

**Memorandum of Understanding between
Portland State University (University)
and the Portland State University Chapter
of the American Association of University Professors (Association)
June 11, 2025**

Subject: Targeted Market Increases for Academic Professionals – Methodology

Agreement

1. The sum for distribution as targeted market increases (TMIs), effective July 1, 2025 (September 16, 2025 for 9-month employees), will be \$225,000, as provided in the Collective Bargaining Agreement (CBA), Article 30, Section 4.
2. Each AP’s target annual salary rate (at 1.0 FTE) shall be based on the percentage of the midpoint between the minimum and maximum salaries for their job family and career level. Salary minimums and maximums are provided in the CBA, Article 30, Section 6. The percentage depends on the number of years an AP has been in their career track – i.e., job family and individual contributor (IC) or technical and administrative support (TAS) level -- as of June 1, 2025.

Years in career track	1 – 2.99	3 – 4.99	5 – 6.99	7 – 8.99	9 – 10.99	>= 11
Salary percent of midpoint	87%	93%	100%	107%	113%	120%

For employees with 1-2.99 years in their career track, the target annual salary rate shall be 87% of the midpoint; for employees with 3-4.99 years, 93% of the midpoint; for employees with 5-6.99 years, 100% of the midpoint; for employees with 7-8.99 years, 107% of the midpoint; for employees with 9-10.99 years, 113% of the midpoint; and for employees with 11 or more years, 120% of the midpoint.

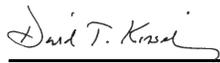
In no case will the target salary rate be less than the minimum or greater than the maximum for a job family and career level, as provided in the CBA (Article 30, Section 6).

For 2025, an AP must be employed on or before January 1, 2025 to be eligible for TMI consideration.

3. The difference between an AP’s annual salary rate and the target annual salary rate is the salary rate gap. The actual salary gap is the salary rate gap multiplied by the AP’s FTE. The annual salary rate used in the TMI calculations will be the salary as of June 1.

4. If the agreed-upon distribution amount in paragraph 1 is less than the sum of all AP actual salary gaps, each AP's TMI shall be prorated by the same percentage so the total equals the distribution amount.
5. If an AP is eligible for a salary increase for advancement within a job level as provided in the CBA (Article 30, Section 7B), it will be added to the annual salary rate after the TMI is applied, if any, up to the salary maximum for that range.
6. The parties may agree to revise this methodology for TMI distributions in 2026, 2027, and 2028. If they do not agree on a revision, the methodology provided in this MOU will be used.
7. The University will provide the Association with a spreadsheet showing the preliminary distribution of the amount in paragraph 1 no later than June 16, 2025.

This MOU shall become effective upon signature by the parties and approval by the PSU-AAUP Executive Council.

<p><u>For the University</u></p>  <p><small>Chris Monsere (Jun 11, 2025 12:36 PDT)</small></p> <hr/> <p>Chris Monsere, Vice Provost for Faculty Success</p> <p><u>06/11/2025</u></p> <p>Date</p>	<p><u>For the Association</u></p>  <hr/> <p>David Kinsella, Vice President Collective Bargaining</p> <p><u>06/11/2025</u></p> <p>Date</p>
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