each term you will receive a new letter detailing your assignment.

This is the actual pay the worker receives each month. Dividing this by the salary base also gives us 0.8, the worker's time base.

This number is the worker's salary base, what they would be paid monthly at a 1.0 time base. Multiplying by 12 gives us their FTE annual pay: $60,552.

HOW WILL MY SALARY CHANGE THIS YEAR? (2023–24)

All salary changes on this page will be applied retroactively.

Part 1: General Salary Increase

Find your pre-tax monthly pay (your salary base), as of July 1, 2023, or your hire date academic year.

Divide it by your time base, and multiply by 12 to estimate your annual FTE salary. To apply the 5% GSI, multiple this new number by 1.05.

Part 2: Floor raise

Are you in Salary Range A or B?

Range A consists of Lecturers A, Assistant Librarians, and Coaching Assistants.

Range B consists of Lecturers B, Senior Assistant Librarians, Coaching Specialists, Counselors classified as SSP-AR I, and Assistant Professors.

Yes, Range A

Yes, Range B

No

Is the number you calculated in Part 1 less than $60,078?

Yes

No

Is the number you calculated in Part 1 less than $71,103?

Yes

No

Your new FTE salary will be

$60,078

$60,078, the new Range A floor, comes from increasing the current Range A floor ($54,360) by 5%, and then adding $3,000.

Your new FTE salary will be

$71,103

$71,103, the new Range B floor, comes from increasing the current Range B floor ($64,860) by 5%, and then adding $3,000.

The number you calculated in Part 1 will be your 2023-24 FTE salary.

HOW WILL MY SALARY CHANGE NEXT YEAR? (2024–25)

Part 3: General Salary Increase

Take the full-time equivalent (FTE) salary you estimated in the previous chart, and multiply by 1.05 to apply the 5% GSI for academic year 2024–25.

Part 4: Floor raise

Are you in Salary Range A?

Range A consists of Lecturers A, Assistant Librarians, and Coaching Assistants.

Yes

No

Is the number you calculated in Part 3 less than $66,082?

Yes

No

No, but the floor raise (Part 4) applies to me: I answered "yes" to the previous two questions

Your new FTE salary will be

$66,082

$66,082, the new Range A floor, comes from applying the 5% GSI to the 2023–24 Range A floor ($60,078), and then adding $3,000.

Part 5: Service Salary Increase (SSI)

Part 5.1: Are you below the SSI max for your salary range? The new SSI maxima will be: $71,508 for Range A, $89,779 for Range B, $113,169 for Range C, and $124,164 for Range D.

Part 5.2: If you have a temporary appointment, would you have also completed 24 units in the same department since your last SSI (if any)?

**SSIs are applied on anniversary date of hire, not necessarily July 1.*

Yes

Multiply the number you calculated in Part 3 by 1.0265 to apply the 2.65% SSI. If it is still below the SSI max for your salary range, this will become your new 2024–25 FTE salary. If not, your new FTE salary will become the SSI max for your range.

If the floor raise also applies to you, your new FTE salary will be $67,833 ($66,082 * 1.0265).

No, and the floor raise (Part 4) does not apply to me

The number you calculated in Part 3 will be your 2024–25 FTE salary.