

MEMORANDUM OF SALARY SETTLEMENT

between

THE UNIVERSITY OF WATERLOO

and

THE FACULTY ASSOCIATION OF THE UNIVERSITY OF WATERLOO

16 June 2003

The University of Waterloo and the Faculty Association of the University of Waterloo hereby agree to the following salary settlement:

1. Effective 1 May 2004, a permanent Outstanding Performance Fund will be established annually as described below:

New Memorandum of Agreement Article 13.3.3(e):

Effective 1 May 2004, the University will provide annually an Outstanding Performance Fund for each Faculty equal in value to ten percent of that Faculty's Selective Increase Pool, to provide special permanent salary increases as described below.

Members in each Faculty unit (department or school) whose annual performance rating for the current year is within the top twenty percent of ratings within the unit may be considered for a special permanent salary increase. Members who have received a special increase in either of the previous two years are not eligible to receive a special increase, and are excluded for purposes of determining the top twenty percent and those within it.

All Members identified by the process above will form a single Faculty-wide pool. The Dean of the Faculty, in consultation with the Vice-President, Academic & Provost, will review the performance of all Members in this pool, and make special salary increase awards equal in value to one Selective Increase Unit (SIU) to a subset of them. The primary criteria will be outstanding performance in teaching and in scholarship. Consideration also should be given to dispersing the awards across Faculty units, ranks, and to both women and men. The number of awards made will be such that, in the aggregate, they will differ from ten percent of each Faculty's Selective Increase Pool by less than one SIU, and any unspent amount in the Fund of a given Faculty will be carried forward to the next salary year. The Vice-President, Academic & Provost will publicly announce the award recipients.

2. Effective 1 May 2004, the option to exchange 1 week of vacation allowance for a one-time 2% increase in salary when within three years of retirement will be extended to 30 April 2011 for retirement on or before 1 May 2014 (see Memorandum of Agreement, Article 11.4).
3. Effective 1 May 2004, the scale increase will be 3.3%.

4. Effective 1 May 2004, the SIU will be 2836, and the salary floors and thresholds (see Memorandum of Agreement, Article 13) will be as shown below:

Rank	Floor	T1	T2
Lecturer	\$45,000	\$86,700	\$100,900
Clinical Lecturer	\$58,000	\$106,700	\$119,800
Assistant Professor	\$58,000	\$120,000	\$145,000
Associate Professor	\$73,000	\$120,000	\$145,000
Professor	\$93,000	\$120,000	\$145,000

Note: Following the scale increase of 3.3%, any salary that remains below the respective floor will be increased to that floor before the annual selective salary increase (see Memorandum of Agreement, Article 13.3) is applied.

5. Effective 1 May 2005, the scale increase will be 3.3%.
6. Effective 1 May 2005, the SIU will be 2930, and the salary floors and thresholds will be as shown below:

Rank	Floor	T1	T2
Lecturer	\$46,485	\$89,561	\$104,230
Clinical Lecturer	\$59,914	\$110,221	\$123,753
Assistant Professor	\$59,914	\$123,960	\$149,785
Associate Professor	\$75,409	\$123,960	\$149,785
Professor	\$96,069	\$123,960	\$149,785

As per Article 10.4 of the Memorandum of Agreement, this Memorandum of Settlement becomes part of the Memorandum of Agreement, and is binding on the Board of Governors, the Association, and individual Members.

For the University:

For the Faculty Association:

 Alan George
 Chief Negotiator

 Metin Renksizbulut
 Chief Negotiator

 Bruce Mitchell

 Bill Power