2025 OT/OT-AAUP Negotiations
Compensation Outline
July 11, 2025

Black text – Original CCL
Orange text – OTAAUP
Blue text – OT
Green – Both (agreed to, subject to full Article TA)

Article 18~~XVIII~~: Compensation

Section 1. Individual Salary Increases. Nothing in this Article shall prevent Oregon Tech from making individual bargaining unit member salary increases, as needed, on a case-by-case basis, including retention increases or equity adjustments. Oregon Tech shall notify the Association of such increases by highlighting these changes in ~~with~~ the information exchange under Article 5: Association Rights.

Section 2. Existing Compensation Agreements. Any agreements related to compensation made between Oregon Tech and individual bargaining unit members prior to the effective date of this Agreement are considered null and void and shall not continue beyond the effective date of this Agreement, unless those terms have been approved by Oregon Tech since the effective date of the Inaugural CBA and placed in the bargaining unit member's personnel or academic file.

Section 3. Annual Compensation Increases.

(A). Bargaining unit members who had an appointment at Oregon Tech on or before October 1 of the preceding calendar year ~~(CY)~~ ~~preceding~~ as the effective date of the increase identified in subsection (B~~C~~), below, shall be eligible to receive the specific increases annual increases identified in subsection B, below ~~therein~~. ~~Bargaining unit members on approved leave during the term of the increase will receive their annual increase.~~

~~**(B).** Oregon Tech will release a request for proposals, with a copy to OT-AAUP, by November 30, 2021 to engage an outside consultant specializing in compensation for higher education in Oregon to complete a pay equity study of bargaining unit members pursuant to Oregon Equal Pay Act (ORS 652.210 – 652.235) and the Letter of Agreement: Article XVIII Compensation. A copy of the complete results of the study shall be provided to OT-AAUP within five (5) business days of Oregon Tech receiving the results.~~

~~Should the study reveal a need to make equity adjustments, such adjustments will be implemented pursuant to subsections (C)(4) through (5), below.~~

(B~~C~~). Annual Increases.

(1). Base Salary Adjustments.

Oregon Tech is assessing the feasibility of providing base salary adjustments in the first year, without an across-the-board increase.

(2) ~~Calendar~~ Academic Year ~~(CY)~~ 2026-27.

Oregon Tech is assessing the feasibility of providing an across-the-board increase in the second year.

(3) ~~Calendar~~ Academic Year ~~(CY)~~ 2027-28. Effective at the start of contracts (July 1 for 11- or 12-month appointments, and around Sep 15 for 9- ~~or 11-~~month ~~employees~~ appointments), eligible bargaining unit members as defined in subsection (A), above, shall receive a two percent (2.0%) ~~4%~~ increase to their base salary.

(4) Academic-Year ~~(CY)~~ 2028 - 2029. Effective at the start of the Notice of Appointment (July 1 for 11- or 12-month appointments, and around Sep 15 for 9-month appointments), eligible bargaining unit members as defined in subsection (A), above, shall receive one percent (1.0%) added to their base salary and be eligible for a merit increase up to an additional two percent (2.0%) added to their base salary based upon the results of their individual job performance as measured by their APE and approved by the College Dean.

(5) ~~Calendar~~ Academic-Year ~~(CY)~~ 2029 - 2030. Effective at the start of the Notice of Appointment (July 1 for 11- or 12-month appointments, and around Sep 15 for 9-month appointments), eligible bargaining unit members as defined in subsection (A), above, shall receive one percent (1.0%) added to their base salary and be eligible for a merit increase up to an additional two percent (2.0%) added to their base salary based upon the results of their individual job performance as measured by their APE and approved by the College Dean.

Section 4. Increase or Reduction of Compensation.

(A). Increase. If, as of ~~November~~ January 1 of each calendar year under this Agreement, the total of Public University Support Fund, Engineering Technology Sustaining Funds and Lottery Fund state appropriations distributed to Oregon Tech for the current fiscal year, is increased cumulatively by five percent (5.0%) or more over the prior fiscal year (excluding restoration of prior funding cuts) and Oregon Tech's current academic year fall term fourth week student credit hours enrollment, exclusive of Dual Credit and Advanced High School Credit as compared to the average of the same credit hours for the prior three (3) fall terms reveals a two percent (2.0%) increase or more, the parties shall meet to negotiate an increase in the ~~merit component of~~ annual increases in Section 3(B)(3) through (5), for the upcoming calendar year, pursuant to ORS 243.698. The parties recognize that such negotiations may delay the effective dates identified in Sections 3(~~C~~ B)(3) through (~~6~~ 5), above.

(B). Reduction. If, as of ~~November~~ January 1 of each calendar year of this Agreement, the total of Public University Support Fund, Engineering Technology Sustaining Funds and Lottery Fund state appropriations distributed to Oregon Tech for the current fiscal year, are a net decrease compared to the prior fiscal year or are increased cumulatively by less than three percent (3.0%) or Oregon Tech's current academic year fall term fourth week student credit hour enrollment, exclusive of Dual Credit and Advanced High School Credit as compared to the average of the same credit hours for the prior three (3) fall terms reveals a one percent (1.0%) increase or less, the parties shall meet to negotiate a reduction in the ~~merit component of~~ annual increases in Section 3(B)(3) through (5) above, for the upcoming calendar year, pursuant to ORS 243.698. The parties recognize that such negotiations may delay the effective dates identified in Sections 3(~~C~~ B)(3) through (~~6~~ 5), above.

Section 4~~5~~. Non-Tenure Track Salary Minima~~ums~~. Effective September 16, 2025, the minimum salary~~ies~~ for ~~non-tenure track~~ bargaining unit members ~~employees~~ holding a 1.0 FTE~~* fixed-term~~

9-month appointment will be ~~$59,194~~ ~~$48,000~~ $52,300. Appointments of 11- or 12-months or those at less than 1.0 FTE will have minima adjusted proportionately. ~~as follows:~~

~~Categories~~	~~9-month Salary~~	~~12-month Salary~~
~~Instructor~~	~~$43,002~~	~~$52,558~~

~~* Appointments equal to or greater than 0.5 FTE but less than 1.0 FTE will have minimums adjusted proportionate to the FTE.~~

Section 6. Tenure and Promotion ~~Raises.~~

(A).-Increases. A ~~tenure track~~ bargaining unit member who is awarded tenure or promoted in academic rank shall receive ~~an~~ the following increase to their annual base salary at the beginning of the next academic year: ~~effective the beginning of the following academic year. on the effective date of the promotion, as follows~~: ~~The increase for promotion shall be 10% of the bargaining unit member's salary during the term they are awarded promotion or 10% of the average salaries across all bargaining unit members during the term promotion is awarded, whichever is greater. Non-tenure track bargaining unit members who received promotion before this contract was ratified will receive retroactive promotion raises. Bargaining unit members who receive a promotional increase are also eligible for other salary increases described in this Article.~~

~~Additionally, a bargaining unit member with at least five (5) years of service since their terminal promotion or five (5) years of service after their last post-tenure review shall receive an increase of $5,500. These bargaining unit members are also eligible for other salary increases described in this Article.~~

Awarding of Tenure:	$2,500
Promotion to Senior Instructor 1	$1,500
Promotion to Senior Instructor 2	$2,100
Promotion to Associate Professor:	$2,500
Promotion to Professor:	$7,500
~~Post-Tenure Review*:~~	~~$4,000~~

~~*Through June 30, 2025, bargaining unit Professors with at least five (5) years of service since promotion to Professor or last post-tenure increase.~~

~~*Note:* If, at any time during the term of this Agreement, Oregon Tech establishes a process for the promotion of non-tenure track faculty, Oregon Tech shall notify the Association. Within 14 calendar days of receiving such notice, the Parties shall meet to negotiate over the impact of such policy. These negotiations shall follow the timelines for expedited bargaining under ORS 243.698~~.

For bargaining unit members who received a promotional increase as a result of an academic year's promotion and tenure review process are eligible for other salary increases, if any. Tenure and promotion raises shall be effective the beginning of the following academic year.

(B). Post-Tenure Review Bonus. Bargaining unit Professors who receive either a post-tenure excellent or exemplary review, shall receive a one-time bonus in the amount of five thousand dollars ($5,000) payable with their June pay.

Section 7. Program Director Stipend. By June 1 of the preceding ~~Each~~ academic year the College Dean or Dean's designee, at their sole discretion, may assign ~~one (1)~~ bargaining unit members to serve as ~~the~~ Program Directors for their department. Exceptions may be made by the College Dean or Provost's designee. ~~Bargaining unit members identified by the Department Chair to serve as Program Director for a program within a department shall be compensated as below~~:

The Program Director shall assist the department leadership in the following areas:

- **Student recruitment and success** (i.e., program promotion and marketing; student retention, recruitment and advising coordination). A Program Director may be assigned for units that have above 7,000 total SCH (department and non-department) from the prior academic year.
- **Discipline or Professional Accreditation** (i.e., annual reports, self-studies, site visits). A Program Director may be assigned for units that have Professional or Discipline specific accreditation.
- **Program Assessment** (i.e., OIT annual reports). A Program Director may be assigned if there are no professional or discipline accreditation within the department

For this work, if a Program Director is assigned, Oregon Tech shall provide the bargaining unit member so assigned a one-time annual stipend of $3,000, that is payable monthly during the academic year. Should an assigned Program Director change for any reason, the stipend will be adjusted.

No other stipend or release shall be given to Program Directors or other department positions except pursuant to this Section.

~~Beginning at the start of a contracts, The Program Director shall have their be paid their annual stipend added to their over the course of the academic year monthly salary. If a Program Director is changed for any reason mid-way through the academic year, the previous Program Director will cease receiving the stipend and the new Program Director will have the prorated stipend for the rest of the academic year/ added to their monthly salary. For this work, if a Program Director is assigned, Oregon Tech shall provide the bargaining unit member so assigned a one-time annual stipend according to the following:~~

~~**Department Taught Student Credit Hours**~~ ~~**Programmatic Students**~~ ~~**(based on prior academic year census data from Fall term of the prior academic year)**~~	~~**Stipend Amount**~~
~~50 or fewer students~~	~~$5,000~~
~~More than 50 students~~	~~$7,500~~

~~10,000 – 19,999~~	~~$1,500~~
~~20,000 or more~~	~~$3,000~~

~~Departments offering online degree programs may be assigned an additional program director at the sole discretion of the Provost.~~

~~This Section replaces Oregon Tech's previous stipend and release model for all Program Directors or other department positions.~~

Section 8. Overload. Instructional overload assignments and any exceptions to such assignment or compensation must receive approval from the Provost or their designee.

When a bargaining unit member is assigned and teaches instructional workload beyond that which is identified in Article 9: Workload, all courses taught by that bargaining unit member during the academic year shall be sorted in order of their student enrollment from least to most students enrolled. Overload compensation shall then be applied to the courses from least to most enrolled. This overload rate shall be one thousand ($1,000) per instructional workload unit.

Additionally, a class with an enrollment larger than fifty (50) may also be awarded a stipend, based on innovation, technology, delivery, or other course requirements.

~~Overload compensation shall be equivalent to the bargaining unit member's salary, prorated for instructional workload unit. eight hundred and eighty dollars ($880) except that: 1) a geographical stipend may be applied based on the location of an in-person assignment; 2) a class enrolled with less than ten (10) students may be approved in exceptional circumstances and will be paid at seventy dollars ($70) per student credit hour; or, 3) Additionally, a class with an enrollment larger than fifty (50) may shall also be awarded an overload stipend, based on innovation, technology, delivery, or other course requirements a rate of 0.1 IWLU per student over 50.~~

Bargaining unit members may request from the Provost that compensation for instructional overload take the form of class release in future terms of the same academic year. The decision to grant the request is within the sole discretion of the Provost.

Section 9. Summer Term for Bargaining Unit Members on a 9-month Contract. Summer Term appointments shall be compensated at ~~2.5% of the bargaining unit member's base salary per instructional workload unit. For courses with fewer than 10 students enrolled, IWLU calculations will be prorated at 10% of the instructional workload per course per student at the start of summer term, with a minimum of 50% workload granted. For other summer term work, the hourly rate shall be $60 per hour. eight hundred and eighty dollars ($880)~~ one thousand dollars ($1,000) per instructional workload unit provided overall Summer Term student credit hours increase by five percent (5%) from the previous Summer Term. If student credit hours do not increase by five percent (5%) percent from the previous Summer Term, the appointment shall be compensated at eight hundred and eighty and eighty dollars ($880) per instructional workload unit. ~~In exceptional circumstances, the College Dean may approve small classes with enrollment under ten (10) students, in which case, appointments will be compensated at seventy dollars ($70) per student credit hour.~~

Summer Term instructional workload units shall be recalculated after census enrollments are captured and compensation adjusted accordingly.

Section 10. Sponsored Programs. Compensation for work performed on sponsored agreements or matching funds must be ~~approved by the Provost or designee, and~~ consistent with the Sponsored Program requirements. Such compensation is not to exceed the bargaining unit member's base salary rate.

Appointments for which compensation is paid, in whole or in part, with federal funds shall follow the standards established in Federal Cost Principles for Educational Institutions and may be ineligible for an overload appointment or extra compensation. Notwithstanding this requirement, a bargaining unit member may receive compensation that exceeds the member's base salary so long as the extra appointment and its compensation is approved specifically by the granting agency and does not exceed twenty percent (20%) of member's base salary or all compensation during the contract period of the bargaining unit member~~for the period~~.

Section 11. Other Compensation. At the sole discretion of the Provost or designee, bargaining unit members may be awarded a stipend for performing academic-based projects. Notwithstanding the previous sentence, the following academic-based activities will be awarded a stipend at the described rate.

(A) Stipends: A bargaining unit member~~s~~ may be assigned to ~~who~~ take on one of the following responsibilities and ~~will~~ be awarded a ~~minimum~~ ~~$2,500~~ a $4,000 annual stipend, payable monthly during the academic year. Should an assigned bargaining unit member change for any reason, the stipend will be adjusted.

i. Radiation Safety Officer/Liaison
ii. Chemical Safety Officer/Liaison
iii. Faculty Athletics Representative
~~iv. Cadaver Coordinator~~
~~v. Preparation of any external programmatic accreditation report~~

~~(B) Advising: Given the significance of academic advising to student retention, bargaining unit members with over 40 advisees will be awarded a cumulative $1,000 stipend in addition to non-instructional workload credit, as follows:~~

- ~~41 – 50 students $1,000~~
- ~~51 – 60 students $2,000~~
- ~~61 – 70 students $3,000~~
- ~~71 – 80 students $4,000~~
- ~~*ad infinitum*~~