

Rank	Salary Range July 1, 2022		Salary Range April 1, 2023		Salary Range December 1, 2023*		PTR Value
Director, Educational Development Unit	108,771	150,426	110,131	152,306	111,783	154,591	

Generic Academic Ranks

At the point of hiring, academic staff members outside of the ranks listed in Schedule A, will be placed in one of the following categories. The category of the academic appointment must be clearly outlined in the letter of appointment and reported to the Faculty Association.

Except for the promotion opportunities inherent within Generic Ranks A and B, any academic staff members hired into Academic Categories A through E may not be transferred to other ranks without agreement between the Parties.

A. Three-Tiered Progressive Ranks

Members in this category will be eligible for promotion to the next higher category through the process outlined in Article 28, based on criteria established: a) by a Faculty Council in accordance with GFC Policy; b) in a hiring letter; or c) in a separate document agreed to by the academic staff member and the Dean (or equivalent). In the absence of documented criteria, committees shall consider the overall accomplishments in considering whether a higher rank is appropriate. Where the position is tenure-track, tenure will normally be linked to promotion to A2.

Rank	Salary Range July 1, 2022		Salary Range April 1, 2023		Salary Range December 1, 2023*		PTR Value
	Min	Max	Min	Max	Min	Max	
Academic Category A1	71,054	111,184					

1.2 Progression Through the Ranks (PTR) and Outstanding Achievement Award (OAA) Values

1.2.1 PTR Values

1.2.1.1 The PTR value shall be applied to the rank salaries of all Continuing, Limited Term, Contingent Term, Pre-Tenure Track, and Special Limited Term academic staff members effective June 30th in a given year. The PTR value will be applied on July 1 each year on the rank salary of any academic staff member who was employed on June 30th and continues to be employed on July 1st, except where the PTR is to be withheld as per Article 29.

1.2.1.2 If there is a determination to withhold a PTR increase, the value provided for the current and subsequent year will be one half of the amount determined in section 1.2.1.1 above.

1.2.1.3 Notwithstanding section 1.2.1.2, if there is a determination to withhold a PTR increase in an assessment cycle immediately following a cycle where a PTR increase was withheld, the value of the PTR increase shall be zero for the current and subsequent year.

1.2.1.4 Where the circumstances leading to the withholding of the PTR increase are due to non-culpable or mitigating factors, especially where the circumstances are outside of the control of the academic staff member, the Dean or Provost may waive the reductions in PTR values as provided for in 1.2.1.2 and/or 1.2.1.3.

1.2.2 OAA Values

1.2.2.1 The value of an OAA shall be \$1,650 and shall be applied effective July 1 to the rank salary in place as of June 30th. The PTR shall be applied before the application of the OAA. If the rank salary is at the ceiling for the rank before the application of the OAA, or if the OAA brings the salary above the rank ceiling, the academic staff member shall receive the OAA amount above the rank ceiling as a one-time lump sum.

1.2.2.2 Each Faculty shall be allocated a number of OAAs equal to 16.5% of the academic staff members to be considered for PTR/OAA review under Article 29, rounded up to the next whole number. For greater clarity, no Faculty shall receive fewer than 2 OAAs.

1.2.3 PTR and OAA application

1.2.3.1 In assessment years, the PTR and OAA are applied retroactively to July 1, once the assessment process is complete. The same values are applied again on July 1 in the following non-assessment year.

1.2.3.2 The PTR award shall be applied to the base rank salary of the academic staff member to the maximum of the salary range.

1.2.3.3 The PTR and OAA value shall be calculated based on the academic staff member's rank as of July 1.

1.2.4 Total Value of the PTR/OAA Process

1.2.4.1 Following the distribution of all PTR and OAA awards in a given year, the Governors shall prepare a report of the total cost of the PTR/OAA expenditures. Should this value be less than the total value of the 2022 merit system, expressed as a percentage of total rank salary expenditures, the resulting difference (if greater than \$25 per member) will be provided as a flat increase to all academic staff members who were assessed in that year retroactive to July 1.