For faculty and staff not covered by a collective bargaining agreement, the salary increases for FY ‘10 will be a 2% market response increase (across-the-board), effective 1/1/10*. The salary range structure will be not be adjusted.

**Market Response Increase (Across-the-Board Increase)**

A 2% across-the-board increase will be effective January 1, 2010 to all continuing, status employees* employed on or before December 30, 2009 who are performing satisfactorily with the exception of those who:

- have submitted a resignation or retirement date effective on or before 5/1/10
- have received a terminal notice
- are over the maximum for their assigned salary range
- have documented unsatisfactory performance
- are on leave of absence as cited in System policy (USY V.F.9.10)
- have their salary increases negotiated through a collective bargaining agreement or are members of the Wheelock School faculty whose salary increases are based on Keene School district budgeting
- have a negotiated FY ‘10 hourly/salary rate
- are not on the payroll when the increases are processed
- are employees of NHPB