

Academic Administrative Procedures Manual

https://www.aapm.utoronto.ca/academic-administrative-procedures-manual/academic-salary-administration/#_Toc288214889 (retrieved June 3, 2020)

Academic Salary Administration

Relevant Policies

- *Memorandum of Agreement between the Governing Council of the University of Toronto and the University of Toronto Faculty Association, Article 6, Salaries and Benefits*
- *Policy and Procedures on Academic Appointments*
- *Policy and Procedures on the Employment Conditions of Part-Time Academic Staff*
- Collective Agreement Between the Governing Council of the University of Toronto and the Canadian Union of Public Employees 3902, Unit 3

Many other issues addressed here – but the Overload Stipend Rate seems most relevant to retirees:

Overload Stipend Rate

The overload stipend rate is set in salary negotiations with UTFA. The **current overload stipend rate** is updated annually as part of the negotiations with the Faculty Association. The rate is a minimum rate to be paid to faculty with full-time appointments and **retired professorial and teaching-stream faculty members**.

[Effective July 1, 2019, the overload stipend rate will be \$17,895.00.]

Salary Increase Process for Faculty and Librarians Represented by UTFA

Negotiation of Annual Salary Increases

Increases in the salaries of full- and part-time tenure-stream and teaching-stream faculty (including CLTAs and Instructors in the Institute of Child Studies and Athletic Instructors in the Faculty of Physical Education and Health) and Librarians are negotiated between the University and the Faculty Association. Agreements between UTFA and the University on salary increases may be multi-year or for one year only. Details of all negotiated increases are circulated to PDAD&C in a timely fashion.

Salary Increase Components

The negotiated salary increases for non-unionized academic staff and librarians have typically been comprised of two separate components: an across-the-board (ATB) percentage increase and a merit component known as progress-through-the-ranks or PTR. (However, because the across-the-board increase and the merit component are subject to negotiation, either one or both may not be applied in a particular year.). Each year minimum salary ranges are determined in relation to the ATB which is awarded. Details of the current salary ranges are listed below.

Salary Ranges

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Effective July 1, 2018, the overload stipend rate is \$17,544.00.

Effective July 1, 2019, the overload stipend rate will be \$17,895.00.