

MEMORANDUM OF UNDERSTANDING
Between Southern Oregon University
and
The Association of Professors, Southern Oregon University

As directed by the Arbitrator Eric Lindauer in his Opinion and Order dated December 6, 2021, the parties have entered into this Memorandum of Understanding to revise the Minimum Floor Salary Rate Tables 12 B and 12 C to include the .5% pay increase. The revised tables are set forth below and incorporated in Article 12 by this reference. The University will use these tables to determine any backpay owed to impacted current or former bargaining unit members. The parties agree that all bargaining unit members were paid correctly from January 2020 through September 15, 2020.

Table 12B - 2020 Minimum Floor Salary Rates (Effective January 1, 2020)

Professional Ranks				Professional Ranks							
YIR	Instructor	YIR	Senior Instructor 1	YIR	Senior Instructor 2	YIR	Assistant Professor	YIR	Associate Professor	YIR	Professor
1	\$48,123	1	\$54,691	1	\$63,402	1	\$59,064	1	\$66,800	1	\$78,995
2	\$49,086	2	\$55,786	2	\$64,671	2	\$60,246	2	\$68,137	2	\$80,576
3	\$50,067	3	\$56,901	3	\$65,963	3	\$61,451	3	\$69,500	3	\$82,187
4	\$51,068	4	\$58,039	4	\$67,283	4	\$62,680	4	\$70,890	4	\$83,831
5	\$52,089	5	\$59,201	5	\$68,627	5	\$63,933	5	\$72,307	5	\$85,507
6	\$52,610	6	\$60,384	6	\$70,000	6	\$64,572	6	\$73,754	6	\$87,218
7	\$53,136	7	\$60,988	7	\$71,399	7	\$65,218	7	\$74,492	7	\$88,963
8	\$53,667	8	\$61,598	8	\$72,828	8	\$65,871	8	\$75,236	8	\$90,741
8+	\$53,667	9	\$62,215	9	\$74,286	8+	\$65,871	9	\$75,989	9	\$92,555
		10	\$62,837	10	\$75,771			10	\$76,749	10	\$94,407
		10+	\$62,837	11	\$76,529			11	\$77,517	11	\$95,350
				12	\$77,294			12	\$78,292	12	\$96,304
				12+	\$77,294			12+	\$78,292	13	\$97,266
										14	\$98,240
										15	\$99,222
										16	\$100,214
										17	\$101,217
										18	\$102,228
										19	\$103,250
										20	\$104,283
										20+	\$104,283


Italicized, shaded YIR reflects point at which annual YIR increases are 1% vs 2%

Table 12C - 2021 Minimum Floor Salary Rates (Effective January 1, 2021)

Professional Ranks				Professional Ranks							
YIR	Instructor	YIR	Senior Instructor 1	YIR	Senior Instructor 2	YIR	Assistant Professor	YIR	Associate Professor	YIR	Professor
1	\$50,048	1	\$58,878	1	\$65,938	1	\$61,427	1	\$69,472	1	\$82,155
2	\$51,049	2	\$59,017	2	\$67,258	2	\$62,656	2	\$70,862	2	\$83,799
3	\$52,070	3	\$59,177	3	\$68,602	3	\$63,909	3	\$72,280	3	\$85,474
4	\$53,111	4	\$60,361	4	\$69,974	4	\$65,187	4	\$73,726	4	\$87,184
5	\$54,173	5	\$61,569	5	\$71,372	5	\$66,490	5	\$75,199	5	\$88,927
6	\$54,714	6	\$62,799	6	\$72,800	6	\$67,155	6	\$76,704	6	\$90,707
7	\$55,261	7	\$63,428	7	\$74,255	7	\$67,827	7	\$77,472	7	\$92,522
8	\$55,814	8	\$64,062	8	\$75,741	8	\$68,506	8	\$78,245	8	\$94,371
8+	\$55,814	9	\$64,704	9	\$77,257	8+	\$68,506	9	\$79,029	9	\$96,257
		10	\$65,350	10	\$78,802			10	\$79,819	10	\$98,183
		10+	\$65,350	11	\$79,590			11	\$80,618	11	\$99,164
				12	\$80,386			12	\$81,424	12	\$100,156
				12+	\$80,386			12+	\$81,424	13	\$101,157
										14	\$102,170
										15	\$103,191
										16	\$104,223
										17	\$105,266
										18	\$106,317
										19	\$107,380
										20	\$108,454
										20+	\$108,454

Italicized, shaded YIR reflects point at which annual YIR increases are 1% vs 2%

For the University



Richard J. Bailey, Jr., President
Southern Oregon University

Date: JAN 28 2022

For the Association



Donna Lane, President
APSOU

Date: 1/19/2022