

## **SPECIAL MASTER AWARDS 4.3 PERCENT RAISE**

I am pleased to report that the Special Master has issued his decision, and it awards a 4.3 percent salary increase for the UNO faculty for each of the next two years.

This means that the UNO faculty will receive a total raise of approximately \$535,000 more over 2007-2009 than it would have received if the NU Board of Regents' final offer of 3.5 percent had prevailed. The distribution of salary monies will be in accordance with the 70 percent for satisfactory performance/ 30 percent exceptional performance formula which has been in effect for years. That means that all faculty whose performance has been deemed satisfactory or better for 2006-2007 will receive approximately 3 percent cross-the-board and also will be eligible for additional increases in accordance with their department's procedures awarding monies for exceptional performance.

Promotion stipends for professors and associate professors remain at \$4,250 and \$3,000 respectively, while those for assistant professors have been increased to \$2,200. For the first time, a promotion stipend of \$2,000 has been established for Lecturers, who previously served six consecutive years at the rank of Instructor.

The AAUP Executive Committee will schedule a AAUP membership meeting in the near future to ratify the non-economic provisions that have been negotiated. These include improvements in the Reappointment, Promotion and Tenure procedures and Attachment A, which addresses "Issue Resolution and Complaint Procedures for Prohibited Discrimination." The Special Master's award of a 4.3 percent salary increase for each of the next two years is not subject to membership approval. It was determined to be "the most reasonable final offer" and is final.

Bill Pratt  
Chief Negotiator  
UNO AAUP