Memorandum of Understanding
Adjusting Salary Implementation for Outliers

Upon completion of the salary correction process, no faculty member at the rank of Assistant, Associate or Full shall make less than the salary of the increment in Assistant identified based upon total years of service at the College. For 7/1/2019 and 7/1/2020 pay adjustments, the salary implementation process shall use whichever is higher: the increment according to rank, or the increment in Assistant based upon total years of service at the College.

Quenby Hughes June 19, 2019

Quenby Hughes Date
President RIC/AFT

6/19/19

Stephen Nedder Date
Interim Vice President of Administration and Finance

Memorandum of Understanding
Implications of Promotion on Use of Salary Increments

Upon promotion, a faculty member will be placed into the increment in the next rank which will provide that faculty member at least a 2.5% increase upon the salary the faculty member would be making if not promoted. Faculty members promoted as of 7/1/2019 and 7/1/2020 shall make 2.5% more than the salary the faculty member would have been making if not promoted.

Quenby Hughes June 19, 2019

Quenby Hughes Date
President RIC/AFT

6/19/19

Stephen Nedder Date
Interim Vice President of Administration and Finance