

2. A merit increase of two and a half percent (2.5%) will be applied to the annual base salary, effective at the start of the contract period for FY25, for faculty employees that meet all three of the following criteria:
 - a) Began employment on or before December 31, 2023.
 - b) Successfully completed the required training.
 - c) R

III. NON-EXEMPT STAFF (Regular & Contingent II)

All Regular (collective bargaining unit and non-collective bargaining unit) and Contingent II Non-Exempt Employees employed at 50% or more time since January 1, 2024 will receive

IV. NON-EXEMPT STAFF (Contingent I Only)

All Contingent I Non-Exempt employees will receive the compensation adjustments outlined below.

1. Non-Exempt Salary Structure: The BOR approved adjustments to the non-exempt salary structure for FY25. A 3% range progression will be applied to the minimum non-exempt pay ranges 3-12. Non-exempt contingent 1 employees, not serving as general assistant, will receive a base salary increase to their new respective pay range effective July 1, 2024 if their salary falls below the minimum.

Note: All other changes in salary or contract terms must be made in accordance with the Chancellor's Salary Guidelines and therefore require a new position request form.

V. ADJUNCT FACULTY

All Adjunct Faculty employed since January 1, 2024 will receive the compensation adjustments outlined below.

1. A COLA increase of three percent (3%) will be applied to the minimum adjunct stipend rate effective for Fall, 2024. Any increases above the minimum will require pre-approval from the Provost.
2. Adjunct faculty who meet the criteria for designation as Adjunct Faculty II under *USM Policy II-1.07 Policy on the Employment of Adjunct Faculty* are eligible for a per-course compensation increase that brings their compensation to at least 10% more than the minimum adjunct compensation paid by the institution. Adjunct II status requires pre-approval from the Provost.