

AMENDMENT 1

**REQUEST FOR PROPOSALS
UOG RFP No. P23-02**

Date Issued: November 1, 2022

“COMPENSATION STUDY FOR FACULTY SALARY AND OTHER MATTERS”

This is to notify all prospective offerors of the following amendment set forth below:

- 1.1 INCLUDE** copy of **ATTACHMENT K** as set forth in attached.
- 1.2 Question and Answer Sheet 1** as set forth in the attached.

All other terms and conditions remain the same.



Emily G. Gumataotao
Supply Management Administrator

Please acknowledge receipt and return by email to uog.bids@triton.uog.edu:

Name of company: _____

Print Name/Signature/date

ATTACHMENT K

SABBATICAL SALARY SCHEDULE B

Revised: November 18, 2021, BOR RESOLUTION No. 21-35; Supersedes Res No. 21-11

NINE & TWELVE MONTH ACADEMIC EMPLOYEES

AS PER BOR RESOLUTION No. 15-35, November 19, 2015

(Recommended for Implementation FY2016)

Effective: October 1, 2015

<u>POSITION TITLE</u>	<u>STEP</u>	<u>NINE-MONTH SALARY</u>	<u>TWELVE-MONTH SALARY</u>
I Assistant Instructor/ Extension Agent I	1	\$20,411	\$26,534
	2	\$21,033	\$27,342
	3	\$21,685	\$28,189
	4	\$22,369	\$29,079
	5	\$23,087	\$30,013
	6	\$23,841	\$30,994
	7	\$24,635	\$32,024
	8	\$25,465	\$33,109
	9	\$26,339	\$34,241
II Instructor/ Extension Agent II	1	\$22,779	\$29,613
	2	\$23,509	\$30,563
	3	\$24,279	\$31,562
	4	\$25,086	\$32,611
	5	\$25,933	\$33,713
	6	\$26,823	\$34,868
	7	\$27,755	\$36,081
	8	\$28,737	\$37,358
	9	\$29,765	\$38,695
	10	\$30,848	\$40,101
	11	\$31,984	\$41,579
	12	\$33,176	\$43,129
	13	\$34,430	\$44,759
	14	\$35,749	\$46,473
	15	\$37,135	\$48,276
	16	\$38,595	\$50,174
	17	\$40,130	\$52,171
18	\$41,748	\$54,273	
19	\$43,451	\$56,487	
20	\$45,246	\$58,821	
III Assistant Professor/ Extension Agent III	1	\$26,315	\$34,209
	2	\$27,203	\$35,365
	3	\$28,137	\$36,577
	4	\$29,115	\$37,849
	5	\$30,145	\$39,189
	6	\$31,225	\$40,593
	7	\$32,359	\$42,067
	8	\$33,551	\$43,616
	9	\$34,802	\$45,243
	10	\$36,113	\$46,947
	11	\$37,491	\$48,739
	12	\$38,939	\$50,621
	13	\$40,459	\$52,597
	14	\$42,056	\$54,672
	15	\$43,731	\$56,851
	16	\$45,491	\$59,138
	17	\$47,337	\$61,538
18	\$49,278	\$64,061	
19	\$51,315	\$66,711	
20	\$53,455	\$69,492	

IV Associate Professor/ Extension Agent IV	1	\$29,135	\$37,875
	2	\$30,179	\$39,232
	3	\$31,275	\$40,658
	4	\$32,427	\$42,155
	5	\$33,636	\$43,727
	6	\$34,904	\$45,375
	7	\$36,236	\$47,106
	8	\$37,635	\$48,925
	9	\$39,104	\$50,835
	10	\$40,646	\$52,841
	11	\$42,265	\$54,946
	12	\$43,967	\$57,157
	13	\$45,752	\$59,477
	14	\$47,627	\$61,916
	15	\$49,597	\$64,476
	16	\$51,665	\$67,164
	17	\$53,834	\$69,765
	18	\$55,449	\$72,083
	19	\$57,113	\$74,246
	20	\$58,825	\$76,473
V Professor/ Extension Specialist	1	\$35,599	\$46,279
	2	\$36,959	\$48,045
	3	\$38,385	\$49,901
	4	\$39,884	\$51,849
	5	\$41,457	\$53,895
	6	\$43,109	\$56,041
	7	\$44,845	\$58,297
	8	\$46,663	\$60,663
	9	\$48,577	\$63,150
	10	\$50,586	\$65,762
	11	\$52,695	\$68,503
	12	\$54,907	\$71,379
	13	\$56,553	\$73,520
	14	\$58,251	\$75,726
	15	\$59,999	\$77,999
	16	\$61,799	\$80,339
	17	\$63,653	\$82,749
	18	\$65,562	\$85,231
	19	\$67,529	\$87,789
	20	\$69,555	\$90,421

1. This Faculty Salary Schedule is for nine-month and twelve-month faculty. Compensation for both nine-month and twelve month faculty shall continue to be at parity as per the BOR-GFT Agreement Article VII.F.☐
2. The ability for all faculty to reach Step 20 of the Professor/Extension Specialist rank replaces the policy of increment eligibility every three years for Step 12 at this rank. This shall mean that the salary at Professor/Extension Specialist Step 20 is the highest nine-month faculty salary that can be achieved at the University.☐
3. A Faculty when promoted to the next faculty rank, shall receive a salary increase closer to and not less than a two-step salary increase in the faculty rank held prior to the promotion.

UOG REQUEST FOR PROPOSAL NO. P23-02:
COMPENSATION STUDY FOR FACULTY SALARY AND OTHER MATTERS

QUESTION & ANSWER SHEET NO. 1
November 1, 2022

In response to the written "Questions" and/or 'Request for Clarifications' UOG received as of 10/31/22 @ 12:49pm from vendor: Alan Searle

Question 1: On page 3 of the RFP reference is made to Attachment K. This is an important piece of information, but it appears to be missing from the bid documents.

Answer: **UOG confirms please reference Amendment 1, item 1.1.**

Question 2: Also on Page 3 the scope of work requests the following " Assist the University in establishing rules for the slotting of new employees into the Faculty Scale as well as the Administrator Salary Scale". Question. Is the study about reviewing Faculty or is the study about reviewing both Faculty + Academic Administrators. This is a very important question.

Answer: **UOG confirms the scope of work is to determine the appropriate pay ranges for faculty. The University is also seeking minor consultation regarding the establishment of some procedures around pay for which the University is developing.**