

PART 2: SALARIES AND ECONOMIC BENEFITS

The University of British Columbia and the Faculty Association of the University of British Columbia have agreed as follows:

Article 1. Interpretation

1.01 For the purposes of Part 2: *Salaries and Economic Benefits*:

- a) “Continuing member of the bargaining unit” means a person who was a member of the bargaining unit on (1) June 30, 2019 and who continues to be a member of the bargaining unit (after July 1, 2019), (2) June 30, 2020 and who continues to be a member of the bargaining unit (after July 1, 2020), (3) June 30, 2021 and who continues to be a member of the bargaining unit (after July 1, 2021) but does not include any Sessional Lecturer;
- b) “Sessional Lecturer” means a person who was appointed as a Sessional Lecturer during the period (1) July 1, 2018 to June 30, 2019 and who is re-appointed as a Sessional Lecturer during the period July 1, 2019 to June 30, 2020; (2) July 1, 2019 to June 30, 2020 and who is re-appointed as a Sessional Lecturer during the period July 1, 2020 to June 30, 2021; (3) July 1, 2020 to June 30, 2021 and who is re-appointed as a Sessional Lecturer during the period July 1, 2021 to June 30, 2022;
- c) “Part-time appointee” means a member of the bargaining unit who held a part-time appointment in the period (1) July 1, 2018 to June 30, 2019 and whose appointment continues or who is re-appointed in the period July 1, 2019 to June 30, 2020; (2) July 1, 2019 to June 30, 2020 and whose appointment continues or who is re-appointed in the period July 1, 2020 to June 30, 2021; (3) July 1, 2020 to June 30, 2021 and whose appointment continues or who is re-appointed in the period July 1, 2021 to June 30, 2022;
- d) “2018/2019 salary” means the annual salary to which a member of the bargaining unit became entitled by virtue of adjustments made to their salary taking effect as of July 1, 2018 or in the case of new members, the salary at which they were appointed during July 1, 2018 to June 30, 2019;
- e) “2019/2020 salary” means the annual salary to which a member of the bargaining unit became entitled by virtue of adjustments made to their salary taking effect as of July 1, 2019 or in the case of new members, the salary at which they were appointed during

July 1, 2019 to June 30, 2020; and

- f) “2020/2021 salary” means the annual salary to which a member of the bargaining unit became entitled by virtue of adjustments made to their salary taking effect as of July 1, 2020 or in the case of new members, the salary at which they were appointed during July 1, 2020 to June 30, 2021.

Article 2. Continuing Members of the Bargaining Unit: Salaries

2.01 General Salary Increase

A General Salary Increase of 2% of the

- a) 2018/2019 salaries of continuing members of the bargaining unit, effective on July 1, 2019;
- b) 2019/2020 salaries of continuing members of the bargaining unit, effective on July 1, 2020;
- c) 2020/2021 salaries of continuing members of the bargaining unit, effective on July 1, 2021.

2.02 Career Progress Increments (CPI)

A sum equal to 1.25% of the salaries of continuing members of the bargaining unit (the total CPI pool) shall, effective on July 1 of each year, be allocated by way of CPI in accordance with the following provisions;

- a) CPI shall be composed of 0, 0.5, 1, 1.5, or 2 units, the value of 1 unit to be determined in the usual way, but not to be less than \$1,000.00.
- b) Each continuing member of the bargaining unit shall be considered for a CPI in accordance with either Appendix A or B, depending on rank.
- c) The over-riding criterion for the award of CPI shall be satisfactory career progress. These increments, however, should in general be larger for those in the early rather than in the late stages of their careers.
- d) CPI may be withheld if, in the period in question, the member is demonstrating unsatisfactory progress in their career, based on the relevant criteria as outlined in Article 4 of Part 4: *Conditions of Appointment for Faculty* and Article 3 of Part 5: *Conditions of Appointment for Librarians* and Article 3 of Part 6: *Conditions of Appointment for Program Directors in Extended Learning*. Members who are within the schedule of CPI increments, but who do not receive CPI, must receive written reasons for such a decision in advance. In reaching

such a decision, the Heads (or Director or Dean) shall first consult with a reasonable number of colleagues within the unit. In the case of a decision by a Head, such decision will also require approval by the Dean. Any CPI, which are withheld in any given year, shall return to the salary pool for the purposes of establishing the value of next year's CPI unit. Career progress carry forwards (CPCF) are to be banked and paid according to existing practice (no withholding of CPCF).

Decisions remain grievable under Article 20 of Part 1:
Framework for Collective Bargaining.

2.03 Career Progress Increments for Length of Service

- a) Each faculty member eligible for Career Progress will receive 1/3 of a Career Progress Increment (CPI) unit at year 20 and at year 25 of their initial appointment in an eligible rank.
- b) Career Progress Increments for length of service shall be funded from within the CPI pool.

2.04 Merit Awards

A sum equal to 0.75% of the salaries of continuing members of the bargaining unit (the total CPI pool) shall, effective on July 1 of each year, be allocated in accordance with the following provisions:

- a) Merit awards shall be comprised of 0.5, 1, 1.5, 2, 2.5, or 3 units, the value of 1 unit to be the same as that of a CPI unit as in Article 2.02(a) above.
- b) Each continuing member of the bargaining unit shall be considered for a merit award, taking into consideration the criteria set out in Article 4 of Part 4: *Conditions of Appointment for Faculty*, namely teaching, scholarly activity, educational leadership, and service to the University and to the community, Article 3 of Part 5: *Conditions of Appointment for Librarians* and Article 3 of Part 6: *Conditions of Appointment for Program Directors in Extended Learning*. Judgments shall be based on the duties expected of a member in the period in question and shall not be based on activities in which the member had not the opportunity to engage. For example, a faculty member who is not expected to teach but is expected to carry out research and contribute service should be considered on the latter two criteria. A member whose assigned duties consist of teaching and service (e.g. Lecturer) should be considered only on those two criteria. The basis for this round of recommendations should be academic performance relative

to these criteria between April 1 of the previous year and March 31 of the current year for increases effective July 1.

The Head shall consult with a reasonable number of colleagues reflecting diverse perspectives and ranks in the unit before making a recommendation on the award of merit. If the Head cannot adequately assess the contribution outside the department of an individual for the purpose of merit they shall consult with the Dean and either the Vice President Academic at the Vancouver campus or the Deputy Vice Chancellor at the Okanagan campus as appropriate before making a recommendation.

- c) Prior to finalizing the unit's policy on allocation of merit, the Head shall consult with a reasonable number of colleagues reflecting diverse perspectives and ranks in the unit.
- d) Once finalized, the policy and the procedures, including procedures for members holding joint appointments, to be used within a unit for making recommendations by the Head on the award of merit shall be distributed annually to all members of the unit.
- e) All members eligible for consideration for merit shall submit to the Head a summary of their relevant scholarly, teaching and service activities and may include an indication of the nature and significance of the activities.
- f) A list of those members who are awarded merit shall be distributed individually to all members of the unit.
- g) If the Dean's award of merit is not in accord with the recommendations of the Head, the Dean shall inform the Head in writing of this fact and the reasons for it.

2.05 Performance Salary Adjustments (PSA)

A sum equal to 0.5% of the salaries of continuing members of the bargaining unit (the total CPI pool) shall, effective on July 1 of each year be allocated by way of PSA. The CPCF units will be the first charge on the PSA allocation. The salary of each continuing member of the bargaining unit shall be considered to determine whether PSA is appropriate. Recommendations for PSA awards are made having regard to overall performance. Normally, PSA would not be awarded to members in their first three years of employment as a Faculty Member at UBC. It is inappropriate to recommend PSA to compensate for salary differentials that result from the differential award of career progress increments or merit awards.

Factors that should be taken into account include:

- i) performance over a period of time which is worthy of recognition;
- ii) the relationship of a member's salary to that of other members taking into consideration total years of service at UBC; and
- iii) market considerations.

Heads shall take advice on individual's performance from a reasonable number of colleagues reflecting diverse perspectives and ranks in the unit before deciding whether or not to recommend PSA. If the Head cannot adequately assess the contribution outside the department of an individual for the purpose of PSA, they shall consult with the Dean and either the Vice President Academic at the Vancouver campus or the Deputy Vice Chancellor at the Okanagan campus as appropriate before making a recommendation.

- a) Prior to finalizing the unit's policy on allocation of PSA, the Head shall consult with a reasonable number of colleagues reflecting diverse perspectives and ranks in the unit.
- b) Once finalized, the policy and the procedures, including procedures for members holding joint appointments, to be used within a unit for making recommendations by the Head on the award of PSA shall be distributed annually to all members of the unit.
- c) All members eligible for consideration for PSA shall submit to the Head a summary of their relevant scholarly, teaching and service activities and may include an indication of the nature and significance of the activities.
- d) A list of those members who are awarded PSA shall be distributed individually to all members of the unit.
- e) If the Dean's award of PSA is not in accord with the recommendations of the Head, the Dean shall inform the Head in writing of this fact and the reasons for it.

2.06 Award of Merit and PSA for Heads

Merit and PSA for Heads will be allocated by the Dean after consulting with a reasonable number of colleagues reflecting diverse perspectives and ranks within the unit.

Article 3. Minimum Salaries for Librarians²

Years of experience	Effective as of July 1, 2019	Effective as of July 1, 2020	Effective as of July 1, 2021
0	\$65,375	\$66,682	\$68,016
1	\$67,983	\$69,343	\$70,730
2	\$70,588	\$72,000	\$73,440
3	\$72,544	\$73,995	\$75,475
4	\$74,499	\$75,989	\$77,509
5	\$76,455	\$77,984	\$79,544
6	\$78,408	\$79,977	\$81,576
7	\$80,364	\$81,971	\$83,610
8	\$82,319	\$83,965	\$85,645
9	\$83,623	\$85,295	\$87,001
10	\$84,927	\$86,626	\$88,358
11	\$86,230	\$87,954	\$89,713
12	\$87,532	\$89,283	\$91,069
13	\$88,835	\$90,612	\$92,424
14	\$90,139	\$91,942	\$93,781
15	\$90,793	\$92,609	\$94,461
16	\$91,443	\$93,272	\$95,137
17	\$92,096	\$93,938	\$95,816
18	\$92,746	\$94,600	\$96,492
19	\$93,399	\$95,267	\$97,173
20	\$94,050	\$95,931	\$97,850

² Part-time Librarians with appointments less than 50% or less than one (1) year receive 12% in lieu of benefits and vacation pay.

Article 4. Minimum Salary Scale for Sessional Lecturers

Minimum Salary Scale for Sessional Lecturers, Per Credit³

Effective July 1, 2019

Credits per term for full-time				Education
6	9	12	15	
\$3,828.06	\$2,551.02	\$1,913.52	\$1,532.04	\$2,061.49

Effective July 1, 2020

Credits per term for full-time				Education
6	9	12	15	
\$3,904.62	\$2,602.04	\$1,951.79	\$1,562.68	\$2,102.72

Effective July 1, 2021

Credits per term for full-time				Education
6	9	12	15	
\$3,982.71	\$2,654.08	\$1,990.83	\$1,593.93	\$2,114.78

³ For the minimum salary scales for Sessional Lecturers and the full-time loads for each Faculty, see also <http://www.hr.ubc.ca/faculty-relations/compensation/salaries/>

Article 5. Minimum Salaries for Lecturers

Effective July 1, 2019 the minimum salary for full-time Lecturers shall be \$64,872.

Article 6. Lump-Sum Payments

- 6.01 The Parties recognize each member of the bargaining unit has been paid an amount equal to 1% of salary as a development (fundraising) productivity lump sum payment. This lump sum payment will continue to be paid to each member of the bargaining unit effective June 30 of each year, beginning July 1, 2011.
- 6.02 All Sessional Lecturers who held an appointment during the period from July 1 of one year to June 30 of the next, will receive the lump sum payment described in paragraph 6.01 above.

Article 7. Economic Benefits

The following benefits are available to members of the bargaining unit with appointments of at least 1 year and 50% workloads and to Sessional Lecturers with appointments of at least 4 months and 50% workloads. Sessional Lecturers with appointments less than 4 months or less than 50% workloads are eligible for benefits where specifically indicated.

Detailed information is available at: <https://www.hr.ubc.ca/wellbeing-benefits/>

7.01. Medical Services Plan of British Columbia

Basic medical premiums (MSP) are 100% paid by members.

7.02 Extended Health Benefits

Extended health premiums are paid by the University, except for Sessional Lecturers with appointments less than 4 months and less than 50% workloads where the premiums are shared; subject to the terms of the extended health plan, some of the plan features include:

- a) vision care, up to \$400 in any 24-month period per employee or dependent for prescription eyeglasses (including sunglasses) contact lenses, annual eye exams and laser correction surgery;
- b) pay-direct drug card for prescription drugs, up to 80% of cost;
- c) acupuncture/naturopath/podiatrist/chiropractor/speech pathologist combined up to \$600 per year per employee or dependent;

- d) massage/physiotherapist combined up to \$750 per year per employee or dependent
- e) psychologist up to \$1200 per year per employee or dependent;
- f) orthotics up to \$400 per year per employee or dependent; unmarried children under 19 years old and living with the member are limited to \$200 per year; and
- g) hearing aids up to \$900 per five-year period per employee or dependent.

7.03 Dental Plan

Dental benefits premiums are 100% paid by the University, except for Sessional Lecturers with appointments less than 4 months and less than 50% workloads where the premiums are shared; covered as follows and subject to the terms of the dental plan:

- a) 100% for basic preventative and restorative services (Plan A)
- b) 70% for major restorative services (Plan B)
- c) 65% (up to \$3000 lifetime maximum per employee or dependent) for orthodontics (Plan C)

7.04 Health Spending Account (HSA)

Effective January 1, 2021, and on each subsequent January 1, the University shall contribute two hundred dollars (\$200) for each member into a Health Spending Account. Any unused balance of a member's entitlement at the end of a year will be added to that Member's entitlement for the next year, with a maximum one-year accrual.

7.05 Basic Group Life Insurance

UBC pays the premium for this benefit, a life insurance benefit that provides insurance equivalent to a full year's salary (up to four times annual salary for younger faculty).

7.06 Employee and Family Assistance Program (EFAP)

EFAP is a self-referred, confidential counselling advisory and information service for all members and their families. UBC pays 70% and the member pays 30% of the contributions to the plan: UBC pays \$2.80/month and the member pays \$1.20.

7.07 Faculty Pension Plan

UBC's Faculty Pension Plan is a defined contribution plan, with members contributing 5% of salary and UBC contributing 10%. For eligibility requirements, visit <https://faculty.pensions.ubc.ca/>

7.08 Income Replacement Plan (Long Term Disability)

The Income Replacement plan is an employee funded plan that provides eligible members with a monthly income benefit provided that the definition of disability is met and the member has been unable to work for a period of six months (the elimination period) as a result of the disability.

7.09 Tuition Fee Waivers

Tuition fee waivers are available only to members and dependent children; spouses are not eligible for tuition benefits at UBC. Pro-rated benefits shall be provided to part-time faculty members and Sessional Lecturers.

Members are entitled to up to 12 credits per year of undergraduate or graduate coursework.

Dependent children are eligible for up to 120 credits of coursework in an undergraduate degree program. Dependent children must be under the age of 25 years when the session for which the tuition fee waiver is applicable commences, and substantially dependent on the member for financial support. In the event that a member passes away while their dependent child is enrolled at UBC, this child will continue to be eligible up to the maximum credits.

7.10 Professional Development Reimbursement

The University recognizes that the ongoing professional development of Faculty Association members is of mutual benefit to individual members and the University as it results in enhanced learning for students and research innovations and productivity. Accordingly, the University will reimburse professional development expenses that enhance the performance, ability, or effectiveness of a member's work at the University as follows:

- a) Effective July 1, 2019, Faculty Association members, excluding Sessional Lecturers without continuing status, are entitled to \$1,100 of professional development reimbursement per year. The unused balance of a member's entitlement at the end of a year will be added to that member's entitlement for the next year to a maximum five (5) year accrual.

- b) Effective July 1, 2020, Faculty Association members, excluding Sessional Lecturers without continuing status, are entitled to \$1,700 of professional development reimbursement per year. The unused balance of a member's entitlement at the end of a year will be added to that member's entitlement for the next year to a maximum five (5) year accrual.
- c) Effective July 1, 2019, Sessional Lecturers without continuing status are entitled to a professional development reimbursement fund of \$100 per credit per year up to a maximum equivalent to the amounts for Faculty Association members set out above. The unused balance of a member's entitlement at the end of a year will be added to that member's entitlement for the next year to a maximum five (5) year accrual.
- d) Monies unspent in a Continuing or Non-continuing Sessional Lecturer's professional development fund shall be allocated at the end of the accrual period to a teaching grant fund, with a cap on the fund of \$200,000 to be used by Sessional Faculty.

7.11 Dependent Benefits Coverage Following Death of a member

Following the death of a faculty member, extended health and dental benefits shall remain in effect for their dependents for a period of three months from the first of the month following their death. In addition, the Employee and Family Assistance Program shall continue as provided for in the program.

7.12 Benefits for Faculty Working Beyond Normal Retirement Date

- a) Benefit plan coverage will continue for members who work past their Normal Retirement Date until the member receives retirement benefits, either voluntarily or as required by law (i.e., currently, under the *Income Tax Act*, a member must begin taking their pension at age 71), except as provided for in paragraphs (d) and (f) below. Coverage ends for all group benefits (with the exception of the Income Replacement Plan and Spousal Optional Life/Optional AD&D which ended post Normal Retirement Date).
- b) The following benefit plans available to members under the age of 65 remain in place for members who work past their Normal Retirement Date in accordance with the terms of the plans:
 - Extended Health Plan

- Dental Plan
 - Optional Life Insurance for Members
 - Medical Services Plan
 - Employee and Family Assistance Plan
 - Dependent Benefits Coverage Following Death of a Member
- c) The Faculty Pension Plan available to members under the age of 65 remains in place for members who work past their normal Retirement Date in accordance with the terms of the plan and applicable legislation.
- d) The tuition fee benefit is not limited by age.
- e) The following benefit plan available to members under the age of 65 is reduced for those who work past their normal retirement date:
- Basic Group Life insurance coverage is reduced to 1.0 X basic earnings
- f) The following benefit plans will not be available to members who work past their Normal Retirement Date:
- Optional Life insurance coverage for spouses
 - The Income Replacement Plan
- g) Sick Leave
- i) There will be no change to the terms and conditions pertaining to short-term sick leave as provided for in University Policy Number HR4: Leave Due to Illness of Members of Faculty.
- ii) Where a member who continues to work past their Normal Retirement Date is unable to perform their duties because of illness or injury and has exhausted their short-term sick leave entitlement, the member may take an unpaid leave of absence. Basic Group Life and Optional Life insurance coverage, during the period of this unpaid leave of absence, may be maintained at the member's cost for up to 24 months (maintenance of this cover-age is extendable only with the approval of the carrier) and subject to the terms of the plan.

APPENDIX A

Career Progress Increments Entitlements

Adjusted Years in Rank	Assistant Professor	Associate Professor	Professor	Lecturer	Acting Asst. Prof or Asst Prof of Teaching	Associate Professor of Teaching	Professor of Teaching
Year of Promotion		1.5	1			1.5	1
1	2	1.5	1	2	2	1.5	1
2	1.5	1.5	1	1.5	1.5	1.5	1
3	1.5	1.5	1	1.5	1.5	1.5	1
4	1.5	1.5	1	1.5	1.5	1.5	1
5	1.5	1.5	1	1.5		1.5	1
6	1	1	1	1.5		1.5	1
7	1	1	1	1.5		1	1
8	0.5	0.5	1	1.5		1	1
9			1	1.5		1	1
10			1	1.5		1	1
11			1	1.5		0.5	1
12			1	1		0.5	1
13			1	1			1
14			1	1			1
15			1	1			1
16			Discretionary (16+)	0.5			Discretionary (16+)
17				0.5			

APPENDIX B

Librarians & Program Directors in Extended Learning Career Progress Increments

YEARS	UNITS
0	0
1	2.0
2	2.0
3	1.5
4	1.5
5	1.5
6	1.5
7	1.5
8	1.5
9	1.0
10	1.0
11	1.0
12	1.0
13	1.0
14	1.0
15	0.5
16	0.5
17	0.5
18	0.5
19	0.5
20	0.5
21	0

APPENDIX C

MEMORANDUM OF AGREEMENT BETWEEN THE UNIVERSITY OF BRITISH COLUMBIA AND THE FACULTY MEMBERS OF THE FACULTY OF COMMERCE AND BUSINESS ADMINISTRATION (SAUDER SCHOOL OF BUSINESS)

Point Grey Commerce Faculty Association Subsidiary Agreement

Pursuant to Article 9 of Part 1: *Framework for Collective Bargaining* between the University and the Faculty Association of the University of British Columbia (“the Faculty Association”), the University and the Faculty Members of the Faculty of Commerce and Business Administration (Sauder School of Business) enter into a subsidiary agreement effective July 1, 2019 with the following terms:

1. While recognizing that current financial conditions will not allow for the provision of additional salary support for faculty members in the Faculty at this time, the University will continue to monitor the challenges faced by the Faculty in hiring and retaining research faculty and will enter into discussions with the Faculty to try to address these challenges at the next round of bargaining.
2. When additional funding for salary support for faculty in Sauder is available, determination of increases to individual faculty members will be based on market comparisons with other comparable institutions for Sauder faculty in general and for the various fields and areas of expertise within the Sauder School of Business. The purpose of any supplemental salary increase will be to address the ability of the Faculty to retain faculty in the higher demand fields while recognizing that individual merit is also a significant factor.
3. Any such increases will be determined in accordance with items 1 and 2 above by the Dean of the Faculty in consultation with representatives of Sauder’s Performance Advisory Committee and the Point Grey Commerce Faculty Association, and will be subject to the approval of the Provost and Vice President Academic.
4. This subsidiary agreement is subject to ratification by members of the Sauder School of Business, members of the Faculty Association and by the Board of Governors under the Agreement on the Framework for Collective Bargaining between the

University and the Faculty Association.

Signed this day the 9th day of April 2019

For The University of British Columbia: Allison Matacheskie, Managing
Director, Faculty Relations

For the UBC Point Grey Commerce Faculty Association: Nancy Langton,
Point Grey Commerce Faculty Association

APPENDIX D

LETTER OF UNDERSTANDING BETWEEN THE UNIVERSITY OF BRITISH COLUMBIA AND THE FACULTY ASSOCIATION OF THE UNIVERSITY OF BRITISH COLUMBIA

Re: Vantage College – Merit Awards (“Merit”) and Performance Salary Adjustments (“PSA”)

For the duration of the Collective Agreement, UBC and the UBCFA agree that the Academic Director of Vantage College (“Academic Director”) will have the opportunity to provide input for consideration in Merit and PSA assessments, in the form of a report, to the Heads and Deans of the faculty members’ home Department for faculty members who perform duties in Vantage College (“the College”).

To that end, in a manner consistent with the intent of Articles 2.04 and 2.05 of *Part 2: Salaries and Economic Benefits*:

1. All faculty members who perform duties in the College will submit a summary of their activities to the Academic Director and may include a description of the nature, relevance, and significance of the activities;
2. The Academic Director will form a committee of colleagues who perform duties in the College and are representative of each of the ranks in the College, insofar as possible and will consult with the committee before developing her/his input on Merit and PSA;
3. The Academic Director will prepare a report that is provided to the Head and Dean of each faculty member;
4. This report will be considered by the Department and Faculty in making their Merit and PSA recommendations and decisions;
5. The Dean of the faculty member’s home Department will communicate the results of their Merit and PSA recommendations and decisions related to faculty members who perform duties in Vantage College back to the Academic Director.

APPENDIX E

LETTER OF UNDERSTANDING BETWEEN THE UNIVERSITY OF BRITISH COLUMBIA AND THE FACULTY ASSOCIATION OF THE UNIVERSITY OF BRITISH COLUMBIA

Re: Joint Appointments

Merit and PSA for members with Joint Appointments will be awarded by the Dean of the member's home Faculty, on the recommendation of the Head of the member's home unit. In making the recommendation, the Head of the member's home unit shall consult with the Head of the member's other unit(s) as appropriate. The Dean of the member's home Faculty may also consult with the Dean of the member's other Faculty in the case of cross-Faculty appointments.

APPENDIX F

LETTER OF UNDERSTANDING BETWEEN THE UNIVERSITY OF BRITISH COLUMBIA AND THE FACULTY ASSOCIATION OF THE UNIVERSITY OF BRITISH COLUMBIA

Re: Music Instruction

In recognition that Sessional Lecturers teaching studio classes or private lessons in Music are not appointed or paid on the same basis as other Sessional Lecturers, the parties agree that, for the duration of the Collective Agreement, the following shall apply:

1. The principal duties of a Sessional Lecturer assigned private music lessons or studio classes (or equivalent) shall be set out in writing. Pay shall be calculated on an hourly basis.
2. Effective July 1, 2019 the minimum hourly rate shall be \$85/hour for individual instruction and \$92/hour for a studio class or equivalent. Effective July 1, 2020 the minimum hourly rate shall be \$88/hour for individual instruction and \$95.50/hour for a studio class or equivalent. Effective July 1, 2021 the minimum hourly rates shall be \$89.76/hour for individual instruction and \$97.41/hour for a studio class or equivalent.
3. For the purpose of defining percentage of full-time and length of service, one hundred and twenty (120) hours of private music instruction shall continue to equal one 3-credit section and one hundred (100) hours of studio class instruction or equivalent shall continue to equal one 3-credit section