

## **MSP Compensation and Benefits Proposals**

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MSP Bargaining Team

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### **Increase Salary Floors, Promotional Increments, and Librarian Stipends**

Floors, increments, and stipends have not seen significant increases since 2017. Inflation has risen 29% during that same period.

- Increase salary floors, promotional increments and longevity increases by 25%
- All salary floors, promotional increments and longevity increases shall increase annually by a percentage equivalent to the total of across the board and merit increases combined
- Increase minimum Librarian Coordinator stipend to \$7,000 and Librarian Department Head stipend to \$10,000
- Increase salary floors, promotional increments and longevity increases for clinical instructors in the College of Nursing by 25%

### **Increase Funds to Support Bargaining Unit Members**

None of these funds are sufficient to meet the needs of faculty and librarians.

- Annual Research Support Fund – increase to \$1 million with \$2,000 awards
- Annual Teaching Support Fund – increase to \$500,000 with \$1,000 awards
- Computer Replacement Fund – increase to \$300,000 per year
- Pay Equity & Adjustment Pool – increase to \$400,000 per year
- Partner Employment Program Pool – increase to \$60,000 per year
- Transition Fund for new employees – increase to \$80,000 per year
- Childcare and Eldercare Fund – increase to \$300,000 per year

### **PMYR**

PMYR funds have remained stagnant since 2017.

- Include NTT faculty in terminal ranks in the PMYR process
- Increase college development funds received through the PMYR process to \$8,000
- Apply PMYR awards to base salary

## Additional MSP Compensation Proposals

### Salary Increases

**Across the Board** increases for all faculty and librarians consistent with raises mandated by the Governor for all state employees

- 3.5% in January 2025
- 2.25% in July 2025
- 2.25% in January 2026
- 2.25% in July 2026
- 2.25% in January 2027

**Merit Pay** – in addition to statewide across-the-board increases

- 3% Merit award pool retroactive to July 2024 covering Academic Years 2016/17, 2017/18, 2018/19, and 2023/24
- 2.25% Merit award pool paid in July 2025 covering Academic Years 2019/20, 2020/21, and 2024/25
- 2.25% Merit award pool paid in July 2026 covering Academic Years 2021/22, 2022/23, and 2025/26

**Equity-based** pay increases of \$1,000 for each bargaining unit member annually

- paid in July 2024, July 2025, and July 2026

### Additional Ranks

Create new rank of Professor 2

- faculty eligible 6 years after promotion to full professor
- salary increase corresponding to promotion to full professor

Create new rank of Senior Lecturer 3 (added to the UMass Boston contract in 2021)

- faculty eligible 6 years after promotion to Senior Lecturer 2
- salary increase corresponding to promotion to Senior Lecturer 2