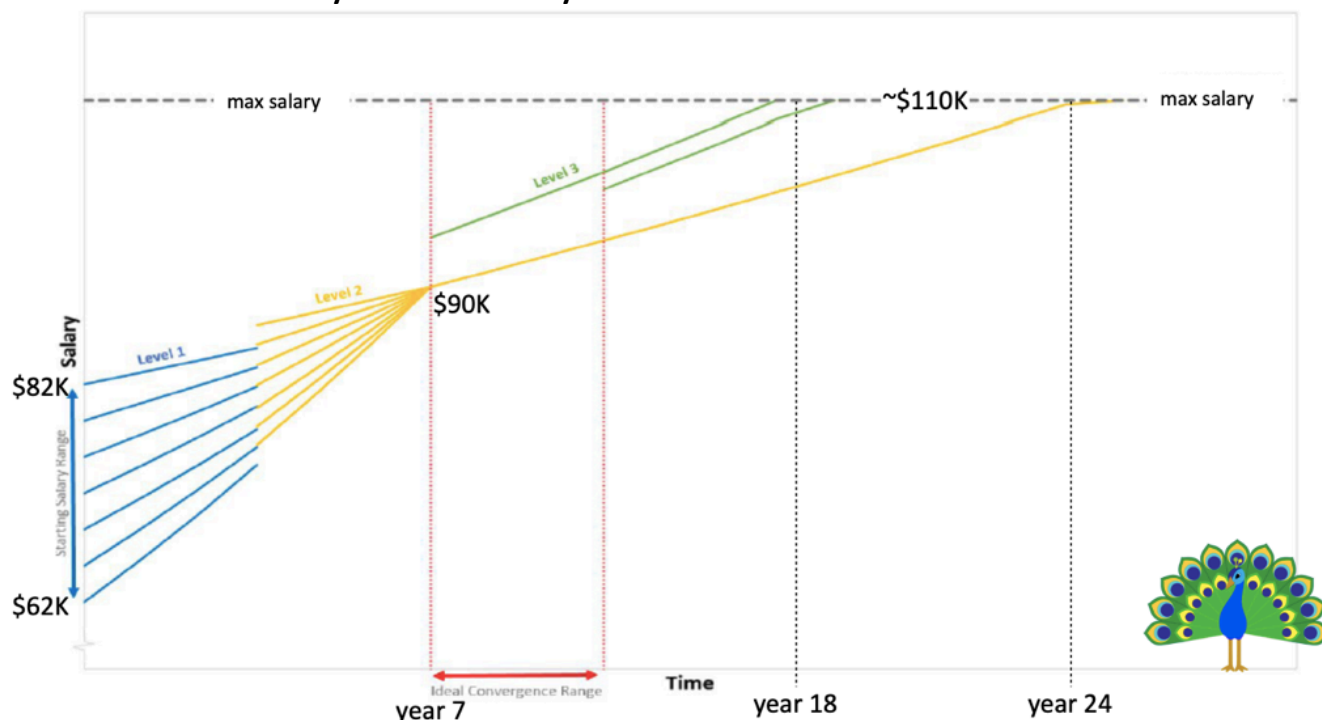




Here's some things you need to know about...

Your pay!

The diagram of the Full-Time Faculty Compensation System shown below may seem familiar to you. It may have been shown to you when you first came on-board as new faculty here at Madison College, but it's very likely that the diagram shown to you did not have years of service or salaries indicated.



There are a couple of things of importance to note here on this diagram. (You may hear some people refer to as "the peacock", so-called because the yellow and blue lines at the left looked to someone to resemble the fanned tail of a peacock.) First note that the point labeled "\$90K" where the yellow lines come together is known as the "convergence" point which happens at about the seventh year of your service at the college.

Prior to convergence, the increases to your salary occur at a faster rate than after. Prior to convergence, you are being recognized regularly for your professional development with annual raises. After convergence, your professional development is recognized with an increase when you promote from level 1 to level 2 (\$1000), and again when you move from level 2 to level 3 (\$3000). In the current iteration of the system, it would take you between 18 and 24 years to get to the max salary of \$110,000, and that is a very long time.

Salary increases after convergence are based on an amount that is bargained between the union and the administration. That amount is itself based on the consumer price index (CPI), which is a measure of inflation's effect on your paycheck. This is an inflation offset that keeps the buying power of your paycheck steady with inflation, and so the number of dollars will increase but, depending on the amount negotiated, the buying power of your paycheck may actually decline. Note that if increases granted annually are lower than the CPI, it becomes a practical impossibility to ever reach the max salary.

Also, currently the max salary is set at about \$110,000 per year (to be precise \$109,582). That figure was set in 2018, and is supposed to re-set every three years, but of course, inflationary effects over the three year period erodes the buying power of those at the salary max. Further, it has been the position of the college that those faculty at the max salary will not receive the base-building increases others receive. It is the fundamental belief of AFT Local 243 that everyone deserves a base-building increase to protect them against the effects of inflation.