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

July 1, 2019 – June 30, 2021
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 2019-2020 Salaries

Effective with the 2019-2020 appointment year, the minimum salary guideline for each classification in the bargaining unit will be increased by two and one tenths percent (2.1%).

Section 1.1 2020-2021 Salaries

Effective with the 2020-2021 appointment year, the minimum salary guideline for each classification in the bargaining unit will be increased by two and one tenths percent (2.1%).

Section 1.2 Temporary (Adjunct) Salaries

Temporary (Adjunct) faculty shall be paid at a rate of no less than one thousand six hundred sixty-four dollars ($1,664) per credit hour for the 2019-2020 appointment year and one thousand six hundred ninety-eight dollars ($1,698) per credit hour for the 2020-2021 appointment year.
ARTICLE TWO
SALARY INCREASES FOR NON-TEMPORARY FACULTY

Section 2.0 2019-2020 Salary Increases for Non-Temporary Faculty

Effective July 1, 2019, UNI shall establish a salary increase fund equal to two and one tenths percent (2.1%) of the total amount of the appointment year salaries of all non-temporary faculty who were employed on April 30, 2019. During the 2019-2020 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 2018-2019 appointment year salary), twenty percent (20%) as an incremental increase (which shall be based on the average 2018-2019 appointment year salary of all non-temporary faculty), and forty percent (40%) as an individual adjustment increase for merit and promotions.

Section 2.1 2020-2021 Salary Increases for Non-Temporary Faculty

Effective July 1, 2020, UNI shall establish a salary increase fund equal to two and one tenths percent (2.1%) of the total amount of the appointment year salaries of all non-temporary faculty who were employed on April 30, 2020. During the 2020-2021 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 2019-2020 appointment year salary), twenty percent (20%) as an incremental increase (which shall be based on the average 2019-2020 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, 2019, and shall continue in effect until June 30, 2021.

In witness whereof the parties hereto have caused this Agreement to be signed by their respective representatives and their signatures placed thereon, all on the ____ day of April 2019.

Mark Braun  
Executive Director  
Board of Regents, State of Iowa

Becky Hawbaker  
President  
United Faculty
APPENDIX A

MINIMUM SALARY GUIDELINES

<table>
<thead>
<tr>
<th>Years Completed in Rank</th>
<th>2019-2020</th>
<th>2020-2021</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>Instructor</td>
<td>Assistant Professor</td>
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<tr>
<td>Minimum</td>
<td>0 years</td>
<td>$41,480</td>
</tr>
<tr>
<td></td>
<td>0 years</td>
<td>$42,351</td>
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