



ST. THOMAS MORE COLLEGE  
UNIVERSITY OF SASKATCHEWAN

**MEMORANDUM OF AGREEMENT  
FOR THE EXTENSION OF THE 2007-2009 COLLECTIVE AGREEMENT**

**BETWEEN**

**ST. THOMAS MORE COLLEGE (STM)**

**AND**

**ST. THOMAS MORE COLLEGE FACULTY UNION (STMFU)**

The parties hereby agree to recommend to their respective principals for ratification, an extension of the current Collective Agreement to June 30, 2010 with the modifications as outlined below:

1. That effective July 1, 2009, there will be a salary increase of 5.25% for permanent and term faculty and for Continuing Sessional Faculty members only. (See attached)
2. That effective July 1, 2009, appendix 1 schedule 4 pertaining to permanent and term faculty and to Continuing Sessional Faculty will be amended such that the 2008-2009 values of floors, ceilings, and career development increases will increase by 5.25%. (See attached)
3. That effective July 1, 2009, Sessional Lecturers will be paid the salaries as attached for the period July 1, 2009 to June 30, 2010.
4. That effective July 1, 2009, Accountable Professional Development Expense (article 19.10.1) for permanent and term faculty will be increased to \$2,050 per annum.
5. That effective July 1, 2009, a "Wellness Account" will be established for Tenure and Tenure stream employees. The details for this account will be handled administratively.
6. That Article 19.16.2 **Academic Participation/Professional Development Fund** will be amended to enable accumulation of this fund from year to year effective July 1, 2009.
7. That a joint Committee will be established to enter into discussions regarding matters related to retirement.
8. That effective July 1, 2009, Sessional Faculty are eligible for a \$20.00 stipend per student for each of their STM special deferred exams. This note will be placed on the 2009 – 2010 salary schedule.

9. That effective July 1, 2009, Article 14.2.2 will be amended to include course development remuneration as follows:

14.2.2 Duties of Sessional Lecturers are more limited than those of other appointees as they are expected only to teach their classes and meet with students to the extent desirable for effective teaching. The courses assigned are specified in the letter of appointment. Other contributions to the College normally expected of other appointees are not assigned nor expected, but are welcome on a voluntary basis provided that they are given on a pro bono basis.

14.2.2.1 In cases where the Dean has identified other work to be completed by a sessional lecturer, Administration may provide additional remuneration based on a mutually acceptable rate of pay. *The Dean may assign a sessional lecturer of his/her choosing to:*

- a) *Develop a new course not previously taught by the College or*
- b) *Significantly redesign an existing course. Such redesign would be beyond the normal obligation to remain current in the course content area. This clause does not apply to teaching a previously offered course for the first time. (See also 5.1.10.8.6).*

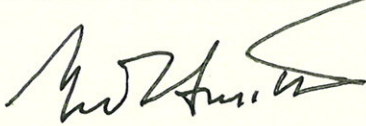
*Such assignment by the Dean will result in remuneration based upon the appropriate sessional lecturer pay rate prorated to the duration of the work as outlined in the associated contract letter.*

10. That effective July 1, 2009, a 6 credit unit "Tuition Waiver Fund" which can be used for St. Thomas More College or University of Saskatchewan undergraduate courses will be established and handled administratively as follows:

- Applications to the fund will be received by September 15 and applicants will be notified as soon as possible whether or not they will have access to the fund.
- Allocation of the fund will **first be to permanent and term faculty** based upon individual hire date seniority, and then, to Continuing Sessional Faculty and Sessional Lecturers based upon total number of credit units they have taught.
- Unused funds from term 1 will be made available for use in term 2 and are to be applied for by January 15. Applicants will be notified as soon as possible whether or not they will have access to the fund.
- Unused credit units remaining in the fund after term 2 will not be carried over from year to year.

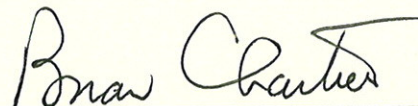
Signed and dated this 3<sup>rd</sup> day of June, 2009.

On behalf of St. Thomas More College



Dr. George Smith, C.S.B., President

On behalf of St. Thomas More Faculty Union



Dr. Brian Chartier, President

**SALARY SCHEDULE JULY 1, 2009 - JUNE 30, 2010  
SCHEDULE 5**

<b>TENURE, TENURE-STREAM AND TERM FACULTY</b>				
<b>FACULTY RANK</b>	<b>BASE SALARY</b>	<b>INCREMENTS</b>	<b>INCRS TO CEILING</b>	<b>MAXIMUM WAGE FOR RANK</b>
PROFESSOR	\$105,924	\$2,557	6.00	\$121,263
ASSOCIATE PROFESSOR	\$90,584	\$2,557	6.00	\$105,924
ASSISTANT PROFESSOR	\$75,245	\$2,557	6.00	\$90,584
LECTURER	\$59,642	\$2,557	9.00	\$82,651
INSTRUCTOR	\$48,275	\$1,895	9.00	\$65,326
LIBRARIAN IV	\$91,884	\$2,557	6.00	\$107,223
LIBRARIAN III	\$77,991	\$2,316	6.00	\$91,884
LIBRARIAN II	\$65,361	\$2,105	6.00	\$77,991
LIBRARIAN I	\$52,731	\$2,105	6.00	\$65,361

<b>CONTINUING SESSIONAL FACULTY</b>				
<b>Based on 12 Credit Units</b>				
<b>RANK</b>	<b>BASE SALARY</b>	<b>INCREMENTS</b>	<b>INCRS TO CEILING</b>	<b>MAXIMUM WAGE FOR RANK</b>
CSF III	\$28,706	\$1,163	12.00	\$42,659
CSF II	\$24,758	\$759	11.50	\$33,481
CSF I	\$19,870	\$759	11.50	\$28,593

<b>SESSIONAL FACULTY</b>		
<b>RANK</b>	<b>BASE SALARY 6 CREDIT UNITS</b>	<b>MAXIMUM WAGE FOR RANK</b>
SESSIONAL - LEVEL 3	11,591	11,591
SESSIONAL - LEVEL 2	11,141	11,141
SESSIONAL - LEVEL 1	10,691	10,691

Note: Sessional Faculty are eligible for a \$20 stipend per student for each Special Deferred Exam