APPENDIX A

Retroactive adjustment will be provided to all academic staff members employed during the period of this Agreement including those on disability and approved leave or that have retired since July 1, 2014.

1. **Salary Ranges**

   **Effective July 1, 2014**

<table>
<thead>
<tr>
<th>Position</th>
<th>Floor</th>
<th>Increments</th>
<th>Normal Ceiling</th>
<th>Merit</th>
<th>Merit Ceiling</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>117,981</td>
<td>9 x 3,287</td>
<td>147,564</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Professor</td>
<td>94,965</td>
<td>9 x 3,064</td>
<td>122,541</td>
<td>3 x 3,064</td>
<td>131,733</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>79,387</td>
<td>8 x 2,848</td>
<td>102,171</td>
<td>3 x 2,848</td>
<td>110,715</td>
</tr>
<tr>
<td>Lecturer</td>
<td>63,293</td>
<td>8 x 1,961</td>
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<td>3 x 1,961</td>
<td>84,864</td>
</tr>
<tr>
<td>Librarian IV</td>
<td>94,554</td>
<td>7 x 3,064</td>
<td>116,002</td>
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</tr>
<tr>
<td>Librarian III</td>
<td>82,100</td>
<td>7 x 2,734</td>
<td>101,238</td>
<td>3 x 2,734</td>
<td>109,440</td>
</tr>
<tr>
<td>Librarian II</td>
<td>69,019</td>
<td>6 x 2,405</td>
<td>83,449</td>
<td>3 x 2,405</td>
<td>90,664</td>
</tr>
<tr>
<td>Librarian I</td>
<td>60,441</td>
<td>6 x 1,961</td>
<td>72,207</td>
<td>3 x 1,961</td>
<td>78,090</td>
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<tr>
<td>Lab Instructor III</td>
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<td></td>
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<tr>
<td>Sessional Lecturer II</td>
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<td></td>
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</tr>
</tbody>
</table>

The salary range for Archivist I, II, III and IV shall be the same as for Librarian I, II, III and IV. In addition all other elements of this Collective Agreement shall apply for Archivists in the same fashion as for Librarians.
Effective July 1, 2015

<table>
<thead>
<tr>
<th>Floor</th>
<th>Inc.</th>
<th>Normal Ceiling</th>
<th>Merit</th>
<th>Merit Ceiling</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>120,181</td>
<td>9 x</td>
<td>3,287</td>
<td>149,764</td>
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<tr>
<td>Associate Professor</td>
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<td>9 x</td>
<td>3,064</td>
<td>124,741</td>
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<tr>
<td>Assistant Professor</td>
<td>81,587</td>
<td>8 x</td>
<td>2,848</td>
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<tr>
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<td>8 x</td>
<td>1,961</td>
<td>81,181</td>
</tr>
<tr>
<td>Librarian IV</td>
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<td>3,064</td>
<td>121,266</td>
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<tr>
<td>Librarian II</td>
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<tr>
<td>Librarian I</td>
<td>64,602</td>
<td>6 x</td>
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<td>76,368</td>
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<td>Lab Instructor III</td>
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<td>Instructor II</td>
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<td>80,513</td>
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<tr>
<td>Instructor I</td>
<td>59,232</td>
<td>6 x</td>
<td>2,175</td>
<td>72,282</td>
</tr>
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</table>

Sessional Lecturer III | 7,666 |
Sessional Lecturer II | 7,098 |
Sessional Lecturer I | 6,813 |

ESL/IF Sessional Lecturer III | 35.14 |
ESL/IF Sessional Lecturer II | 31.49 |
ESL/IF Sessional Lecturer I | 26.99 |

The salary range for Archivist I, II, III and IV shall be the same as for Librarian I, II, III and IV. In addition all other elements of this Collective Agreement shall apply for Archivists in the same fashion as for Librarians.
### Effective July 1, 2016

<table>
<thead>
<tr>
<th></th>
<th>Floor</th>
<th>Increments</th>
<th>Normal Ceiling</th>
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<th>Merit Ceiling</th>
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<tr>
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<tr>
<td>Lecturer</td>
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<td>3 x 1,961</td>
<td>89,264</td>
</tr>
<tr>
<td>Librarian IV</td>
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<td>116,574</td>
</tr>
<tr>
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<td>90,254</td>
<td>3 x 2,405</td>
<td>97,469</td>
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<tr>
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<td>86,039</td>
<td>3 x 2,486</td>
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<tr>
<td>Sessional Lecturer II</td>
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<tr>
<td>Sessional Lecturer I</td>
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<td>ESL/IF Sessional Lecturer III</td>
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</tr>
<tr>
<td>ESL/IF Sessional Lecturer I</td>
<td>27.80</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The salary range for Archivist I, II, III and IV shall be the same as for Librarian I, II, III and IV. In addition all other elements of this Collective Agreement shall apply for Archivists in the same fashion as for Librarians.
2. **Increments**
Increments shall be awarded to eligible academic staff members on July 1, 2014, July 1, 2015, and July 1, 2016.

If a new Collective Agreement has not been signed by June 30, 2017, the increments stipulated above for the 2016-17 academic year shall be awarded to eligible academic staff members each July 1 until a new contract is signed.

3. **Normal and Merit Ceilings**
The salaries of academic staff members in the faculty, librarian, laboratory instructor, and instructor categories shall not exceed the relevant normal ceilings specified in the salary-range tables above except by the awarding of merit or by initial appointment above the normal ceiling and below the merit ceiling. (Members appointed above the normal ceiling shall not be eligible for any increments.)

The salaries of academic staff members in the faculty, librarian, laboratory instructor, and instructor categories shall not exceed the relevant merit ceilings specified in the salary-range tables above. Members in the Professor, Librarian IV, Laboratory Instructor III, and Instructor III categories shall not have merit ceilings.

An academic staff member may advance to or beyond the normal ceiling by any combination of increments and merit. Members may advance beyond the normal ceiling only by the number of merits they have received in their current rank or that they have carried forward from their previous rank. Members may carry forward, from the date of promotion to their current rank, the credit for having been awarded one merit in the five years prior to promotion.

4. **Sessional Lecturers**
Sessional Lecturer stipends include vacation pay of 4/52nds.

4.1 Sessional Lecturer stipends are based on a three-credit-hour class. Classes for other than three credit hours shall be pro-rated.

4.2 Academic units shall reimburse sessional lecturers for allowable expenses, in accordance with Canada Revenue Agency regulations, related to the specific course(s) to which they have been appointed (to a maximum of $250 per course) effective July 1, 2015.

4.3 **Sessional Lecturers Teaching Calculus**
Sessional Lecturers teaching Calculus Tutorials shall be paid the equivalent of one credit hour at the appropriate Sessional Lecturer level.

5. **Practicum Coordinator appointments (Department of Justice Studies):**
The Practicum Coordinator will be a term or tenure-track appointment.

6. **Sessional Lecturers in ESL and the Institut Français (IF)**
ESL and IF Sessional Lecturers shall be paid at the hourly rates specified in Item 1 of this Appendix. Those hourly rates include vacation pay of 4/52nds. With each hour of classroom instruction ESL or IF Sessional Lecturers shall be credited with and paid for another hour of preparation and marking time. All other duties assigned to the member shall be paid on a one-for-one basis at the hourly rates specified in the ESL/IF section of Appendix A.1. In its monthly statement of pay to these Sessional Lecturers, Human Resources shall provide a breakdown of hours paid.
7. **EMBA Overloads and Sessional Lecturers**

The stipend for an academic staff member teaching an EMBA course on an overload basis shall be as follows:

7.1 Effective July 1, 2014: $4,358 per credit hour
7.2 Effective July 1, 2015: $4,489 per credit hour
7.3 Effective July 1, 2016: $4,624 per credit hour

The stipend for a Sessional Lecturer teaching an EMBA course shall be as follows and includes 4/52nds vacation pay:

7.4 Effective July 1, 2014: $4,358 to $6,223 per credit hour
7.5 Effective July 1, 2015: $4,489 to $6,410 per credit hour
7.6 Effective July 1, 2016: $4,624 to $6,602 per credit hour

8. **Sessional Supervisors (Faculty of Education)**

The stipend for a Sessional Supervisor in the Faculty of Education shall be as follows and includes vacation pay of 4/52nds.

8.1 For the supervision of interns:

   Effective July 1, 2014: $558.21 per student per semester
   Effective July 1, 2015: $574.96 per student per semester
   Effective July 1, 2016: $592.21 per student per semester

8.2 For the supervision of pre-interns (per three-week placement):

   Effective July 1, 2014: $220.74 per student
   Effective July 1, 2015: $227.36 per student
   Effective July 1, 2016: $234.18 per student

9. **Sessional Practica and Clinical Nursing Practica Coaches (Faculties of Education and Nursing)**

Sessional Practica and Clinical Nursing Practica Coaches shall be paid per hour of classroom time at the following rates (all of which include vacation pay of 4/52nds):

   Effective July 1, 2014: $51.45
   Effective July 1, 2015: $52.99
   Effective July 1, 2016: $54.58

10. **Sessional Laboratory Instructors**

Sessional Laboratory Instructors shall be paid per hour of classroom time at the following rates (all of which include vacation pay of 4/52nds):

   Effective July 1, 2014: $88.22
   Effective July 1, 2015: $90.87
   Effective July 1, 2016: $93.60

11. **Overload Stipends**

Overload stipends shall be set at the Sessional Lecturer I stipend as stipulated in Item 1 above.

12. **Payment for Courses Outside Normal Duties**

Academic staff members teaching a credit course (including any CCE credit course) that is not part of their normal duties shall be paid an overload stipend under either of the following conditions:

- the member has an appointment in the faculty or instructor categories, the member is not on a leave of absence without pay, and the course is administered by a Department (or equivalent unit) to which the
member is appointed or with which the member has an established interdisciplinary relationship (note that members in this category may elect to reduce their teaching load in some future semester in lieu of accepting an overload stipend):

- the member has a concurrent appointment in the faculty or instructor categories at a Federated College.

Academic staff members teaching a credit course (including any CCE credit course) that is not part of their normal duties shall be paid at the appropriate sessional rate under one or more of the following conditions:

- the member is a Laboratory Instructor or Librarian
- the member has an appointment in the faculty or instructor categories and is on leave of absence without pay
- the member has an appointment in the faculty or instructor categories and the course is administered by a Department (or equivalent unit) other than that to which the member is appointed or with which the member has an established interdisciplinary relationship.

13. **Additional Taxable Allowances for Travelling**

13.1 For teaching classes coordinated through the University of Regina and offered outside the city of Regina, or coordinated through a Community Education Centre at Prince Albert or Saskatoon and offered outside of Prince Albert or Saskatoon respectively, academic staff members shall be paid the following travel allowances:

Effective July 1, 2014:
- within 150 kilometres of the coordinating city: $360
- more than 150 kilometres from the coordinating city: $560

**Note:** If the academic staff member’s normal place of residence is closer to the location of the class than the coordinating city, the travel distance shall be calculated from the member’s place of residence rather than from the coordinating city.

13.2 Academic staff members who teach a course by means of teleconferencing shall receive an allowance equal in value to the lower of the two travel allowance specified in Item 13.1.

13.3 **Sessional Supervisors (Faculty of Education)**

For supervising interns and pre-interns outside the city of Regina, Sessional Supervisors shall be paid the following travel allowances per location that they must visit to carry out their supervision:

Effective July 1, 2014:
- for locations between 50 and 150 kilometres from Regina: $90
- for locations more than 150 kilometres from Regina: $130

14. The salary ranges stipulated in Item 1 have been determined as follows:

**July 1, 2014**

- Increase salary scales for all academic staff members in the faculty, librarian, laboratory instructor and instructor categories by $1,625.
- Increase stipends for academic staff members in the sessional lecturer category by $200.
- Increase salary scales for academic staff members in all other sessional categories (excluding sessional lecturer stipends as noted above) by three (3.0) per cent.

**July 1, 2015**

- Increase salary scales for all academic staff members in the faculty, librarian, laboratory instructor and instructor categories by $2,200.
Increase stipends for academic staff members in the sessional lecturer category by $225.

Increase salary scales for academic staff members in all other sessional categories (excluding sessional lecturer stipends as noted above) by three (3.0) per cent.

Drop one (1) increment from the bottom and add one (1) increment to the top of the ranges for librarians, laboratory instructors and instructors. Note: Librarians, laboratory instructors and instructors already at, or above, their normal ceiling in 2014-2015 shall be eligible for an increment as a result of this change.

**July 1, 2016**

Increase salary scales for all academic staff members in the faculty, librarian, laboratory instructor and instructor categories by $2,200.

Increase stipends for academic staff members in the sessional lecturer category by $250.

Increase salary scales for academic staff members in all other sessional categories (excluding sessional lecturer stipends as noted above) by three (3.0) per cent.

The salaries of all academic staff members in the faculty, librarian, laboratory instructor and instructor categories shall be determined as follows:

**July 1, 2014**

Increase salaries by $1,625.

**July 1, 2015**

Increase salaries by $2,200. All academic staff members who are below the new floor shall have their salary increased to the new floor.

**July 1, 2016**

Increase salaries by $2,200.

Salaries shall be increased retroactive to these dates if the contract has not been signed before they pass.

15. **Accountable Professional Expense Account**

15.1 Effective May 1, 2015, all academic staff members except sessional lecturers shall receive an accountable professional expense account of $1,900 per fiscal year.

15.2 Persons who are appointed after the beginning of the fiscal year, whose appointment will terminate during a fiscal year, or who are part-time shall have their accounts prorated accordingly.

15.3 The funds in accountable professional expense accounts must be spent in accordance with the University regulations. At no time may they be used for any purchase or expenditure that would be a taxable benefit to the academic staff member.

15.4 Funds in an expense account may be carried forward automatically into the following fiscal year, provided the amount in the account does not exceed a sum which is four times the current amount of funds deposited annually into the account.

15.5 At the end of a fiscal year, funds remaining in an expense account may be transferred to The University of Regina Research Trust Fund.

16. **The University of Regina Trust Fund**

16.1 The Fund

There shall be a fund at the University called The University of Regina Research Trust Fund, the proceeds of which are to be used solely for legitimate expenses incurred by academic staff members in research and scholarly pursuits. The money in the Fund is vested solely in the
University. The signing authority for the Fund is the Vice-President (Research), or the designate for that title.

16.2 **Donations to the Fund**

16.2.1 Academic staff members may donate to the University of Regina Research Trust Fund by:

16.2.1.1 Indicating to Human Resources in writing that they wish to donate the total sum payable for the teaching of an extra-session or overload class (such election to be indicated within one week of commencement of teaching the class);

16.2.1.2 Indicating in writing to Human Resources that the monthly sum received as part of the administrative stipend shall henceforth be remitted to the Fund, until such time as written notice is forwarded indicating that the donations cease;

16.2.1.3 Indicating in writing to Human Resources that the balance in the accountable professional expense account at the end of a fiscal year is to be remitted to the Fund;

16.2.1.4 Making a lump sum donation (not to exceed $600 in any calendar year);

16.2.1.5 Indicating in writing to Human Resources that a monthly sum be deducted from payroll (not to exceed $50) and remitted to the Fund, until such time as written notice is forwarded to Human Resources indicating that such donations cease.

16.2.2 A charitable donations receipt for income tax purposes shall be issued for all donations to the Fund, except for donations from an accountable professional expense account.

16.2.3 An academic staff member may stipulate that the funds donated are to be made available for specific research and only a person or persons engaging in such research qualify for reimbursement of expenditures from the Fund. Any funds so designated remaining in the account five years after the date of last deposit or expenditure shall revert to the general University of Regina Research Trust Fund.

16.3 **Applications to the Fund**

16.3.1 An academic staff member shall make a prior application to the Vice-President (Research) to determine whether all, a limited portion, or none of proposed expenditures shall be reimbursed from the Fund upon formal application.

16.3.2 Applications for reimbursement shall be made in the manner prescribed by the Vice-President (Research), and must be accompanied by proper receipts and comply with normal University procedures.

16.3.3 Expenditures which may be reimbursed must be related to the academic staff member’s research or related scholarly and professional activities, and be in the general nature of:

16.3.3.1 books, manuscripts, subscriptions, equipment, instruments, materials or course supplies (which become the property of the University);

16.3.3.2 fees for professional training courses;

16.3.3.3 travel or local expenses related to meetings or related to research activities not covered by normal travel grants;
16.3.4 membership dues in professional associations or learned societies (but not the Faculty Club membership dues);

16.3.5 payment to casual and part-time assistants who have been employed directly in the research or in the preparation of articles, manuscripts or books pertaining thereto;

16.3.6 travel expenses incurred in bringing to the University bona fide research collaborators;

16.3.7 expenditures associated with research assistance such as computer time.

16.3.4 Expenditures may not be reimbursed which would result in a taxable benefit to the academic staff member. Furthermore, no salary, fees, stipends, etc., paid to the individual or to that person's immediate family shall be reimbursed, and no entertainment expenses may be reimbursed.

17. **Academic Department Head Stipends**

The following stipends apply to heads of academic departments as outlined in Article 15.1.

Effective July 1, 2014

17.1 Departments (or equivalent units) with fewer than ten full-time-equivalent positions in the faculty, instructor, and/or laboratory instructor categories:

$4,150 per annum

17.2 Departments (or equivalent units) with at least ten, but fewer than twenty full-time-equivalent positions in the faculty, instructor, and/or laboratory instructor categories:

$5,250 per annum

17.3 Departments (or equivalent units) with at least twenty full-time-equivalent positions in the faculty, instructor and/or laboratory instructor categories:

$5,800 per annum

18. **Library Department Head Stipends**

Effective July 1, 2014, heads of library departments shall receive a stipend of $3,600 per annum.

19. **Other Administrative Stipends**

Effective July 1, 2014, academic staff members appointed to an administrative appointment as outlined in Article 15.3 shall receive a stipend of $2,500 per annum.