

**WAGE REOPENER AGREEMENT
FOR 2006-2007 ACADEMIC YEAR
CSU-AAUP AND CSU-BOT**

In accordance with Article 25.2, as modified in April 2003, the Collective Bargaining Agreement between the Connecticut State University American Association of University Professors and the Board of Trustees for the Connecticut State University System effective August 23, 2002, through August 24, 2007, was reopened for the limited purpose of negotiating adjustments to salary and special funds for the 2006-2007 academic year.

This agreement is made and entered into this **14th** day of **September 2005**, by and between the Connecticut State University American Association of University Professors, Inc., an employee organization within the meaning of Sections 5-270 through 5-280 of the Connecticut General Statutes, and the Board of Trustees for Connecticut State University, an employer within the meaning of said statutory sections.

For the 2006–2007 academic year, salaries shall be adjusted based upon the allocation of a sum equal to five percent (5%) of the combined base salaries of full-time members of the bargaining unit as of the pay period ending September 15, 2005, and eligible members under Article 12.5.2 shall have their compensation adjusted in accordance with the method for salary determination set forth in Article 12.5.3. Implementation of the five percent (5%) salary adjustment shall result in the following provisions of the Collective Bargaining Agreement being modified as indicated.

Article 12

Articles 12.3 and 12.4 shall be modified as follows:

| | Academic Year 2006-2007 | | | |
|--------------|--------------------------------|----------|-----------------|----------|
| | Minimums | | Maximums | |
| | Biweekly | Annual | Biweekly | Annual |
| Professor | \$2,684.43 | \$70,064 | \$3,695.38 | \$96,449 |
| Assoc. Prof. | \$2,254.91 | \$58,853 | \$3,108.33 | \$81,128 |
| Asst. Prof. | \$1,825.41 | \$47,643 | \$2,521.29 | \$65,806 |
| Instructor | \$1,610.66 | \$42,038 | \$2,227.77 | \$58,145 |

12.5.3

For 2006-2007, a member's current salary (Article 12.2.1) shall be increased by the amount of increase of the maximum for the member's rank plus the rank multiplier (Article 12.5.3.1) times \$2.40 (\$62.64 annualized) unless the resulting salary exceeds the maximum salary for the rank, in which case the maximum salary shall be the member's new salary.

12.8 Part-time Member Pay Rates

Each part-time member shall be assigned to one of the following groups:

| Lecturer Group | Educational Background | Prior CSU Experience | Minimum Salary Per Load Credit |
|-------------------------------|-----------------------------|--|--------------------------------|
| A | Less than a Terminal Degree | Less than 30 load credit hours | \$1,155 |
| B | Less than a Terminal Degree | Thirty (30) but no more than sixty (60) load credits completed | \$1,200 |
| C | Less than a Terminal Degree | More than sixty (60) load credits completed | \$1,246 |
| D | Appropriate Terminal Degree | Less than 30 load credit hours | \$1,263 |
| E | Appropriate Terminal Degree | Thirty (30) but no more than sixty (60) load credits completed | \$1,309 |
| F | Appropriate Terminal Degree | More than sixty (60) load credits completed | \$1,353 |
| Maximum Rate | | | \$1,539 |
| % Inc. over Previous Semester | | | 5% |

12.10 Special Funds

12.10.1 Travel, Faculty Development, Research Grants, Curriculum-related Activities and Retraining Funds

For the purposes delineated in Articles 9.5 (travel), 9.6 (faculty development), 9.10 (research grants), 9.11 (curriculum-related activities), and 13.17 (retraining) there shall be an annual appropriation of \$1,811,981 for 2006-2007 and annually thereafter. Said funds shall be available at the beginning of each academic year. Of this amount, 39.2% shall be available

for travel, 9.4% for faculty development, 37.1% for research grants, 12.0% for curriculum-related activities, and 2.3% for retraining.

Funds initially allocated for full-time travel, faculty development or retraining which are not yet committed as of February 1 in any year may be reallocated for use in any of these three categories. Funds in each of the other categories may not be reallocated for use in any other category.

Of the funds allocated for travel and faculty development, 90% shall be available for use by full-time members, 10% for use by part-time members.

The University shall report the amounts disbursed to named individuals in each category to CSU-AAUP upon request.

Article 11

11.2 Salary for Summer Session and Intersession

Wages per load credit for full-time members shall be:

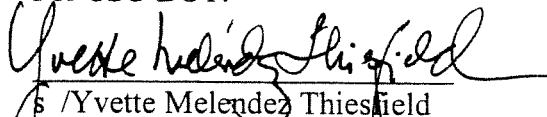
| | Intersession & Summer 2007 |
|------------------|---|
| Rank | Wages Per Load Credit for Full-Time Faculty |
| Professor | \$1,540 |
| Assoc. Professor | \$1,418 |
| Asst. Professor | \$1,309 |
| Instructor | \$1,200 |

Wages per load credit for part-time members shall be governed by Article 12.8

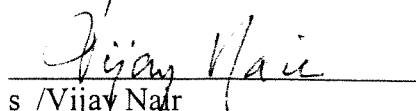
This Agreement is subject to membership approval and the approval of the legislature pursuant to Connecticut General Statutes Section 5-278.

In witness whereof, the parties have affixed their signature as duly authorized collective bargaining agents.

For CSU BOT:


s_ /Yvette Melendez Thiesfield
Chief Administrative Officer

For CSU AAUP:


s_ /Vijay Nar
Chief Negotiator

Date Used as Basis for Computation of Years in Rank 9/1/2006

Salary Range Increase 4.60% 3.00%

Totals

| New Dollars | | | | | | | | | |
|-------------|------|-----------------|-----------|--------------|------------|--------------|------------|------------------|---------------------|
| Rank | Code | Rank Multiplier | Increment | AY 2005 - 06 | | AY 2006 - 07 | | Maximum Increase | Promotion Increases |
| | | | | Minimum | Maximum* | Minimum | Maximum | | |
| P | 004 | 23 | \$2.40 | \$2,566.38 | \$3,587.75 | \$2,684.43 | \$3,695.38 | \$107.63 | \$73.91 |
| AP | 003 | 17 | \$2.40 | \$2,155.75 | \$3,017.80 | \$2,254.91 | \$3,108.33 | \$90.53 | \$62.17 |
| aP | 002 | 11 | \$2.40 | \$1,745.13 | \$2,447.85 | \$1,825.41 | \$2,521.29 | \$73.44 | \$50.43 |
| I | 001 | 5 | \$2.40 | \$1,539.83 | \$2,162.88 | \$1,610.66 | \$2,227.77 | \$64.89 | |

*Includes 1% flat rate.

| Annual Parameters | | | | | | | | | |
|-------------------|------|-----------------|-----------|--------------|----------|--------------|----------|------------------|---------------------|
| Rank | Code | Rank Multiplier | Increment | AY 2005 - 06 | | AY 2006 - 07 | | Maximum Increase | Promotion Increases |
| | | | | Minimum | Maximum | Minimum | Maximum | | |
| P | 004 | 23 | \$62.64 | \$66,982 | \$93,640 | \$70,064 | \$96,449 | \$2,809 | \$1,929 |
| AP | 003 | 17 | \$62.64 | \$56,265 | \$78,765 | \$58,853 | \$81,128 | \$2,363 | \$1,623 |
| aP | 002 | 11 | \$62.64 | \$45,547 | \$63,889 | \$47,643 | \$65,806 | \$1,917 | \$1,316 |
| I | 001 | 5 | \$62.64 | \$40,189 | \$56,451 | \$42,038 | \$58,145 | \$1,694 | |

High 7.17%

Median 5.46%