

Version # 3

*Modify Article 10, as follows:*

10.1 Minimum Stipend. Each nine-month (9) employee on a .50 FTE appointment shall be guaranteed a minimum stipend of \$13,000 (***or a minimum of \$17,400 for each twelve-month (12)***). Appointments greater or less than .50 FTE shall be paid at a stipend rate representing a proportion of this minimum as determined by the fractional FTE appointment and the budgeted weeks of activity.

10.2 Fee Deferral. For the purposes of this section, "fees" is defined to include the Capital Improvement Trust Fund Fee, the Student Financial Aid Fee, the Technology Fee, the Activity and Service Fee, the Athletic Fee, the Health Fee, the Transportation Fee, and any other non-tuition charge assessed on a per credit hour basis. Such fees shall be paid by the due dates as follows:

|                  |             |
|------------------|-------------|
| Fall Semester:   | November 15 |
| Spring Semester: | March 15    |
| Summer A:        | June 7      |
| Summer B:        | July 15     |
| Summer A and B:  | July 15     |

10.3 Each continuing employee shall receive a raise of ***\$430, effective January 1, 2016.***

10.4 Initial Payment. Each employee shall receive the first paycheck of a new appointment within six (6) weeks of receipt by the Office of Human Resources of the properly completed appointment papers.

10.5 Nothing contained herein shall prevent the university or its units from providing salary increases beyond the increases specified above.

10.6 Fee Relief. In addition to the above, the university will provide each employee with a ***\$50 fee relief raise, effective January 1, 2016.***