Faculty Relations Interpretation Bulletin

Topic: Term Appointment Salary Placement
Collective Agreement articles 33.3-33.4, 38.13, 42.24-42.31

1. Effective September 2, 2016, salary placement for new term appointments will be based on the procedures outlined in the collective agreement (floor plus 1 RSA for each year of relevant and related experience).

2. Existing contracts will be extended/renewed according to the Collective Agreement:
   a. Term appointments of one year will not be reviewed and will not receive a step award.
   b. A term appointment of more than one year, or with two consecutive one-year appointments, will receive one step award on September 1st of the second year of appointment. (Term Research Faculty appointments will receive one step award at the start of the second year.)
   c. A term appointment of two years or more will be subject to a biennial review in the second year (and fourth year) of appointment. If they are reappointed, their step placement will be according to the evaluation.

3. The above rules will remain in effect if there is a break of one year or less before reappointment.

4. Re-appointment will be processed as per #1 above if there is a break of more than one year.