

Memorandum of Agreement 2025/02F

The Corporation and the Association agree to a rollover of the Collective Agreement (2022-2025) for Faculty from July 1, 2025 until June 30, 2028 under the following conditions:

1. Both parties agree to amend article 19.00 Salaries to read:

19.01 Salary scales for the duration of this collective agreement will be based on the attached scales (see Appendices 1.1, 1.2, 1.3, 1.4, 1.5, 1.6)

Appendix 1.1: Faculty Salary Scale as of July 1st, 2022: 4% increase over July 1st, 2021.

Appendix 1.2: Faculty Salary Scale as of July 1st, 2023: 2% increase over July 1st, 2022.

Appendix 1.3: Faculty Salary Scale as of July 1st, 2024: 2% increase over July 1st, 2023.

Appendix 1.4: Faculty Salary Scale as of July 1st, 2025: 3.48% increase over July 1st, 2024.

Appendix 1.5: Faculty Salary Scale as of July 1st, 2026: 3.48% increase over July 1st, 2025.

Appendix 1.6: Faculty Salary Scale as of July 1st, 2027: 3.48% increase over July 1st, 2026.

2. The Corporation and the Association agree to the creation of a parity committee on Academic Workload to consider more equitable structures for organizing, recognizing, and compensating academic workload for teaching, service, and research, scholarly, and creative activity.

These new workload structures shall take account of

- The University's strategic objectives; and
- A realistic costing of workload measures and a recognition of the University's financial constraints.

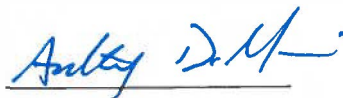
The committee shall consist of no more than six (6) people, with three (3) to be named by the Corporation and three (3) to be named by the Association. Every effort should be made to ensure broad divisional representation.

For the Corporation:

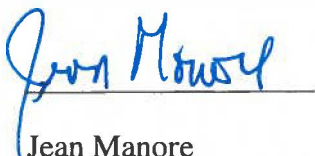


Kerry Hull

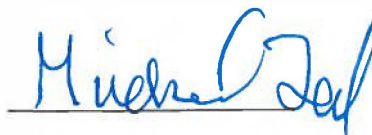
For the Association:



Anthony Di Mascio



Jean Manore



Michael Teed



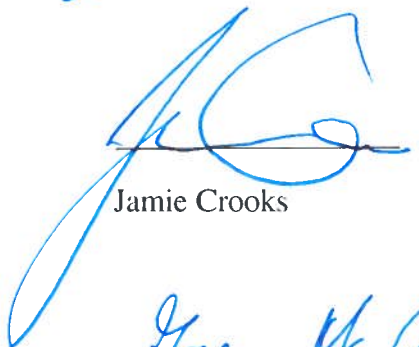
Matthew Peros



Jenn Cianca



Kylie Côté



Jamie Crooks



Date: Oct 8, 2025


Gary McCormick

APPENDIX 1.4

2025-2026

Appendix 1.4: Faculty Salary Scale as of July 1st, 2025: 3.48% increase over July 1st, 2024

2025-2026 SCALE FACULTY							
#	Lecturer	#	Assistant & Senior Instr.	#	Associate	#	Full
1	68,551						
2	70,737						
3	72,922						
4	75,105	1	85,692				
5	77,290	2	88,422				
6	79,473	3	91,150				
7	81,294	4	93,882				
8	83,114	5	96,612				
9	84,934	6	99,341				
		7	101,619	1	103,133		
		8	103,894	2	106,168		
		9	106,168	3	109,200		
		10	108,443	4	112,235		
		11	110,718	5	115,267		
				6	118,302		
				7	121,333	1	125,887
				8	124,368	2	129,677
				9	127,400	3	133,466
				10	130,437	4	137,262
				11	133,466	5	141,053
				12	136,504	6	144,843
				13	138,778	7	147,878
				14	141,053	8	150,911
				15	143,329	9	153,944
				16	145,602	10	156,976
				17	147,878	11	160,011
				18	150,152	12	163,045
						13	166,076
						14	169,108
						15	172,141

APPENDIX 1.5

2026-2027

Appendix 1.5: Faculty Salary Scale as of July 1st, 2026: 3.48% increase over July 1st, 2025

2026-2027 SCALE FACULTY							
#	Lecturer	#	Assistant & Senior Instr.	#	Associate	#	Full
1	70,937						
2	73,199						
3	75,460						
4	77,718	1	88,674				
5	79,980	2	91,499				
6	82,238	3	94,322				
7	84,123	4	97,149				
8	86,006	5	99,974				
9	87,890	6	102,798				
		7	105,156	1	106,722		
		8	107,509	2	109,863		
		9	109,863	3	113,001		
		10	112,217	4	116,141		
		11	114,571	5	119,279		
				6	122,419		
				7	125,556	1	130,267
				8	128,696	2	134,190
				9	131,834	3	138,111
				10	134,976	4	142,039
				11	138,111	5	145,961
				12	141,254	6	149,884
				13	143,608	7	153,024
				14	145,961	8	156,163
				15	148,317	9	159,301
				16	150,668	10	162,439
				17	153,024	11	165,580
				18	155,377	12	168,719
						13	171,856
						14	174,993
						15	178,132

APPENDIX 1.6

2027-2028

Appendix 1.6: Faculty Salary Scale as of July 1st, 2027: 3.48% increase over July 1st, 2026

2027-2028 SCALE FACULTY							
#	Lecturer	#	Assistant & Senior Instr.	#	Associate	#	Full
1	73,406						
2	75,746						
3	78,086						
4	80,423	1	91,760				
5	82,763	2	94,683				
6	85,100	3	97,605				
7	87,050	4	100,530				
8	88,999	5	103,453				
9	90,949	6	106,375				
		7	108,815	1	110,436		
		8	111,251	2	113,686		
		9	113,686	3	116,933		
		10	116,122	4	120,183		
		11	118,559	5	123,430		
				6	126,680		
				7	129,925	1	134,801
				8	133,175	2	138,860
				9	136,422	3	142,917
				10	139,673	4	146,982
				11	142,917	5	151,041
				12	146,170	6	155,100
				13	148,605	7	158,349
				14	151,041	8	161,597
				15	153,478	9	164,845
				16	155,912	10	168,092
				17	158,349	11	171,342
				18	160,784	12	174,591
						13	177,836
						14	181,083
						15	184,331



LOFI 2025/12 F
Stipend Increases during 2025-2027 Collective Agreement

Whereas the Corporation and the Association have agreed to a rollover of the Collective Agreement (2022-2025) for Faculty from July 1, 2025 until June 30, 2028, stipendiary values in Article 9.18 shall be amended to reflect the annual increases to the salary scales as laid out in MOA 2025/01F.

- As of July 1, 2025, a full stipend shall be \$ 9,893.64
- As of July 1, 2026, a full stipend shall be \$ 10,237.93
- As of July 1, 2027, a full stipend shall be \$ 10,594.20

For the Corporation:

A handwritten signature in black ink that reads "Kerry Hull".

Dr. Kerry Hull

A handwritten signature in black ink that reads "Jean Manore".

Dr. Jean Manore

For the Association:

A handwritten signature in black ink that reads "Gregory Brophy".

Dr. Gregory Brophy

A handwritten signature in black ink that reads "James Benson".

Dr. James Benson

Date: October 15, 2025