

A MASTER AGREEMENT
BETWEEN THE BOARD OF REGENTS, STATE OF IOWA
AND
THE UNI-UNITED FACULTY

July 1, 2023 - June 30, 2025

PREAMBLE

WHEREAS, the Board of Regents, State of Iowa, and the United Faculty have reached certain understandings, which they desire to confirm in this Agreement, it is agreed as follows:

ARTICLE ONE BASE WAGES

Section 1.0 2023-2024 Salaries

Effective with the 2023-2024 appointment year, the minimum salary guideline for each classification in the bargaining unit will be increased by three percent (3%).

Section 1.1 2024-2025 Salaries

Effective with the 2024-2025 appointment year, the minimum salary guideline for each classification in the bargaining unit will be increased by three percent (3%).

Section 1.2 Temporary (Adjunct) Salaries

Temporary (Adjunct) faculty shall be paid at a rate of no less than one thousand seven hundred and ninety-four dollars (\$1,794) per credit hour for the 2023-2024 appointment year and one thousand eight hundred forty-eight dollars (\$1,848) per credit hour for the 2024-2025 appointment year.

ARTICLE TWO

SALARY INCREASES FOR NON-TEMPORARY FACULTY

Section 2.0 2023-2024 Salary Increases for Non-Temporary Faculty

Effective July 1, 2023, UNI shall establish a salary increase fund equal to three percent (3%) of the total amount of the appointment year salaries of all non-temporary faculty who were employed on April 30, 2023. During the 2023-2024 appointment year, this salary increase fund shall be distributed to eligible non-temporary faculty based on the following allocation: forty percent (40%) as an across the board increase (which shall be based on the individual faculty member's 2022-2023 appointment year salary), twenty percent (20%) as an incremental increase (which shall be based on the average 2022-2023 appointment year salary of all non-temporary faculty), and forty percent (40%) as an individual adjustment increase for merit and promotions.

Section 2.1 2024-2025 Salary Increases for Non-Temporary Faculty

Effective July 1, 2024, UNI shall establish a salary increase fund equal to three percent (3%) of the total amount of the appointment year salaries of all non-temporary faculty who were employed on April 30, 2024. During the 2024-2025 appointment year, this salary increase fund shall be distributed to eligible non-temporary faculty based on the following allocation: forty percent (40%) as an across-the-board increase (which shall be based on the individual faculty member's 2023-2024 appointment year salary), twenty percent (20%) as an incremental increase (which shall be based on the average 2023-2024 appointment year salary of all non-temporary faculty), and forty percent (40%) as an individual adjustment increase for merit and promotions.

This Agreement shall be effective as of July 1, 2023, and shall continue in effect until June 30, 2025.

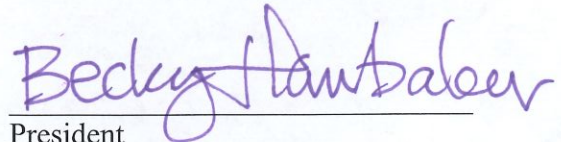
In witness whereof the parties hereto have caused this Agreement to be signed by their respective representatives and their signatures placed thereon, all on 3rd day of April 2023.

DocuSigned by:



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Executive Director
Board of Regents, State of Iowa



President
United Faculty

APPENDIX A**MINIMUM SALARY GUIDELINES**

These Guidelines are for 9 month full-time faculty salaries (reduced load, 10 month or 11 month salaries would be prorated accordingly). These Guidelines are not for use with faculty in special contracts (e.g., Emeritus) or for temporary faculty. The Instructor category includes only Term and Renewable Term appointments.

2023-2024					
	Years Completed in Rank	Instructor	Assistant Professor	Associate Professor	Professor
Minimum	0 years	\$42,902	\$49,780	\$59,456	\$69,132
		\$44,764	\$51,940	\$62,036	\$72,132

2024-2025					
	Years Completed in Rank	Instructor	Assistant Professor	Associate Professor	Professor
Minimum	0 years	\$43,460	\$50,427	\$60,229	\$70,031
		\$46,107	\$53,499	\$63,897	\$74,296