

## Full-Time Regular and NR2 Faculty Salary Scale (As of Feb 15, 2018)

STEP	01-Apr-14	01-Apr-15 <sup>1</sup>	01-Feb-16 <sup>1</sup>	01-Apr-16 <sup>1</sup>	01-Feb-17 <sup>1,2,3</sup>	01-Apr-17 <sup>1,3</sup>	01-Feb-18 <sup>1,2,3</sup>	01-Apr-18 <sup>1,3</sup>	01-Feb-19 <sup>1,2,3</sup>
	to 31-Mar-15	to 31-Jan-16	to 31-Mar-16	to 31-Jan-17	to 31-Mar-17	to 31-Jan-18	to 31-Mar-18	to 31-Jan-19	to 31-Mar-19
11 Stipend	\$86,611 <u>\$1,732</u>	\$87,477 <u>\$1,750</u>	\$87,871 <u>\$1,757</u>	\$88,310 <u>\$1,766</u>	\$89,502 <u>\$1,790</u>	\$89,950 <u>\$1,799</u>	\$91,209 <u>\$1,824</u>	\$91,665 <u>\$1,833</u>	\$92,581 <u>\$1,852</u>
	\$88,343	\$89,227	\$89,628	\$90,076	\$91,292	\$91,748	\$93,033	\$93,498	\$94,433
10 Stipend	\$81,136 <u>\$1,623</u>	\$81,947 <u>\$1,639</u>	\$82,316 <u>\$1,646</u>	\$82,728 <u>\$1,655</u>	\$83,845 <u>\$1,677</u>	\$84,264 <u>\$1,685</u>	\$85,444 <u>\$1,709</u>	\$85,871 <u>\$1,718</u>	\$86,730 <u>\$1,735</u>
	\$82,759	\$83,586	\$83,962	\$84,383	\$85,522	\$85,950	\$87,153	\$87,589	\$88,465
9 Stipend	\$75,577 <u>\$1,512</u>	\$76,333 <u>\$1,527</u>	\$76,676 <u>\$1,534</u>	\$77,059 <u>\$1,541</u>	\$78,099 <u>\$1,562</u>	\$78,489 <u>\$1,570</u>	\$79,588 <u>\$1,592</u>	\$79,986 <u>\$1,600</u>	\$80,786 <u>\$1,616</u>
	\$77,089	\$77,860	\$78,210	\$78,600	\$79,661	\$80,059	\$81,180	\$81,586	\$82,402
8 Stipend	\$72,485 <u>\$1,450</u>	\$73,210 <u>\$1,464</u>	\$73,539 <u>\$1,471</u>	\$73,907 <u>\$1,478</u>	\$74,905 <u>\$1,498</u>	\$75,280 <u>\$1,505</u>	\$76,333 <u>\$1,527</u>	\$76,715 <u>\$1,534</u>	\$77,482 <u>\$1,550</u>
	\$73,935	\$74,674	\$75,010	\$75,385	\$76,403	\$76,785	\$77,860	\$78,249	\$79,032
7 Stipend	\$69,829 <u>\$1,397</u>	\$70,527 <u>\$1,411</u>	\$70,844 <u>\$1,417</u>	\$71,198 <u>\$1,424</u>	\$72,159 <u>\$1,443</u>	\$72,520 <u>\$1,450</u>	\$73,535 <u>\$1,471</u>	\$73,903 <u>\$1,478</u>	\$74,642 <u>\$1,493</u>
	\$71,226	\$71,938	\$72,261	\$72,622	\$73,602	\$73,970	\$75,006	\$75,381	\$76,134
6 Stipend	\$67,175 <u>\$1,344</u>	\$67,847 <u>\$1,357</u>	\$68,152 <u>\$1,363</u>	\$68,493 <u>\$1,370</u>	\$69,418 <u>\$1,388</u>	\$69,765 <u>\$1,395</u>	\$70,742 <u>\$1,414</u>	\$71,096 <u>\$1,422</u>	\$71,806 <u>\$1,436</u>
	\$68,519	\$69,204	\$69,515	\$69,863	\$70,806	\$71,160	\$72,156	\$72,517	\$73,242
5 Stipend	\$64,519 <u>\$1,290</u>	\$65,164 <u>\$1,303</u>	\$65,457 <u>\$1,309</u>	\$65,784 <u>\$1,316</u>	\$66,672 <u>\$1,334</u>	\$67,005 <u>\$1,341</u>	\$67,943 <u>\$1,359</u>	\$68,283 <u>\$1,366</u>	\$68,966 <u>\$1,380</u>
	\$65,809	\$66,467	\$66,766	\$67,100	\$68,006	\$68,346	\$69,303	\$69,649	\$70,346
4 Stipend	\$61,864 <u>\$1,237</u>	\$62,483 <u>\$1,250</u>	\$62,764 <u>\$1,255</u>	\$63,078 <u>\$1,262</u>	\$63,930 <u>\$1,279</u>	\$64,250 <u>\$1,285</u>	\$65,149 <u>\$1,303</u>	\$65,475 <u>\$1,310</u>	\$66,130 <u>\$1,323</u>
	\$63,101	\$63,733	\$64,019	\$64,340	\$65,209	\$65,535	\$66,453	\$66,785	\$67,453
3 Stipend	\$59,209 <u>\$1,184</u>	\$59,801 <u>\$1,196</u>	\$60,070 <u>\$1,201</u>	\$60,370 <u>\$1,207</u>	\$61,185 <u>\$1,223</u>	\$61,491 <u>\$1,229</u>	\$62,352 <u>\$1,246</u>	\$62,664 <u>\$1,253</u>	\$63,290 <u>\$1,265</u>
	\$60,393	\$60,997	\$61,271	\$61,577	\$62,408	\$62,720	\$63,598	\$63,916	\$64,555
2 Stipend	\$56,554 <u>\$1,131</u>	\$57,120 <u>\$1,142</u>	\$57,377 <u>\$1,148</u>	\$57,664 <u>\$1,153</u>	\$58,442 <u>\$1,169</u>	\$58,734 <u>\$1,175</u>	\$59,556 <u>\$1,191</u>	\$59,854 <u>\$1,197</u>	\$60,453 <u>\$1,209</u>
	\$57,685	\$58,262	\$58,525	\$58,817	\$59,611	\$59,909	\$60,748	\$61,052	\$61,662
1 Stipend	\$53,900 <u>\$1,078</u>	\$54,439 <u>\$1,089</u>	\$54,684 <u>\$1,094</u>	\$54,957 <u>\$1,099</u>	\$55,699 <u>\$1,114</u>	\$55,977 <u>\$1,120</u>	\$56,761 <u>\$1,135</u>	\$57,045 <u>\$1,141</u>	\$57,615 <u>\$1,152</u>
	\$54,978	\$55,528	\$55,778	\$56,056	\$56,813	\$57,097	\$57,896	\$58,186	\$58,768

## NR1 Faculty Salary (as of Feb 15, 2018)

Effective April 1st 2014	Contact Hours	Per Semester Credit*	Monthly F/T Equivalent**	Weekly F/T Equivalent	Hourly Rate
Classroom Related	16	\$1,960.29	\$5,880.87	\$1,357.12	\$84.82
Reality Environment	20	\$1,960.29	\$5,880.87	\$1,357.12	\$67.86
Simulation Environment	24	\$1,960.29	\$5,880.87	\$1,357.12	\$56.55
Individual Learning	24	\$1,960.29	\$5,880.87	\$1,357.12	\$56.55
Practicum Supervision	32	\$1,960.29	\$5,880.87	\$1,357.12	\$42.41

Effective April 1st 2015 <sup>1</sup>	Contact Hours	Per Semester Credit*	Monthly F/T Equivalent**	Weekly F/T Equivalent	Hourly Rate
Classroom Related	16	\$1,979.89	\$5,939.67	\$1,370.69	\$85.67
Reality Environment	20	\$1,979.89	\$5,939.67	\$1,370.69	\$68.53
Simulation Environment	24	\$1,979.89	\$5,939.67	\$1,370.69	\$57.11
Individual Learning	24	\$1,979.89	\$5,939.67	\$1,370.69	\$57.11
Practicum Supervision	32	\$1,979.89	\$5,939.67	\$1,370.69	\$42.83

Effective Feb 1st 2016 <sup>1</sup>	Contact Hours	Per Semester Credit*	Monthly F/T Equivalent**	Weekly F/T Equivalent	Hourly Rate
Classroom Related	16	\$1,988.80	\$5,966.40	\$1,376.86	\$86.05
Reality Environment	20	\$1,988.80	\$5,966.40	\$1,376.86	\$68.84
Simulation Environment	24	\$1,988.80	\$5,966.40	\$1,376.86	\$57.37
Individual Learning	24	\$1,988.80	\$5,966.40	\$1,376.86	\$57.37
Practicum Supervision	32	\$1,988.80	\$5,966.40	\$1,376.86	\$43.03

Effective April 1st 2016 <sup>1</sup>	Contact Hours	Per Semester Credit*	Monthly F/T Equivalent**	Weekly F/T Equivalent	Hourly Rate
Classroom Related	16	\$1,998.74	\$5,996.22	\$1,383.74	\$86.48
Reality Environment	20	\$1,998.74	\$5,996.22	\$1,383.74	\$69.19
Simulation Environment	24	\$1,998.74	\$5,996.22	\$1,383.74	\$57.66
Individual Learning	24	\$1,998.74	\$5,996.22	\$1,383.74	\$57.66
Practicum Supervision	32	\$1,998.74	\$5,996.22	\$1,383.74	\$43.24

Effective Feb 1st 2017 <sup>1,2,3</sup>	Contact Hours	Per Semester Credit*	Monthly F/T Equivalent**	Weekly F/T Equivalent	Hourly Rate
Classroom Related	16	\$2,025.72	\$6,077.17	\$1,402.42	\$87.65
Reality Environment	20	\$2,025.72	\$6,077.17	\$1,402.42	\$70.12
Simulation Environment	24	\$2,025.72	\$6,077.17	\$1,402.42	\$58.43
Individual Learning	24	\$2,025.72	\$6,077.17	\$1,402.42	\$58.43
Practicum Supervision	32	\$2,025.72	\$6,077.17	\$1,402.42	\$43.83

Effective April 1st 2017 <sup>1,3</sup>	Contact Hours	Per Semester Credit*	Monthly F/T Equivalent**	Weekly F/T Equivalent	Hourly Rate
Classroom Related	16	\$2,035.85	\$6,107.55	\$1,409.43	\$88.09
Reality Environment	20	\$2,035.85	\$6,107.55	\$1,409.43	\$70.47
Simulation Environment	24	\$2,035.85	\$6,107.55	\$1,409.43	\$58.72
Individual Learning	24	\$2,035.85	\$6,107.55	\$1,409.43	\$58.72
Practicum Supervision	32	\$2,035.85	\$6,107.55	\$1,409.43	\$44.05

Effective Feb 1st 2018 <sup>1,2,3</sup>	Contact Hours	Per Semester Credit*	Monthly F/T Equivalent**	Weekly F/T Equivalent	Hourly Rate
Classroom Related	16	\$2,064.21	\$6,193.06	\$1,429.16	\$89.32
Reality Environment	20	\$2,064.21	\$6,193.06	\$1,429.16	\$71.46
Simulation Environment	24	\$2,064.21	\$6,193.06	\$1,429.16	\$59.54
Individual Learning	24	\$2,064.21	\$6,193.06	\$1,429.16	\$59.54
Practicum Supervision	32	\$2,064.21	\$6,193.06	\$1,429.16	\$44.67

Effective April 1st 2018 <sup>1,3</sup>	Contact Hours	Per Semester Credit*	Monthly F/T Equivalent**	Weekly F/T Equivalent	Hourly Rate
Classroom Related	16	\$2,074.68	\$6,224.03	\$1,436.31	\$89.77
Reality Environment	20	\$2,074.68	\$6,224.03	\$1,436.31	\$71.81
Simulation Environment	24	\$2,074.68	\$6,224.03	\$1,436.31	\$59.84
Individual Learning	24	\$2,074.68	\$6,224.03	\$1,436.31	\$59.84
Practicum Supervision	32	\$2,074.68	\$6,224.03	\$1,436.31	\$44.89

Effective Feb 1st 2019 <sup>1,2,3</sup>	Contact Hours	Per Semester Credit*	Monthly F/T Equivalent**	Weekly F/T Equivalent	Hourly Rate
Classroom Related	16	\$2,095.42	\$6,286.27	\$1,450.67	\$90.67
Reality Environment	20	\$2,095.42	\$6,286.27	\$1,450.67	\$72.53
Simulation Environment	24	\$2,095.42	\$6,286.27	\$1,450.67	\$60.44
Individual Learning	24	\$2,095.42	\$6,286.27	\$1,450.67	\$60.44
Practicum Supervision	32	\$2,095.42	\$6,286.27	\$1,450.67	\$45.34

**LETTER OF UNDERSTANDING # 5**  
**CONTINUING AND PROFESSIONAL STUDIES**

**1) Purpose**

The purpose of this Letter of Understanding is to set out the working conditions that apply to **CPS** faculty. **This Letter of Understanding and the collective agreement do not apply to persons employed by third parties that enter into partnership arrangements with the Employer for the delivery of courses or programs in CPS, as described below.**

**2) Definitions**

**a) Continuing and Professional Studies (CPS) Courses and Programs**

**A Continuing and Professional Studies course or program is not a course or program that:**

- (i) is funded by the core grant supplied to the University by the BC government, except with respect to the payment of general overhead and administrative costs; and/or**
- (ii) was taught by faculty under the terms and conditions set out in the main collective agreement prior to the ratification of the parties' 2014-2019 collective agreement; and/or**
- iii) is a duplication of any course or program offering funded by the core grant supplied to the University by the BC government.**

**b) Regular CPS Faculty**

A regular **CPS** faculty member is one who occupies a regular position **in CPS** established by the Employer or as converted to regular status in b) iii) below.

Regular **CPS** faculty have the same rights and obligations as regular members in the **collective** agreement except for Article 7 Layoff and Recall. (See section 6 below for Layoff and Recall.)

Part time regular **CPS** faculty have the same rights and obligations as full time **regular CPS** faculty and are entitled to all benefits on a pro-rated basis.

**c) Non-regular CPS Faculty**

- i) Non-regular **CPS** faculty Type 2 who meet the definition of Article 1.05(d)(ii) for their work in **CPS** shall be eligible for benefits as set out below and shall be referred to as **CPS** faculty Type 2.**

- ii) Non-regular **CPS** faculty Type 1 are all other **non-regular** faculty **in CPS** who **are included in the bargaining unit** and do not meet the above definition.
- iii) Non-regular Type 2 **CPS** faculty who meet the criteria in Article 1.05(e) for 3 years will be converted to regular status subject to having ongoing work and the other provisos in Article 1.05(e). Any disputes would be referred to the Joint Committee in Letter of Understanding # **4**.

**d) Non bargaining unit CPS Faculty**

- i) This includes faculty teaching short term courses not part of citation or certification programs (**for example** workshops or **courses less than** a semester **in length**).
- ii) These **CPS** faculty are not members of the bargaining unit and are not covered by this Letter of Understanding.
- iii) **If KPU contracts an employer to provide offerings outside of the provisions of 2 (a) above, those employees of the other employer will be non-bargaining unit CPS faculty and will not be covered by this LOU.**
- iv) The University shall issue an annual report to the Union listing the names of **CPS** faculty performing work not included in the bargaining unit, and their accumulated hours worked in the previous fiscal year. The first report will be issued by April 30, 2002 for the 2001-2002 fiscal year. Where a dispute arises over whether work is properly outside the bargaining unit, the dispute will be referred first to the Joint Committee struck under Letter of Understanding **#4** and then to the grievance process if unresolved.

**3) Definition of Work for Bargaining Unit CPS Faculty**

**CPS** faculty work is described as either “direct student instruction” or “other accountable time”, or a combination of the two.

- a)** Direct student instruction means in-class delivery of course or program material.
- b)** Other accountable time in **CPS** means such activities as preparation of instructional materials, planning student activities, assessment and evaluation of students, liaison with industry, arranging student practicum placements and contact with employers and students, attending professional and internal meetings, recruiting students, promotion and development of the program, program administration and other program related duties.
- c)** Direct student instruction for full-time **CPS** faculty shall be 25 hours per week. The maximum or normal full-time hours for other accountable time shall be 35 hours per

week. **CPS** faculty whose work involves both direct student instruction and other accountable time will be pro-rated.

**4) Eligibility for Benefits – Non-regular CPS Faculty Type 2**

Non-regular **CPS** faculty who qualify under section 2(b)(i) shall be eligible for all health and welfare benefits described in Article 15. Benefit premiums will be pro-rated so that the Employer’s portion of the premium equals the appointment percentage and the employee is deducted for the remaining portion.

**5) Rates of Pay**

- a) Regular **CPS** faculty and Non-regular **CPS** faculty Type 2, shall be paid according to the salary scale in Article 9.01, and placement on scale shall be in accordance with Article 9.02 of the collective Union agreement or the faculty member’s current rate of remuneration, whichever is greater.
- b) Non-regular **CPS** faculty Type 1 shall be paid according to the minimum hourly rates in (c) below or the faculty member’s current hourly rate of remuneration, whichever is greater.
- c) Minimum rates for hourly paid **CPS** faculty:
  - i) Direct instruction: **\$49.01** per hour.
  - ii) Other accountable time: **\$35.01** per hour.

CPS Type 1 Hourly Pay Rates	01-Apr-14	01-Apr-15 <sup>1</sup>	01-Feb-16 <sup>1</sup>	01-Apr-16 <sup>1</sup>	01-Feb-17 <sup>1,2,3</sup>	01-Apr-17 <sup>1,3</sup>	01-Feb-18 <sup>1,2,3</sup>	01-Apr-18 <sup>1,3</sup>	01-Feb-19 <sup>1,2,3</sup>
	to 31-Mar-15	to 31-Jan-16	to 31-Mar-16	to 31-Jan-17	to 31-Mar-17	to 31-Jan-18	to 31-Mar-18	to 31-Jan-19	to 31-Mar-19
Direct Instruction	\$49.01	\$49.50	\$49.73	\$49.97	\$50.64	\$50.90	\$51.61	\$51.87	\$52.39
Other Accountable Time	\$35.01	\$35.36	\$35.52	\$35.70	\$36.18	\$36.36	\$36.87	\$37.06	\$37.43

**All rates will be effective the first day of the first full pay period after the first of the month.**

**<sup>1</sup>The Parties agree that retroactive adjustment will apply in the case of a tentative settlement on or before June 1<sup>st</sup>, 2015.**

**<sup>2</sup>See Appendix – Memorandum of Understanding on the Economic Stability Dividend (ESD). Annual wage rate may be adjusted depending on the ESD.**

**<sup>3</sup>Annual wage rates to be determined depending on the ESD.**

- d) The minimum rates in (c) above include vacation pay.

## 6) Layoff and Recall

The Employer may lay off a CPS faculty member due to technological change; shortage of operating funds; elimination or reduction of programs or courses or services; decline in enrolment; external decision or recommendation; or changing demand for Employer services.

When layoff of CPS faculty must occur, the procedure below will apply.

### a) Layoff Sequence

- i) The sequence for layoff in a program must be:
  - (1) Non-regular CPS faculty Type I
  - (2) Non-regular CPS faculty Type 2
  - (3) Regular CPS faculty

### b) Layoff Procedures for Regular Faculty and Non-regular Type 2

- i) Layoff method for CPS faculty is by least total FTE service.
- ii) If a CPS faculty member has been identified for layoff and the remaining CPS faculty in the program do not have the necessary qualifications, experience and abilities to teach the remaining courses or to perform the remaining services in the program, the determination of the CPS faculty member to be laid off shall recommence with that person with the next to least FTE service.

A CPS faculty member will be notified verbally, then in writing, as early as possible, stating the reason(s) for the layoff and the effective date of the layoff. The Union will also receive a copy of such written notice.

### c) Alternate Work for Regular Faculty

- i) In the event work is not available in the program, an affected regular faculty member shall meet with the appropriate V.P. or delegate to identify unassigned work for which the affected faculty member has been inventoried within CPS, or non-teaching work in CPS for which the faculty member has the necessary qualifications, experience and abilities.

### d) Recall Procedures for Regular Faculty

- i) If work is available in a CPS program within 2 years of layoff, the recall shall be in reverse order of layoff, provided the faculty member has the necessary qualifications, experience and abilities.

- ii) To remain eligible for recall under this letter, the laid off faculty member will keep the Human Resource Services Department informed of his or her telephone number, and promptly report any changes.
- iii) The faculty member will accept or reject notice of recall from the employer within 5 calendar days of receipt of such notices. In the event the faculty member rejects the offer of recall, or fails to respond to the time limit above, the employer will offer that work to the next qualified person in reverse order of layoff.

e) **Severance**

- i) Regular **CPS** faculty who are laid off shall be eligible for severance provisions in Article 7.07 of the **collective** agreement based on FTE service accumulated after September 1, 1999. Faculty who receive severance pay will lose their right of recall in (d) above.

f) **Cancellation Fees**

- i) When the appointment of a non-regular **CPS** faculty member Type 2 is cancelled or reduced, a non-recoverable cancellation fee shall be paid according to the following formula:

$$\frac{\text{CPS appointment hours} \times \$500.00}{60 \text{ hours}} \quad \text{to a maximum of } \$4000.00$$

- 7) Article 16 Professional Development of the **collective** agreement applies to regular **CPS** faculty and non-regular **CPS** faculty Type 2.