Salary Letter — all faculty – as of July 1, 2022 Merit (PTR and 5%)

Personal & Confidential

[date]

[name]

Dear [ ]:

I am writing to you concerning your salary increase effective July 1, 2022. The University and the University of Toronto Faculty Association (UTFA) have reached an agreement on payment of July 1, 2022 Merit (PTR and 5%).

The July 1, 2022 ATB increase is subject to an interest arbitration process and a further letter will be issued to you regarding July 1 2022 ATB when information is available.

The University and the University of Toronto Faculty Association (UTFA) have reached an agreement to extend certain provisions of the COVID–19-specific Letter of Understanding (the “COVID LOU”) first agreed to August 13, 2021. As part of that agreement and in order to mitigate the significant impacts of the COVID-19 pandemic that faculty and librarians may have experienced during the 2021-22 academic year, the University and UTFA have agreed, on an exceptional basis to extend the following provisions for this year:

1. Each faculty member and librarian’s PTR payment for the 2021-22 assessment period will be calculated using the higher of the following scores:
2. PTR score equivalent to the average of their PTR scores for 1) the 2018-19 assessment period; 2) the 2019-20 assessment period; and 3) and the score used for the calculation of their PTR payment for the 2020-21 assessment period; or
3. PTR score that resulted from the normal process of assessment based on their submitted activity report for the 2021-22 assessment period, in accordance with their unit’s normal PTR process.
4. Faculty and librarians who did not receive PTR scores for each of the 2018-19, 2019-20, and 2020-21 assessment periods will have their PTR score for the 2021-22 assessment period calculated as follows for the purposes of a PTR score under paragraph (a) above:
5. Only scores for the 2019-20 and 2020-21 assessment periods: the average of those two scores;
6. Only a score for the 2020-21 assessment period: the same PTR score as for 2020-21;
7. No PTR score for the assessment periods 2018-19, 2019-20 and 2020-21: the average score in their pool as determined in accordance with their unit’s normal PTR process described in 1(d) above for the 2021-22 assessment period.

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| **Option** | **Score** | **Highest Score, used for calculation of PTR dollar amount (indicate with x)** |
| 1. a. PTR score equivalent to the average of their PTR scores for 1) the 2018-19 assessment period; 2) the 2019-20 assessment period; and 3) and the score used for the calculation of their PTR payment for the 2020-21 assessment period; or 2.a, b, or c |  |  |
| 1.b. PTR score that resulted from the normal process of assessment based on their submitted activity report for the 2021-22 assessment period, in accordance with their unit’s normal PTR process. |  |  |

The following sets out your total salary increases and your new base salary effective July 1, 2022. This will be reflected in the July 2022 pay run.

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| June 30, 2022 base salary | $ |
| July 1, 2022 PTR merit award | $ |
| July 1, 2022 5% Merit award - Excellence/Small Group Award, ***[delete this row if not applicable]*** | $ |
| July 1, 2022 base salary | $ |