

**AGREEMENT**  
**BETWEEN**  
**ASSOCIATION OF PENNSYLVANIA**  
**STATE COLLEGE AND**  
**UNIVERSITY FACULTIES**  
**(APSCUF)**  
**AND**  
**THE PENNSYLVANIA**  
**STATE SYSTEM OF HIGHER EDUCATION**  
**(STATE SYSTEM)**

**July 1, 2023, to June 30, 2027**

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## PREAMBLE

THIS AGREEMENT made and entered into this 11<sup>th</sup> day April 2024 by and between the Board of Governors of the State System of Higher Education ("STATE SYSTEM") for and on behalf of itself, the State Universities and their respective Councils of Trustees, of the first part, and the Association of Pennsylvania State College and University Faculties ("APSCUF") of the second part.

## PURPOSE

APSCUF has been certified to represent, for purposes of collective bargaining, department chairpersons, full-time teaching faculty (including librarians with faculty status), part-time teaching faculty and librarians without faculty status and faculty members of the UNIVERSITIES whose basic responsibilities lie outside of the classroom setting.

APSCUF and the STATE SYSTEM OF HIGHER EDUCATION, desiring to cooperate each with the other in mutual respect and harmony, have agreed to the provisions of this Agreement in consideration of the following:

1. The UNIVERSITIES exist for the common good of the citizens of the Commonwealth, particularly the students who attend such UNIVERSITIES. In a world of rapid change and recurring crises, all will be served best by an intellectual environment that encourages critical thinking, the search for truth, and includes a diversity of reasoned perspectives.
2. The parties will work cooperatively under the terms of this Agreement and applicable law to promote student success, to leverage the strengths of the individual UNIVERSITIES, and to support effective shared governance structures for the STATE SYSTEM and Universities while respecting academic freedom, as set forth in this collective bargaining agreement, and the right of the individual to dissent.
3. The parties recognize that collective bargaining in good faith will further their common aim of offering the best possible educational opportunities at the UNIVERSITIES. The parties also commit to abide by the terms of the Agreement, and to work collaboratively to ensure consistent, fair, and equitable implementation across the system.
4. APSCUF as the representative of the above named employees recognizes its obligation to permit all individuals and groups at each UNIVERSITY to be included in the consideration of matters relating to them.
5. For the purposes of this Agreement, the following definitions shall be applied:

"ACADEMIC FACULTY" -- The bargaining unit consisting of department chairpersons, full-time teaching faculty including librarians with faculty status, part-time teaching faculty, librarians without faculty status and faculty members whose basic responsibilities lie outside of the classroom setting who have, by certification of the Pennsylvania Labor Relations Board (PLRB), been designated as ACADEMIC FACULTY (PERA-R-775-C).

"APSCUF" -- The Association of Pennsylvania State College and University Faculties, Inc.

"UNIVERSITIES" -- All institutions of the State System of Higher Education as defined by Act 188, as amended, including Cheyney University, Commonwealth University of Pennsylvania, East Stroudsburg University, Indiana University of Pennsylvania, Kutztown University, Millersville University, Pennsylvania Western University, Shippensburg University, Slippery Rock University, and West Chester University.

"CAMPUS" -- The individual locations that are Pennsylvania Western - California, Pennsylvania Western - Clarion, and Pennsylvania Western - Edinboro, which currently comprise Pennsylvania Western University and the individual locations that are Commonwealth - Bloomsburg, Commonwealth - Lock Haven, and Commonwealth - Mansfield, which currently comprise Commonwealth University of Pennsylvania.

"BRANCH CAMPUS" -- A location separately identifiable from the primary teaching location(s) of a University and designated as such by a university president, at which university approved courses and programs are taught. A CAMPUS as defined above does not constitute a BRANCH CAMPUS.

"OTHER TEACHING LOCATION" -- A location, designated as such by a UNIVERSITY President, at which a limited number of UNIVERSITY approved courses and/or programs are taught. A CAMPUS, or a BRANCH CAMPUS as defined above does not constitute an OTHER TEACHING LOCATION.

"STATE SYSTEM OF HIGHER EDUCATION" -- That System created by Act 188 of 1982, the State System of Higher Education Act, hereinafter referred to as the STATE SYSTEM.

"COMMONWEALTH" -- The Executive Branch of the Commonwealth of Pennsylvania.

"FACULTY" or "FACULTY MEMBERS" -- All members of the bargaining units described in PLRB case numbers PERA-R-775-C and PERA-R-1354-C.

"REGULAR" -- A tenured or tenure track FACULTY MEMBER.

"PROBATIONARY NON-TENURED FACULTY MEMBER" -- A FACULTY MEMBER who is appointed to a tenure track position and who has not been granted tenure.

"NON-TENURE TRACK FACULTY" -- A FACULTY MEMBER who is appointed to service in a position in which service will not be credited toward tenure. Examples of such positions include Temporary Part-time, Temporary Full-time and Regular Part-time.

## **Article 1**

### **RECOGNITION**

The STATE SYSTEM and the UNIVERSITIES and each of them recognize APSCUF as the sole and exclusive bargaining agent for FACULTY MEMBERS in the bargaining units above described and certified by the Pennsylvania Labor Relations Board in case numbers PERA-R-775-C, and PERA-

R-1354-C, with respect to the STATE SYSTEM'S obligations both to "negotiate" and to "meet and discuss," as those terms are used in Sections 701 and 702, respectively, of the Public Employee Relations Act ("Act 195").

## Article 2

### ACADEMIC FREEDOM

- A. A FACULTY MEMBER is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic or administrative duties.
- B. A FACULTY MEMBER is entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject.
- C. A University FACULTY MEMBER is a citizen and a member of a learned profession. When they speak or write as a citizen, they should be free from University censorship or discipline, but their special position in the community imposes special obligations. As a person of learning they should remember that the public may judge their profession and their University by their utterances. Hence, they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not a spokesperson of the UNIVERSITIES. Acts which interfere with the activities of the UNIVERSITIES, acts which interfere with the freedom of movement at the UNIVERSITY, or acts which interfere with the freedom of all members of the academic community to pursue their rightful goals, are the antithesis of academic freedom and responsibility. So also are such acts which, in effect, deny freedom to speak, to be heard, to study, to teach, to administer and to pursue research.
- D.
  1. FACULTY MEMBERS are entitled to freedom in the selection of textbooks, audio-visual aids and other teaching aids.
  2. There shall be no censorship of library materials.
  3. With respect to subsections 1. and 2. above, budgetary limitations may restrict the quantity of items to be purchased.
- E. Since certain aspects of the information obtained by a FACULTY MEMBER in the course of their work can be considered privileged, no FACULTY MEMBER shall be required to disclose such information unless they deem it to be in the best interest of their student or their profession. The University will immediately advise the FACULTY MEMBER of any effort, by action of law or otherwise, to secure records or other information obtained by the FACULTY MEMBER. In no event shall the University exercise any disciplinary action against a FACULTY MEMBER because of their assertion of privilege with regard to information under their control.
- F. The provisions of this Article shall not be construed so as to deprive the University or its designees of its right of access to and/or possession of files, records or materials maintained by FACULTY MEMBERS on behalf of the University, provided, however, that grade books shall remain in the possession of the FACULTY MEMBER so long as they remain at the University.

### **Article 3**

#### **FAIR PRACTICES**

- A. Neither party hereto nor any FACULTY MEMBER shall discriminate against any other FACULTY MEMBER or candidate for employment on the basis of race, creed, color, sex, gender, gender identity or expression, genetic information, disability, sexual orientation, veteran status, family status, age, national origin, APSCUF membership or activity or lack thereof, political belief and/or affiliation, or on account of any other basis prohibited by law, including harassment based upon any such status noted above. Where existing laws against discrimination require accommodation, the STATE SYSTEM will accommodate to the extent required by law.
- B. There shall be no discrimination by either of the parties hereto or any FACULTY MEMBER against members of the same family regarding concurrent employment at any University.
- C. If any provision of this Agreement is in conflict with Federal Executive Orders 11246 and 11375, as amended, or the Civil Rights Act of 1964, as amended, the provisions of such orders and laws shall prevail; provided that any rule not consistent with this Agreement adopted by the STATE SYSTEM subsequent to the signing of this Agreement shall not prevail against the terms of this Agreement.
- D. The parties shall meet and discuss at the state level during the term of this Agreement on such aspects of this Article that are of mutual interest.

### **Article 4**

#### **DUTIES AND RESPONSIBILITIES OF FACULTY MEMBERS**

- A. The concept of academic freedom must be accompanied by an equally demanding concept of academic responsibility. The concern of the UNIVERSITIES and its members for academic freedom safeguards must extend equally to requiring responsible service, consistent with the objectives of the UNIVERSITIES. The universal responsibility of the teaching FACULTY MEMBER is effective teaching.
- B. A proper academic climate can be maintained only when members of the FACULTY meet their fundamental duties and responsibilities regularly. These duties and responsibilities include but are not limited to: reporting promptly, and in advance if possible, any changes in class hours or classrooms assigned; preparing for and meeting their assignments, which would include timely notification of the proper authority and making a reasonable effort to insure that assignments can be covered in case of absences; making a reasonable effort to notify students of any changes in class hours or classrooms assigned; keeping current in their academic disciplines through continuing scholarly activity; keeping student consultation hours in accordance with Article 23, WORKLOAD AND WORKLOAD EQUIVALENTS, and conferring with and advising students and advisees; evaluating fairly and reporting promptly student achievement; rendering service to the University which would include participating in group deliberations which contribute to the growth and development of the students and the UNIVERSITIES; and reporting promptly, and in advance if possible, absence from any assigned duty in accordance with the provisions of Article 17, SICK LEAVE. All members of the FACULTY also have the responsibility to accept those reasonable duties assigned to them within their fields of

competence. Additionally, FACULTY MEMBERS have the responsibility to perform other tasks characteristic of the academic profession as described in Article 12, PERFORMANCE REVIEW AND EVALUATION OF FACULTY, Section B.1. and to attempt honestly and in good conscience to preserve and defend the goals of the UNIVERSITIES, including the right to advocate change.

## Article 5

### GRIEVANCE PROCEDURE AND ARBITRATION

#### A. Intent

1. It is the declared objective of the STATE SYSTEM/UNIVERSITIES and APSCUF to encourage the just resolution of grievances. In order to effect a prompt resolution of grievances at the earliest possible opportunity, the STATE SYSTEM/UNIVERSITIES, APSCUF and the FACULTY shall make available one to the other all known relevant facts so as to enable the parties to resolve grievances. The parties further agree that the orderly processes hereinafter set forth below shall be the sole method used for the resolution of grievances.

2. A grievance may be filed by a FACULTY MEMBER, a group of FACULTY MEMBERS, or APSCUF. APSCUF may present a policy grievance (one which affects more than one (1) person) at any step of the grievance procedure prior to arbitration. A grievance filed at Step Two by a FACULTY MEMBER, a group of FACULTY MEMBERS or APSCUF or a Statewide grievance filed at Step Three by APSCUF must be filed within forty (40) calendar days of the occurrence giving rise to the grievance or within forty (40) calendar days of the date on which the grievant(s) or APSCUF learned of such occurrence, with the exception that if the forty (40) days expire between May 1 and September 1 of any year, the grievance shall be submitted by September 30 of such year or within forty (40) calendar days, whichever comes later. Decisions involving the non-renewal of probationary non-tenured FACULTY MEMBERS shall be governed exclusively by the provisions pertaining thereto as contained in Article 14, RENEWALS AND NON-RENEWALS.

#### B. Definition

A "grievance" is an allegation by APSCUF or a FACULTY MEMBER or group of FACULTY MEMBERS that there has been a specific violation, misinterpretation or improper application of an Article(s) and Section(s) of this Agreement by the STATE SYSTEM/UNIVERSITIES, and a statement of the remedy being requested. It is understood and agreed between the parties that APSCUF or a FACULTY MEMBER will be allowed to make amendments to the grievance up to the submission at Step Three. It is also understood that if such amendments are made to the grievance in the submission to Step Three, either party may resubmit the grievance to Step Two for reconsideration.

#### C. Procedure

Step One APSCUF, a FACULTY MEMBER or a group of FACULTY MEMBERS shall present a grievance orally or in writing at the lowest management level having authority to dispose of the grievance. The management representative shall investigate the grievance as they shall deem appropriate and respond to APSCUF and/or the grievant orally or in writing.

**Step Two** If the grievance has not been resolved at Step One, the grievant, group of grievants or APSCUF shall reduce the grievance to writing, stating the facts, and listing the Articles and Sections of this Agreement or the specific regulation(s) or procedure(s) upon which the grievance is based. Such written grievance (s) shall be submitted to the President or their designee within forty (40) calendar days of the occurrence giving rise to the grievance or within forty (40) calendar days of the date on which the grievant or grievants learned of such occurrence, except as provided in Section A.2., above. The President or their designee shall have twenty (20) calendar days following the receipt of such written grievance to investigate the matter as they shall deem appropriate, discuss the matter with the grievant, group of grievants and/or the local APSCUF grievance chairperson or their designee where appropriate, and to submit a written response to the grievant, group of grievants and APSCUF.

If a grievance is amended before submission at Step Two or if either party resubmits and amended grievance to Step Two, the President or their designee shall have twenty (20) calendar days following the receipt of such amended grievance to investigate the matter as they shall deem appropriate, discuss the matter with the grievant, group of grievants and/or the local APSCUF grievance chairperson or their designee where appropriate, and to submit a written response to the amended grievance to the grievant, group of grievants and APSCUF.

**Step Three** If the grievance has not been resolved at Step Two, the grievant, group of grievants or APSCUF may, within fifteen (15) calendar days after the decision from the President or their designee at Step Two is due, submit a written appeal to the Chancellor of the STATE SYSTEM or their designee. The Chancellor of the STATE SYSTEM or their designee shall have thirty (30) calendar days following the receipt of such written appeal to submit a written response to the grievant, group of grievants and APSCUF.

#### Step Three Grievance Meeting:

1. A Step Three grievance meeting shall be held to research the facts of grievances, the alternative solutions to grievances and to improve the timeliness of grievance processing. The Step Three grievance meeting will include local University representatives, as designated by the President, local APSCUF representatives as designated by the local APSCUF President and a representative of the Office of the Chancellor and a State APSCUF representative. For purposes of scheduling Step Three grievance meetings, any grievance involving potential ongoing liability (one arising from discipline or from separation from employment, including discharge, non-renewal, denial of tenure, retrenchment and the like) shall take priority over other grievances.
2. The grievant(s) shall be asked to attend the Step Three grievance meeting, but their participation shall be voluntary. Nonparticipation on the part of the grievant(s) in the Step Three grievance meeting shall not be raised as a justification for the denial of the grievance, nor in subsequent arbitration hearings. The absence or presence of any party shall not be used as a mechanism to withhold information from any party.
3. Participants should be prepared to share information in support of their respective position(s). The parties shall share the name(s) of all individuals who will participate in each meeting no later than three business days prior to the scheduled meeting.

4. Step Three grievance meetings shall not impede the normal process and progress of any grievance's movement through the grievance procedure as set forth in this Article. Specifically, the scheduling and conduct of the Step Three grievance meeting shall not delay either the deadline for referring the grievance to Step Four (Binding Arbitration) or the scheduling of an arbitration hearing, unless the STATE SYSTEM and State APSCUF agree in writing to hold the grievance in abeyance for a specified time period.

5. The Office of the Chancellor Labor Relations Department will issue a Step Three grievance status report to all parties within fifteen (15) business days of the Step Three Meeting.

**Step Four - Binding Arbitration** If the grievance has not been resolved at Step Three, APSCUF, but not an individual FACULTY MEMBER or group of FACULTY MEMBERS, has the sole right to refer a grievance to arbitration and to conduct the proceeding as a party, and shall within forty (40) calendar days of the receipt of the written response from Step Three submit a written notice to the Chancellor of the STATE SYSTEM or their designee of its intent to submit the grievance to binding arbitration. It is understood that only APSCUF, or counsel for APSCUF, may present the case in support of any grievance at arbitration.

D. The parties shall have the right mutually to agree upon the arbitrator, but in the event they cannot so agree within fifteen (15) calendar days of receipt of the above notice, the matter shall forthwith be submitted to the American Arbitration Association ("AAA") for the appointment of an arbitrator through the AAA's List With Appointment Service. Following appointment of the arbitrator, the parties will promptly contact the arbitrator to schedule the hearing. In all cases, selection of the arbitrator and the arbitration proceedings shall be conducted in accordance with the Voluntary Labor Arbitration rules of the AAA, provided, however, that the appointed arbitrator shall have the authority to interpret, apply and enforce these rules. The arbitration proceeding shall be held at such time and place as is convenient to the parties, consistent with the circumstances of the case.

The decision of the arbitrator shall be final and binding upon the parties, except where the decision would require an enactment of legislation in which case the decision shall be binding only if and when such legislation is enacted. The arbitrator shall have no authority to add to, subtract from, or modify this Agreement. Each case shall be considered on its merits and this Collective Bargaining Agreement shall constitute the sole basis upon which the decision shall be rendered. If there is a question as to whether the arbitrator has jurisdiction to hear a case, this question must be heard and an immediate bench ruling issued by the arbitrator prior to their hearing and deciding the merits of the case. The arbitrator shall confine themselves to the precise issue the parties have agreed to submit for arbitration and shall have no authority to determine any other issues not so submitted to them. The arbitrator shall be requested to issue their decision within thirty (30) calendar days after the hearing or receipt of the transcript of the hearing.

The arbitrator's fees and expenses shall be shared equally by APSCUF and the STATE SYSTEM/UNIVERSITIES, but each party shall bear its own cost of preparing and presenting its case to the arbitrator. Where one of the parties to this Agreement requests a postponement of a previously scheduled arbitration which results in a postponement charge, the postponing party shall pay such charge unless the postponement results in a settlement of the grievance, in which event the postponement charge shall be divided equally between the parties. A postponement charge resulting from a joint postponement request shall be shared equally by the parties. Either party to an arbitration

may request that a transcript of the hearing be made. The requesting party shall pay the cost for the transcript and shall provide a copy free of charge to the arbitrator. In the event that the party who did not order a copy of the transcript at the hearing subsequently decides to order a copy of the transcript, that party shall share equally in the cost of the copy of the transcript provided to the arbitrator.

E. The failure of either party to demand compliance with or to comply with the time limits of Steps One to Three of Section C. of this Article shall not bar either party from requiring that the stated time limits at Step Four be met.

F. A FACULTY MEMBER may, in accordance with the provisions of Article 15, TENURE, appeal any discipline or discharge for just cause at the Third Step of this grievance procedure. Any such appeal must be presented in writing within fifteen (15) calendar days after the FACULTY MEMBER has received written notice of the disciplinary action. A copy of the said written notice shall be mailed to the local APSCUF grievance chairperson and State APSCUF on the day the written notice is mailed or delivered to the FACULTY MEMBER, whichever day is earlier.

G. Time of the Essence

1. The filing of a grievance or appeal from any step of this grievance procedure or the notice of any intent to arbitrate shall be accomplished within the time limits specified and, in the event such is not done, the Administration's decision at the prior step shall be final and binding upon the parties and shall not be subject to further appeal of any kind; provided, however, that the said time limits may be extended by written or oral mutual agreement for any reason, and reasonable requests for extensions shall not be arbitrarily denied; and, provided further, that a grievant shall not be penalized as to time if they have been misled by a representative of the STATE SYSTEM/UNIVERSITIES.

2. Failure to communicate a decision at any step of this grievance procedure within the specified time limits shall permit it to be advanced to the next step of the procedure, unless a longer period is established by mutual consent.

H. Rights of APSCUF

1. APSCUF's representative(s) shall be advised of the existence of a grievance as soon as the University Administration becomes aware of its existence. As early as possible and practical, copies of all transcripts, documents and correspondence filed with respect to a grievance shall be made available to APSCUF, and at APSCUF's request be provided to APSCUF. Costs of reproduction shall be borne by APSCUF should the STATE SYSTEM/UNIVERSITIES request such payment.

2. Any individual FACULTY MEMBER or group of FACULTY MEMBERS shall have the right at any time to present grievances to the STATE SYSTEM/UNIVERSITIES and have them adjusted without the intervention of APSCUF, as long as the adjustment is not inconsistent with the terms of this Agreement; and provided further that APSCUF has been given the opportunity to be present at such adjustment.

3. APSCUF's representative(s) shall be permitted to represent the grievant when requested to do so by the grievant and, in any event, to represent and speak on behalf of APSCUF's

particular point of interest in connection with that grievance. In this regard, it is understood that the grievant has the right to represent themselves and APSCUF shall not interfere with that right.

I. Disposition of Grievances

Any settlement, withdrawal or disposition of a grievance at any step below Step Three in Section C., above, shall not constitute a binding precedent for the settlement of similar grievances in the future. The parties shall endeavor to implement fully any settlement agreement(s) or arbitration award(s) within sixty (60) days of the receipt of said agreement or award.

**Article 6**

DEPARTMENT CHAIRPERSONS

A. Department Chairperson Duties

1. The department chairperson directs the activities of the department, subject to the approval of the Dean/Director. They are ultimately responsible to the Dean/Director for the development of department plans, guidelines and internal office operation; they direct the department's administrative organization and may delegate authority and assign responsibility as appropriate; and they ultimately represent the department's academic discipline(s) both on and off University property either personally or by designation of department representatives.
2. The department chairperson is also responsible for recommending to the Dean/Director such matters as personnel actions, curricular changes, course offerings, teaching assignments and the department budget.
3. In all phases of department affairs, the chairperson should be sensitive to and reflect, but not be restricted to, majority department faculty sentiment.
4. Current practices at each UNIVERSITY concerning summer duties and compensation of department chairpersons shall continue, provided each department chairperson receives the minimum summer compensation as set forth in 6.D.3

B. Department Chairperson Selection

1. a. The President/designee and a committee selected by the department shall designate the individual or individuals who is (are) mutually acceptable to serve in the post of department chairperson. Upon request, the President/designee will communicate the reason(s) for rejection of the candidate(s) to the department and the candidate(s). Such reason(s) shall not be reviewable through the grievance and arbitration procedure under this Agreement unless a violation of Article 3 is alleged. The chairperson shall be elected (or rejected) by the majority secret ballot vote of the regular FACULTY MEMBERS within the department from the individual or individuals designated. Except as provided in paragraph b, below, this procedure shall apply with respect to the appointment of an interim or acting department chairperson.

b. In the event there can be no agreement as to a mutually acceptable candidate for the office of department chairperson, the President or the Provost/Vice-President for Academic Affairs shall have the right to appoint an interim chairperson for a period not to exceed the longer of six (6) months or the end of the semester during which the six (6) month period expires; provided, however, this appointee shall not be an individual rejected by vote of the department in the most recent election.

2. Department chairperson elections were held in 2005 and shall be conducted every three (3) years thereafter. Elections shall be concluded no later than April 15. Newly elected department chairpersons shall take office one week following spring commencement in the year in which elected; however, newly elected department chairpersons shall not receive a stipend or workload equivalency until the first day of the summer session or the next academic year, whichever is appropriate. Outgoing department chairpersons continue to receive their stipends and workload equivalencies until the end of the academic year. Should vacancies occur during the term of office, a special election must be held under the terms described above with the newly elected chairperson serving until the next regularly scheduled round of departmental elections.

3. When a department chairperson is not properly performing their duties in accordance with this Article, the President may remove the chairperson from office. A majority of the regular FACULTY MEMBERS of a department may request that the President remove the department chairperson and the President may, in their sole discretion, take such action. The request from the majority of regular FACULTY MEMBERS must be in writing, must be signed by those FACULTY MEMBERS making the request, and must contain a statement of the reasons for the request. Where such action is taken by the President, a special election must be held under the terms described above with the newly elected chairperson serving until the next regularly scheduled round of departmental elections.

4. Library Department Chairpersons

APSCUF shall conduct an election among all of the members of the Library FACULTY to designate a chairperson who shall act in a representational role for the department. The chairperson shall reflect the view of the members of the Library FACULTY in their consultations with the President/designee on matters of appointment of FACULTY, renewal and non-renewal of FACULTY, FACULTY development and evaluation, promotion, tenure and Library FACULTY MEMBER'S schedules. The chairperson shall not be subject to the provisions of Section B.1.a., above.

5. Assistant Chairpersons

a. Where there is mutual agreement between the chairperson and the President/designee(s) as to the need for (an) assistant department chairperson(s), or such assistants as appointed pursuant to Section B.5.c., below that (those) assistant(s) shall be appointed by the chairperson so long as the proposed appointee(s) receive(s) the approval by the majority secret ballot vote of the regular FACULTY MEMBERS of the department and the approval of the President/designee(s). Any such assistant shall serve at the pleasure of the chairperson, and in the event a new chairperson is selected for the department, the term(s) of the assistant chairperson(s) shall terminate.

b. In considering the need for an Assistant Chairperson in addition to any appointed pursuant to Section B.5.c., the following will be among the factors considered:

- (1) Number of FACULTY MEMBERS in the department
  - (2) Number of majors served in the department
  - (3) Number of disciplines within the department
  - (4) Number of students served in the department
  - (5) Programmatic or accreditation responsibilities
  - (6) Number and complexity of grants administered by the department
- c. Beginning with the Fall 2024 semester the President/designee shall approve appointment of Assistant Chairperson(s) for all teaching departments that meet the following thresholds:
- A department shall have a minimum of one (1) Assistant Chair if the FACULTY count is equal to or greater than 30; two (2) if the FACULTY count is equal to or greater than 60.
- d. Each Consolidated University shall develop additional criteria to reflect their distinct structure for Assistant Department Chairperson(s) and shall share the criteria with local meet and discuss.
- e. Beginning with the Fall 2024 semester, the following factors are recognized to support appointment of additional Assistant Chairperson(s).
- (1) Where a department has an advisee/faculty ratio of more than 25 to 1 – at least one (1) Assistant Chairperson; where Department has an advisee/faculty ratio of more than 50 to 1 – at least two (2) Assistant Chairpersons; where a Department has an advisee/faculty ratio of more than 75 to 1 – at least three (3) Assistant Chairs.
  - (2) Appointment of one (1) additional Assistant Chairperson where two (2) or more of the following responsibilities exist, and no other FACULTY MEMBER receives a workload equivalent for meeting those responsibilities:
    - a. Coordinating graduate programs
    - b. Programs requiring coordination of clinical experiences, supervised experience, internships, field experiences, or practicum loads
    - c. Overseeing program accreditation processes
    - d. Complex programs or facilities (e.g. maintenance of labs, studios, equipment, or community relations)
  - (3) In addition, in a department at a consolidated UNIVERSITY, a minimum of one (1) additional Assistant Chairperson at every campus where the department has at either (a) at least four (4) FACULTY MEMBERS; or (b) more than one major/discipline and at least three (3) FACULTY MEMBERS.

Where the UNIVERSITY does not authorize appointment of an additional Assistant Chair(s) despite the existence of these factors, the President shall provide a written explanation of the reasons for the decision to the Department

Chairperson and local APSCUF, and shall meet with the Department Chairperson, upon request, to discuss the decision.

6. The UNIVERSITIES shall provide an annual report to Local and State Meet and Discuss by November 1 that shall contain the following information: Department, Name of Chairperson, Name of Assistant Chairperson, if applicable, percent of workload Equivalent of Chairperson and Assistant Chairperson, Headcount and FTE of all FACULTY in department.

C. Department Chairperson Stipend

1. a. Effective fall semester 2023, a teaching FACULTY MEMBER who performs the duties and responsibilities of a department chairperson in accordance with this Article shall receive a payment in accordance with the following schedule:

DEPARTMENT SIZE	STIPEND
1-5	\$ 1,800.00
6-10	\$ 2,520.00
11-15	\$ 3,240.00
16-20	\$ 4,320.00
21-25	\$ 5,040.00
26 or more	\$ 5,760.00

2. Effective fall semester 2023, a FACULTY MEMBER who performs the duties of Assistant Department Chairperson shall receive an annual payment of \$1,800.00.

3. a. Effective fall semester 2023, a FACULTY MEMBER who performs the duties and responsibilities of a Department Chairperson in a department of FACULTY MEMBERS whose basic responsibilities lie primarily outside the classroom shall receive a payment in accordance with the following schedule:

DEPARTMENT SIZE	STIPEND	
	9 Month	12 Month
1-5	\$ 5,250.00	\$ 6,826.00
6-10	\$ 6,000.00	\$ 7,800.00
11-15	\$ 6,750.00	\$ 8,776.00
16-or more	\$ 7,500.00	\$ 9,750.00

4. Effective fall semester of 2023, the library Department Chairperson shall receive a stipend in accordance with the following schedule:

DEPARTMENT SIZE	STIPEND
1-5	\$ 750.00
6-10	\$ 1,050.00
11-15	\$ 1,350.00
16-20	\$ 1,800.00
21-25	\$ 2,100.00
26 or more	\$ 2,400.00

This chairperson shall not be subject to provisions of Sections C.1. through 3. and D.

D. Workload Equivalents and Summer Compensation

1. Teaching department chairpersons shall be granted minimum workload equivalents in accordance with the following schedule for the academic year:

DEPARTMENT SIZE	WORKLOAD EQUIVALENTS
1-9	25%
10-20	50%
21-30	75%
31 or more	87.5%

Additional workload equivalents for teaching Department Chairpersons may be approved by the President or the Provost/Vice-President for Academic Affairs for departments with complex programmatic and/or administrative responsibilities. The President or the Provost/Vice-President for Academic Affairs may also approve summer compensation for Chairpersons in appropriate departments.

2. Teaching assistant Department Chairperson(s) shall be granted a minimum workload equivalent of 25%. Where there is mutual agreement between the teaching chairperson and the President or the Provost/Vice President for Academic Affairs, the President or the Provost/Vice President for Academic Affairs may also approve summer compensation for teaching assistant Chairperson(s) for departments with complex programmatic and/or administrative responsibilities.

3. Teaching Department Chairpersons shall receive a minimum of three (3) workload hours of summer compensation.

4. Existing summer school workload equivalents for teaching department chairpersons may not be reduced except by agreement at local meet and discuss.

5. At the discretion of the Provost or Dean, additional workload may be assigned for other department responsibilities during the summer.

E. Program Coordination and Accreditation

1. UNIVERSITIES may appoint a FACULTY MEMBER(s) to coordinate a graduate or other program(s). The appointed FACULTY MEMBER shall support and represent that program by advising and collaborating with the appropriate Chairperson(s), Dean(s), and other program leadership with respect to that program. The FACULTY MEMBER shall assure that the program's core functions are performed, which may include, but are not limited to the following: Administrative Support; Curricular Development, Program Sustainability, Program Accreditation/Review; Activities in Support of Prospective Students; Activities in Support of Matriculating Students. UNIVERSITIES may assign workload equivalents under Article 23.H. to a FACULTY MEMBER assigned these duties.

2. UNIVERSITIES shall offer workload equivalents, as determined by the Provost, to FACULTY MEMBERS to oversee accreditation activities if there is not appropriate administrative support from the UNIVERSITY for these activities.

F. Beginning with the Fall 2024 semester and each semester thereafter, there shall be a meeting of the Provost, all department chairpersons and the Local APSCUF President(s) to discuss issues related to the responsibilities and expectations of department chairpersons and assistant chairpersons.

## Article 7

### PERFORMANCE OF BARGAINING UNIT WORK

#### A. Preamble

No bargaining unit work may be assigned to another person except as provided in this Article. In the event that workload is assigned outside the bargaining unit in circumstances not permitted by this Article, the remedy shall be as follows: The University shall make a total payment in the amount of 1/24 of the salary for a full professor, step 1 for each workload hour so assigned to the professional development fund(s) of the affected department(s). In the event that the parties cannot agree upon the amount of workload assigned outside the bargaining unit, the arbitrator may determine the amount of workload at issue. The payment to the professional development fund(s) shall be in addition to any funds otherwise allocated to the department(s), and this amount shall not be the basis to reduce any future allocation. Any unexpended professional development funds under this section shall be carried forward into subsequent fiscal year(s) for utilization by faculty in the affected department(s).

#### B. ACADEMIC FACULTY

1. Subject to the approval of the President/designee and the majority secret ballot vote of the regular full-time FACULTY in the receiving department, ACADEMIC FACULTY MEMBERS may be transferred full-time to another department within the bargaining unit(s). All rights under this Agreement shall be transferable to the new assignment. Such transfer and assignment shall only be made with the approval of the ACADEMIC FACULTY MEMBER involved.
2. Part-Time Teaching in Other Departments
  - a. FACULTY MEMBERS may be invited to teach on a part-time basis for other departments in the University. Such invitation must have the approval of the President/designee and the majority secret ballot vote of the regular full-time FACULTY in the receiving and sending departments, and shall be voluntary on the part of the ACADEMIC FACULTY MEMBER.
  - b. Such invitation and assignment shall not exceed fifty percent (50%) of the ACADEMIC FACULTY MEMBERS' workload for a semester unless approved by the majority secret ballot vote of regular full-time FACULTY of the sending and receiving departments and local APSCUF.
  - c. Such invitation and assignment shall specify the course(s) and number of credit hour(s) approved to be taught by the ACADEMIC FACULTY MEMBER and shall be subject to the staffing needs in the sending and/or receiving departments.

- d. Such invitation will sunset after five (5) consecutive academic years unless renewed under the procedure set forth in this Section.
- e. All rights and responsibilities of FACULTY MEMBERS under this Agreement will remain with the sending department.

3. Visiting Appointments at Other Universities within the STATE SYSTEM

a. Tenured FACULTY MEMBERS may be invited to teach or provide other services to a department at another UNIVERSITY within the STATE SYSTEM on a temporary full-time or part-time basis. A visiting appointment under this Section shall be for up to two academic terms, and may be extended for up to two additional academic terms. The terms and duration of such invitation must have the approval of the Presidents of both UNIVERSITIES and the majority secret ballot vote of the regular full-time FACULTY in the receiving and sending departments, and shall be voluntary on the part of the FACULTY MEMBER.

b. A FACULTY MEMBER accepting a visiting appointment under this Section shall remain an employee of the sending UNIVERSITY, for purposes of salary, benefits, seniority and all other terms and conditions of employment.

c. If the receiving UNIVERSITY is less than 50 miles from the sending UNIVERSITY, the FACULTY MEMBER shall be compensated for travel costs in accordance with Article 32 TRAVEL EXPENSES. If the receiving UNIVERSITY is 50 or more miles from the sending UNIVERSITY, then, at the option of the FACULTY MEMBER, the FACULTY MEMBER shall either (1) be compensated for travel costs in accordance with Article 32 TRAVEL EXPENSES; or (2) shall be provided with reasonable housing accommodations, or a housing allowance sufficient to provide reasonable housing accommodations to the FACULTY MEMBER, taking into consideration the duration of the visiting appointment and the cost of rental housing in the vicinity of the receiving UNIVERSITY. At the time of the formal offer, the receiving UNIVERSITY shall provide written notice to the FACULTY MEMBER and to the APSCUF Chapter President at the receiving UNIVERSITY of the housing accommodations or housing allowance that will be provided. A visiting FACULTY MEMBER whose teaching load at the receiving UNIVERSITY is solely comprised of Distance Education courses, is only eligible for Travel Expenses as noted in Article 32.

d. In the event that a tenured FACULTY MEMBER is on a visiting appointment under this Section during any part of their evaluation year, they will be evaluated the first year following the visiting appointment.

C. Graduate Assistants

- 1. Presidents may appoint graduate assistants to be assigned to regular FACULTY MEMBERS to assist in research, instruction, and other professional duties.
- 2. At no time shall graduate assistants instruct lectures or laboratories unless the FACULTY MEMBER assigned to teach the course is present in the classroom or laboratory.

#### D. Teaching Associates

Teaching Associates may be appointed at UNIVERSITIES granting doctorates pursuant to the provisions set forth below:

1. In a given department, the number of teaching associates may not exceed twenty percent (20%) of the number of the regular full-time FACULTY in that department; however, all departments with doctoral programs are entitled to at least three (3) teaching associates:
  - a. Prior to the beginning of each semester, a department with doctoral program(s) having teaching associates must report to local meet and discuss the number of teaching associates it has appointed for that semester. The number of teaching associates recommended must be approved by a majority secret ballot vote of the regular full-time FACULTY within the department in accordance with its established procedures.
  - b. The department must also report to local meet and discuss the total number of credit hours to be taught by teaching associates in the department. The number of credit hours recommended may not exceed the total number of workload equivalents granted to regular full-time FACULTY MEMBERS for scholarly activity in that department pursuant to Article 23, Section H. The department's report shall contain appropriate data to show compliance with this subsection.
2. A teaching associate may be appointed to a department if:
  - a. They are registered for credit as a doctoral student in good standing in the department and possesses a master's degree or at least thirty-six (36) graduate credits.
  - b. They are recommended for appointment by a majority secret ballot vote of the regular full-time FACULTY in the department in accordance with its established procedures.
3. An individual teaching associate will be appointed for one (1) academic year with the possibility of reappointment for a second year. Special requests for a third year appointment will be considered on a case by case basis and must be approved at local meet and discuss.
4. Teaching associates may teach no more than six (6) credits of undergraduate courses per semester. These courses must be in the department in which the student is enrolled for doctoral study. In special cases, teaching associates may be given teaching assignments outside their major department in a closely related area if:
  - a. This action is recommended by a majority secret ballot vote of the regular full-time FACULTY in each department involved in accordance with its established procedures; and
  - b. There is agreement to this arrangement at local meet and discuss.

5. Teaching associates will be assigned a regular full-time FACULTY MEMBER as a mentor. The FACULTY mentor shall accrue one (1) credit hour workload equivalent for each teaching associate assigned to them in a given semester.
6. Teaching effectiveness will be the primary category for the evaluation of teaching associates. The procedures and criteria for evaluation of teaching associates shall be uniformly applied at the UNIVERSITIES and shall be agreed to at local meet and discuss, but must minimally include:
  - a. Student feedback as mandated for probationary FACULTY in Article 12;
  - b. Classroom observations by the department evaluation committee and department chairperson as mandated for probationary FACULTY in Article 12;
  - c. A written evaluation from the FACULTY mentor which will be forwarded to the department evaluation committee and incorporated into the department evaluation committee's and department chairperson's reports pursuant to paragraph d. below;
  - d. Written evaluations by the department evaluation committee and department chairperson as mandated for probationary FACULTY in Article 12.
7. The University shall provide the teaching associate with a package of fee waivers and stipend in any combination, but waivers and stipend must total no less than a minimum of one-half of the current salary for Instructor Step 1.
8. General prohibitions:
  - a. Teaching associates may not be assigned to teach at branch campuses.
  - b. Teaching associates may not be assigned to teach summer school.
  - c. In no case shall a teaching associate be appointed in an academic area where there is a qualified retrenchee with preferential hiring rights or preferred rehiring rights in the STATE SYSTEM.
9. Indiana University of Pennsylvania administration and local APSCUF negotiated a local agreement concerning teaching associates dated February 10, 1999. The provisions of that agreement shall apply during the term of this Agreement for Indiana University of Pennsylvania only.

E. Distinguished Visiting Professors

The UNIVERSITIES may hire distinguished visiting professors within the provisions of this Article.

1. Visiting professors may be appointed by the President for terms up to two (2) years. A third year may be granted with the approval of APSCUF at local meet and discuss. Each University may have three (3) visiting professors at any time. UNIVERSITIES with an

enrollment of more than 6,000 FTEs may employ one (1) additional visiting professor for each additional 2,500 FTEs or fraction thereof.

2. Criteria for visiting professorships shall be agreed upon at local meet and discuss and submitted to State Meet and Discuss for review and approval. These criteria shall reflect standards required of truly competent and distinguished individuals. Under no conditions shall distinguished visiting professors be hired until such time as the criteria has received final approval at State Meet and Discuss.
3. Presidents shall make such appointments upon the nomination of a department, secured by a secret ballot vote of the majority of the regular full-time FACULTY MEMBERS, for a specific visiting professor, and only upon the recommendation of a University-wide committee. The composition of the University-wide committee shall be agreed to at local meet and discuss.
4. The visiting professor must be appointed at the rank of Professor and shall be remunerated at a salary no lower than Professor Step 1. Such individuals may be remunerated at a rate of pay higher than that provided for in this Agreement. The thirty percent (30%) rule for full professorships shall not include appointments made under this Article.
5. In cases where distinguished individuals wish to contribute their services for less than the stipulated minimum pay, the terms of this Agreement shall require the approval of APSCUF at local meet and discuss.
6. Visiting professors may be assigned regular classes or special assignments, but in no case shall they assume overload assignments. It is the expectation that the University will seek to utilize the talents of these individuals in creative and non-traditional ways.
7. Visiting professors shall not be subject to the evaluation procedures of this Agreement, unless they do so voluntarily nor shall they exercise the voting rights of regular FACULTY MEMBERS as provided for in this Agreement.
8. In no case shall a visiting professor be hired to teach regular University courses in an academic department where there is a qualified retrenchee available.

F. Managers

1. Managers who perform teaching duties shall be evaluated with respect to such teaching duties in the same manner as an ACADEMIC FACULTY MEMBER(S), in accordance with the provisions of Article 12, PERFORMANCE REVIEW AND EVALUATION OF FACULTY.
2. A manager who has held a tenured faculty position at their University may, within three (3) years of their appointment to a management level position, return with the approval of the department to their former status in a department which has a vacancy approved by the President. Such approval shall require a majority secret ballot of the regular full-time members of the department. A manager who returns to a former department on or after January 1, 1986 in accordance with this procedure shall be given service credit for all prior time spent in what is now the bargaining unit, but shall receive no service credit for the time spent as a manager. Managers who returned to a former department prior to January 1, 1986 shall continue to

receive service credits in accordance with the previous Agreements between the STATE SYSTEM and APSCUF.

3. Any manager other than those provided for in Section F.2. above shall begin their service in the bargaining unit with no service credit.

4. Acting Managers

a. A FACULTY MEMBER serving as an acting manager is a member of the FACULTY bargaining unit. A President or the Chancellor may make an initial acting manager appointment for two (2) years without approval of local or State APSCUF. Extensions for up to a second year require the approval of the FACULTY MEMBER and local APSCUF or State APSCUF for an appointment in the Office of the Chancellor, if only a one (1) year appointment is made and there is a need for an additional year. Time spent as an acting manager will accrue service credits in the bargaining unit as defined in the Seniority Policy.

b. A FACULTY MEMBER serving as an acting manager may teach one (1) course per semester (fall, spring, summer) without approval of local APSCUF. Local APSCUF approval is required, if the FACULTY MEMBER serving as an acting manager is requested to teach a second course during the semester. If a course is taught, overload shall be paid. The annual salary used in calculating overload will not include the out-of-class assignment monies. In no case shall an acting manager be assigned to teach where there is a qualified retrenchee with preferential hiring rights in the STATE SYSTEM.

c. FACULTY MEMBERS on nine (9) month contracts appointed as acting managers for up to one (1) year will not be entitled to annual leave. A FACULTY MEMBER appointed initially to a two (2) year appointment as an acting manager will receive ten (10) days of annual leave in the first year and fifteen (15) days of annual leave in the second year. Any annual leave not used will lapse at the end of the acting manager appointment. FACULTY MEMBERS on twelve (12) month contracts shall accrue and use annual leave pursuant to Article 21, FRINGE BENEFITS, Section G.

d. An acting manager may not participate in departmental meetings.

e. Time spent as an acting manager shall not count in computing the probationary period, but shall count when computing years of service for salary increments, promotion, and sabbatical leave.

f. A FACULTY MEMBER who is disciplined for conduct as an acting manager may not challenge the discipline pursuant to Article 5, GRIEVANCE PROCEDURE AND ARBITRATION, unless disciplined for conduct related to the FACULTY MEMBER'S performance of duties and responsibilities as a FACULTY MEMBER.

G. Non-Bargaining Unit Employees

Non-bargaining unit employees, who in the opinion of the President have the requisite qualifications, may be assigned by the President to teach courses or perform other duties in an

academic department provided the approval by secret ballot vote of the majority of the regular full-time FACULTY of the academic department and local APSCUF has been obtained prior to making the assignment. In no case shall such non-bargaining unit employees be assigned to teach or work in an area where there is a qualified retrenchee with preferential hiring rights in the STATE SYSTEM.

H. Academic Rank for Provosts and Academic Deans

1. Provosts and Academic Deans may be appointed with academic rank. Such an appointment with academic rank shall not make these managers members of the bargaining unit nor grant them any rights under this Agreement with the exception that should these managers assume a position in the bargaining unit, such position will be held at the academic rank awarded at the time of appointment.

2. The granting of tenure to Associate Provosts and Associate Deans, in accordance with Article 15, Section I., shall not make these managers members of the bargaining unit nor grant them any rights under this Agreement. Associate Provosts and Associate Deans who are granted tenure in accordance with Article 15, Section I., and who subsequently return to the bargaining unit, will retain the rank awarded prior to their departure from the bargaining unit and will be placed on the step within their rank that they would have attained, had they remained in the bargaining unit.

3. The parties agree to jointly develop and train faculty members who have a desire to pursue administrative roles within the STATE SYSTEM on a variety of topics, including but not limited to, elements of the collective bargaining agreement and its administration.

I. Under no circumstances shall the STATE SYSTEM and/or UNIVERSITIES assign bargaining unit work as defined under Article 4 to undergraduate students.

**Article 8**

ACCRETION

Should additional UNIVERSITIES, branch campuses of UNIVERSITIES, or University teaching locations be established, FACULTY MEMBERS employed by the STATE SYSTEM who work at such sites shall be covered by the terms and conditions of this Agreement.

**Article 9**

RIGHTS AND PRIVILEGES OF APSCUF

A. "Meet and Discuss"

1. a. The Chancellor of the STATE SYSTEM or their designee shall meet monthly with a committee appointed by APSCUF for the purpose of discussing matters related to the implementation of this Agreement.

b. The University President or their designee shall meet monthly with a committee appointed by the University chapter of APSCUF for the purpose of discussing matters related to the implementation of this Agreement.

- c. The STATE SYSTEM/UNIVERSITIES and APSCUF agree that the issue of early retirement alternatives is an appropriate subject for Meet and Discuss at the state level in accordance with Article 9, RIGHTS AND PRIVILEGES OF APSCUF, Section A.1.a. of this Agreement.
  2. Meetings shall be scheduled in such manner and at such times as the parties may mutually determine.
  3. A record of the proceedings of such meetings, which accurately reflects the substance of the discussion, shall be maintained if the parties at such meetings mutually agree.
- B. Nothing contained in Section A. shall prevent discussions between the President and/or the Provost or appropriate Vice President and the University chapter of APSCUF concerning matters of the development of educational policy and the functions and responsibilities of the FACULTY.
- C.
  1. Duly authorized representatives of APSCUF shall be permitted to transact official APSCUF business on University property at reasonable times, provided that such business shall not interfere with or interrupt normal University operations or the responsibilities of FACULTY MEMBERS.
  2. APSCUF shall have access to the use of University equipment at reasonable times and after reasonable notice, provided such use does not interfere with the normal operations of the University. APSCUF shall pay the cost of all materials, supplies and other charges incident to such use, including postage and telephones.
- D. The STATE SYSTEM/UNIVERSITIES shall make available to APSCUF, upon its reasonable request and within a reasonable time thereafter, such accurate information, records, statistics, and financial data related to the bargaining unit, and operation of the UNIVERSITIES which are in the possession of the STATE SYSTEM/UNIVERSITIES or its agents and are necessary for negotiations and/or the implementation of this Agreement. The STATE SYSTEM/UNIVERSITIES shall not be required to compile such material in the form requested if it is not already compiled in that form, unless mutually agreeable.
- E. FACULTY MEMBERS shall be permitted to participate in meetings of APSCUF provided that University management is given at least one week advance notice and that the duties and responsibilities of the FACULTY MEMBER are fulfilled, and provided further that any additional costs to the University which arise as a result of the FACULTY MEMBER'S participation in such meetings will be paid for by APSCUF, and provided finally that all expenses of the FACULTY MEMBERS who participate in such meetings shall be paid for by APSCUF.
- F. All newly-hired regular and temporary FACULTY shall be invited to attend a University-wide orientation once each year. APSCUF's designated representative shall be given a place on the agenda for at least 90 minutes at formal University-wide orientations for FACULTY and shall be invited to participate in any additional FACULTY orientations held during the course of the year.
- G. The UNIVERSITIES shall advise APSCUF of all vacancies in FACULTY and management positions, but neither APSCUF nor FACULTY MEMBERS shall have any special rights with respect to any such vacancies, except as otherwise provided in this Agreement.

H. APSCUF's designated representative at each University, including a representative at each CAMPUS at a Consolidated University, and up to two (2) statewide representatives from all the UNIVERSITIES shall be granted priority in the selection of times for their teaching schedules and other professional responsibilities in order to facilitate the implementation of this Agreement.

I. APSCUF shall have the right to use the University's mail distribution service (including electronic mail) for APSCUF official communications. The University will not block APSCUF email addresses.

J. The STATE SYSTEM and/or the UNIVERSITIES shall advise the appropriate body of APSCUF two (2) weeks in advance, or promptly after scheduling, of open meetings of the University's Council of Trustees and of the STATE SYSTEM Board of Governors; and shall provide APSCUF with a copy of the advance agenda for any such meetings, if one is available. APSCUF, as the exclusive bargaining agent for the FACULTY, shall, at reasonable times and upon reasonable notice, have the right to request a place on the agenda for any such meeting. Any such request shall not be unreasonably denied. In addition, APSCUF shall be provided with copies of official minutes of all such meetings upon publication, provided the same are available for public distribution.

## **Article 10**

### **RIGHTS OF THE STATE SYSTEM/UNIVERSITIES**

A. The STATE SYSTEM/UNIVERSITIES, at their sound discretion, possess the right, in accordance with applicable laws, to manage all operations including the direction of FACULTY and the right to plan, direct and control the operation of all facilities and property of the STATE SYSTEM, except as modified by this Agreement.

B. As provided by Act 195 (Section 702), matters of inherent managerial policy are reserved exclusively to the STATE SYSTEM/UNIVERSITIES. These "include but shall not be limited to such areas of discretion or policy as the functions and programs of the public employer (STATE SYSTEM/UNIVERSITIES), standards of services, its overall budget, utilization of technology, the organizational structure and selection and direction of personnel."

C. The listing of specific rights in this Article is not intended to be or should not be considered restrictive or a waiver of any of the rights of management not listed and not specifically surrendered herein, whether or not such rights have been exercised by the STATE SYSTEM/UNIVERSITIES in the past.

## **Article 11**

### **APPOINTMENT OF FACULTY**

A. 1. In the event the President approves the filling of a vacancy within a department, a candidate, who may be secured from any source, first must be recommended by the majority of the regular full-time department FACULTY in accordance with the procedure developed by that department FACULTY. No FACULTY MEMBER shall participate in this vote, if a member of their immediate family or a person residing in their household is a candidate for appointment.

Immediate family shall be defined as spouse, child, step-child, parent, step-parent, parent-in-law, brother, sister, brother-in-law, or sister-in-law.

2. When a FACULTY MEMBER must withdraw from participation in the appointment procedure in accordance with subsection 1. above, they shall not be included in the total number of regular full-time department FACULTY for the purpose of determining the majority vote necessary for the department recommendation for appointment.

3. The right of department FACULTY to recommend a candidate for hiring shall also include the right to recommend equivalencies in lieu of the qualifications specified in Act 182 (1963), as amended, for the purposes of hiring.

4. If a candidate is not recommended by the department FACULTY, they shall not be hired. If a candidate is recommended to the department by management and is rejected by the department, the reasons therefore shall be given in writing to the President or their designee within twenty-one (21) calendar days of such rejection. If the department fails to provide the specific reasons for the rejection of the candidate recommended by management within the twenty-one (21) calendar days, the President may appoint the candidate.

B. The recommendation of the department FACULTY in accordance with the provisions of Section A. above then must be reviewed by the department chairperson. A department chairperson shall not be permitted to participate in the review of any candidate, if any candidate is a member of their immediate family as defined in Section A.1. above, or a person residing in their household. The department shall select another FACULTY MEMBER in the department acceptable to the department and management to substitute for the department chairperson.

C. After review by the department chairperson, the name of a candidate(s) recommended by the majority of regular full-time department FACULTY, irrespective of the recommendation of the department chairperson, shall be submitted to the President or their designee, together with the recommendations both of the majority of regular full-time department FACULTY and of the department chairperson. The President or their designee may accept or reject the recommendation of the department FACULTY, including the recommendation of the department chairperson, and that decision shall be final; provided, however, that if the recommendation is rejected, the reasons therefore shall be given to the department FACULTY, if requested; and provided further, that in the event of any such rejection, the procedure specified above shall be repeated until a candidate shall have been appointed to fill the vacancy.

D. If the President agrees with the majority of the regular full-time department FACULTY'S recommendation as to a candidate, they shall make the appointment of that candidate to such rank and at such salary as they shall deem appropriate.

E. In the event there is no agreement between the President and the majority of the regular full-time department FACULTY as to a mutually acceptable candidate for appointment to fill the approved vacancy, the President shall have the right to appoint a person to fill the vacancy on an interim basis for a period not to exceed nine (9) months or one (1) academic year, unless a longer period is mutually agreed upon. The President or their designee shall notify local APSCUF of any such appointment at the time the appointment is made. In no case may the President appoint a person more than once under the provisions of this subsection.

F. Regulations Regarding The Hiring Of Temporary and Regular Part-Time FACULTY MEMBERS

1. The full-time equivalent (FTE) of temporary and regular part-time FACULTY MEMBERS at any University shall not exceed twenty-five percent (25%) of the full-time equivalent (FTE) of all FACULTY MEMBERS employed at that University as of October 31 of the previous year. A UNIVERSITY and local APSCUF may, by written local agreement, exceed the limit provided herein.
  2. All Universities shall be in compliance with the twenty-five percent (25%) FTE limit as set forth above. Exceptions to the above provision (F.1.) are those temporary FACULTY MEMBERS employed in the same department as replacements for regular FACULTY MEMBERS granted approved leaves of absences. A grievance alleging a violation of this provision may be filed directly at Step 3 of the grievance procedure under Article 5.
  3. In the event that a UNIVERSITY is above the twenty-five percent (25%) FTE limit the following steps shall be taken to come into compliance with this provision:
    - a. The President or designee will develop a plan to come into compliance and will submit the plan to the Chancellor.
    - b. The Chancellor will bring the plan to State Meet and Discuss for input prior to approval of the plan.
  4. By November 15 of each year, each University will provide the local APSCUF President and the State APSCUF President with a list of the names of all regular full-time and regular part-time FACULTY MEMBERS (i.e. head count) by department employed at that University as of October 31 of that year.
  5. By November 15 of each year, each University will provide the local APSCUF President and the State APSCUF President with a list of the names of all temporary full-time and temporary part-time FACULTY MEMBERS by department employed at that University as of October 31 of that year.
  6. By March 15 of each year, each University will provide the local APSCUF President and the State APSCUF President with a list of the names of all temporary full-time and temporary part-time FACULTY MEMBERS by department employed at that University as of February 28 of that year.
  7. The parties agree that nothing in this Article prevents a President from hiring temporary FACULTY MEMBERS for an appointment of more than one academic year.
- G. 1. Effective with the spring 2017 semester and each spring semester thereafter, the University shall provide each department with a listing of temporary faculty who have worked five (5) full, consecutive academic years full-time (including the current academic year). The listing shall be provided to the Department no later than March 1. The regular department FACULTY shall hold a vote no later than April 15 to determine whether to recommend tenure-track status for any full-time, temporary FACULTY MEMBER who has worked at a University

for five (5) full, consecutive academic years in the same department (including the current academic year). The full-time temporary FACULTY MEMBER shall be offered placement in tenure-track status, if recommended by the majority of the regular department FACULTY in accordance with the procedure developed by that department FACULTY. The temporary FACULTY MEMBER may accept or decline the offer of tenure-track status without impact upon eligibility for rehire as a temporary FACULTY MEMBER. A decision to decline the offer shall not disqualify the FACULTY MEMBER for conversion in the following year, provided that they are otherwise eligible. In the event that the temporary FACULTY MEMBER accepts the offer of tenure-track status, they shall complete the tenure procedure as provided in Article 15. This Section shall not apply to FACULTY MEMBERS whose salaries are funded by a grant.

2. Time spent in a temporary or regular full-time position at the UNIVERSITY may be counted toward the required probationary period in accordance with Article 15, Section B if the FACULTY MEMBER agrees. A temporary FACULTY MEMBER who is converted to tenure-track pursuant to subsection 1 of this Section shall have until completion of their probationary period to attain the requisite qualifications for tenure as described in the appointment letter, including but not limited to the minimum qualifications for the rank of assistant professor as set forth in applicable laws, as required by Article 15 TENURE, Section B.

3. FACULTY MEMBERS who are placed in a tenure-track position in accordance with this Section shall receive hospital and medical insurance benefits between their last temporary semester and their first tenure-track semester.

4. No FACULTY MEMBER shall participate in a vote under the terms of Section G.1. above, if a member of their immediate family or a person residing in their household is being considered for tenure-track status. Immediate family shall be defined as spouse, child, step-child, parent, step-parent, parent-in-law, brother, sister, brother-in-law, or sister-in-law.

5. Effective July 1, 2007, except as specifically provided in this article, full-time temporary FACULTY MEMBERS shall not be placed in tenure track status.

- H.
1. Effective with the fall semester 1999 and each fall semester thereafter, each department shall survey its use of temporary FACULTY MEMBERS retroactive for three (3) years, in addition to the current year, and shall identify the courses and responsibilities within a disciplinary specialization which have been performed by temporary FACULTY MEMBERS. The department shall determine whether any group of such courses or responsibilities within a disciplinary specialization has constituted a full-time FACULTY position(s) over the eight (8) semesters and, if so, shall forward a recommendation to the President to create a regular position(s). Positions which are converted pursuant to this Section shall be filled in accordance with this Article. State Meet and Discuss shall develop guidelines to implement this provision at the local level.
  2. The President shall then decide whether to convert the position(s) into a regular full-time position(s).

3. If the President denies the conversion of the position(s):
  - a. they shall explain the denial in writing to the department with a copy of the explanation provided to local APSCUF; and
  - b. the courses or responsibilities of the position(s) as determined by the department in Section H.1. above shall not be taught by temporary FACULTY MEMBER(S) for two (2) years from the denial of the conversion without the approval of local meet and discuss.
4. Exceptions to the provisions of this Section shall require the approval of the parties at State Meet and Discuss.
5. Replacements for FACULTY MEMBERS on sabbatical leaves, grant funded positions, or on approved leaves of absences shall not be subject to the provisions of this Section.

I. Reappointment of Temporary Faculty

1. A temporary FACULTY MEMBER who has been employed for a cumulative total of at least 60 workload hours at the same University and received satisfactory evaluations at every level shall have preference in decisions concerning appointment to a temporary position in the same department, in cases where the FACULTY MEMBER is relatively equally qualified to other candidates for the position. If two or more candidates have earned preference, the determination of which FACULTY MEMBER is appointed will be made at the sole discretion of the President or their designee.
2. No later than May 31, the University will notify all full-time temporary FACULTY MEMBERS whether or not they will be reappointed in the following academic year.
3. In the event that any portion of a temporary FACULTY MEMBER's assigned workload is to be canceled, the UNIVERSITY will make every effort to notify the affected FACULTY MEMBER as soon as possible. In the event that such notification occurs fewer than seven (7) business days before the start of a given semester, the UNIVERSITY will pay into a segregated professional development fund \$1,000 per temporary FACULTY MEMBER whose assigned workload was reduced. These professional development funds will only be available for use by temporary FACULTY MEMBERS.

J. A temporary FACULTY MEMBER who is reappointed at the same University after a break of no more than one academic year or converted to a tenure-track position under Section G. must be appointed at a rank and step no lower than the FACULTY MEMBER held during their previous appointment.

K. The "Kelley" memorandum dated April 5, 2000; "McGuire" memorandum dated August 1, 1978; the "Ziegler" memorandum dated December 3, 1975; the "Ringler" memorandum dated December 9, 1974; and any other memoranda issued by representatives of the Pennsylvania Department of Education regarding the subject of temporary FACULTY MEMBERS are null and void and confer no rights upon APSCUF or FACULTY MEMBERS under this Agreement.

L. All temporary full-time FACULTY MEMBERS whose positions are primarily funded by Act 101, TRIO, Upward Bound, and other grants which have existed for fifteen (15) or more years at the University, shall receive an annual service increment when such increments are provided to full-time regular FACULTY in accordance with Article 22, Section B of this Agreement. Such employees shall also be eligible for promotion provided they meet the minimum qualifications for rank in accordance with Article 16 of this Agreement.

M. The President/designee shall provide the Local APSCUF President with a copy of all FACULTY appointment letters, including copies of summer contracts and winter appointment letters/contracts, in a timely fashion.

## **Article 12**

### **PERFORMANCE REVIEW AND EVALUATION OF FACULTY**

A. The process of FACULTY evaluation is perceived broadly as a means for extending opportunities for continuous professional development. The processes are intended to be supportive of a FACULTY MEMBER'S desire for continuing professional growth and academic excellence. All FACULTY MEMBERS are entitled to honest feedback. Recognizing the teaching focus of our UNIVERSITIES, and in support of the success of our students, performance evaluations should reflect the emphasis on teaching and fulfillment of professional responsibilities while valuing scholarly growth, professional development, and service. With this orientation, FACULTY evaluation will be a contributor to the ongoing improvements of the academic programs of the UNIVERSITIES.

The parties will work to ensure that FACULTY MEMBERS have clarity around expectations regarding department/discipline-specific norms for scholarly growth and professional development, and service within the STATE SYSTEM.

B. Categories for Performance Review and Evaluation

The following categories shall serve as the uniform system-wide basis for the evaluation of FACULTY MEMBERS at each UNIVERSITY. The categories listed below shall be applied in the performance review and evaluation of temporary faculty, regular part-time faculty, probationary non-tenured faculty, tenured faculty and all applicants for promotion. For temporary faculty, continuing scholarly growth and professional development and service expectations are commensurate with their assigned workload and the temporary nature of their position. Under each category are listed some examples of data upon which judgments can be made of the FACULTY MEMBER'S performance relative to a given category. When evaluating the data, the appropriate evaluator(s) shall give greater weight to the quality of the performance reflected in the data, than to the quantity of the data.

In applying these criteria, evaluators at all levels must recognize that different categories of faculty have alternative paths for satisfying the requirements of their teaching and fulfillment of professional responsibilities, continuing scholarly growth and professional development, and service. It is the obligation of those who evaluate faculty to appreciate each faculty member's contribution and to assess each according to the different responsibilities and paths toward the satisfaction of the requirements of renewal, tenure, and promotion.

1. Effective teaching and fulfillment of professional responsibilities.

a. This will be indicated, when applicable, by such items as:

student feedback (taking into account response rates and other requirements of Section K, below), peer evaluations, classroom visitations, quality of syllabi, quality of student advisement, willingness to accept departmental work assignments, timely execution of work assignments, and any other data deemed appropriate and agreed to by the FACULTY and Administration at local meet and discuss.

b. Evaluation of teaching effectiveness and fulfillment of professional responsibilities will not be based on a single datum. Further, with regard to student feedback, sensitivity to the effects of cultural and social bias is advised, as for all evaluations. A combination of all appropriate data will be used to give sufficient evidence for an overall judgment of teaching effectiveness and fulfillment of professional responsibilities.

c. For all FACULTY MEMBERS whose basic responsibilities lie outside the classroom, the duties and responsibilities of the position shall be the category instead of effective teaching.

d. For FACULTY MEMBERS with mixed work assignments, effective teaching and the duties and responsibilities of the position shall be evaluated under the terms of this Article.

2. Continuing scholarly growth and professional development.

This will be indicated, when applicable, by such items as:

development of experimental programs (including distance education); papers delivered at national and regional meetings of professional societies; regional and national awards; offices held in professional organizations (if appropriate to this category); invitational lectures given; participation in panels at regional and national meetings of professional organizations; grant acquisitions; editorships of professional journals; participation in juried shows; program-related projects; quality of musical or theatrical performances; participation in one-person or invitational shows; consultantships; research projects and publication record; additional graduate work; contribution to the scholarly growth of one's peers; performance of accreditation work that leads to professional development; innovations in teaching, advising and/or initiatives that enhance student success; inter-university and intra-university program development; obtaining or maintaining professional licensure/certification relevant to one's discipline; participation in teaching-related professional development; and any other data agreed to by the FACULTY and Administration at local meet and discuss.

3. Service: contribution to the UNIVERSITY and/or community.

This will be indicated, when applicable, by such items as:

quality of participation in program, department, college, and UNIVERSITY and/or STATE SYSTEM committees; APSCUF activity contributing to the governance of the UNIVERSITY and/or STATE SYSTEM; development of new course(s) or program(s); training or assisting other FACULTY MEMBERS in the use of instructional technology and methodology; participation in UNIVERSITY-wide colloquia; voluntary membership and/or participation in professionally oriented, community-based organizations reasonably related to the FACULTY MEMBER'S discipline; lectures and consultations; consulting with local and area agencies and organizations; participation in accreditation work in support of department or university service; offices held in professional organizations (if appropriate to this category); programming for the benefit of the University community; advising student clubs/organizations; participation in activities contributing to student recruitment and retention; attendance and participation in student-run activities; activities caused by cultural taxation (as that term is defined in Section 12.J, below); and any other data agreed to by the FACULTY and Administration at local meet and discuss.

#### C. General Evaluation Procedures for Regular FACULTY MEMBERS

The following evaluation procedure shall apply to all regular FACULTY MEMBERS at each UNIVERSITY. The evaluation packet for each FACULTY MEMBER being evaluated shall include a statement directed to department evaluation committees and chairpersons as well as managers, reminding them to be mindful of the impact of bias based upon personal attributes and other factors unrelated to teaching performance. This statement shall be jointly-developed at State Meet and Discuss.

1. a. Each department shall select a committee to assist in the evaluation function. The department evaluation committee shall consist of at least three (3) members, and shall exclude the department chairperson. The manner of selection shall be determined by the FACULTY MEMBERS in each department. No FACULTY MEMBER shall serve on their own evaluation committee or as a member of the department evaluation committee for a member of their immediate family (spouse, child, step-child, parent, step-parent, parent-in-law, brother, sister, brother-in-law, or sister-in-law) or a person residing in the same household as the FACULTY MEMBER. Each department shall determine the rules and procedures under which the department evaluation committee will operate. Such rules and procedures shall be announced by the department prior to the commencement of the performance review and evaluation process.

##### (1) For teaching FACULTY MEMBERS:

If necessary, or desirable, as determined by the department or President, individuals from the same or within related disciplines, mutually acceptable to the FACULTY MEMBER, department and UNIVERSITY, who are from outside either the department, UNIVERSITY, or STATE SYSTEM may be used in any

or all parts of the evaluation process. When a FACULTY MEMBER being evaluated requests a change in the composition of the department evaluation committee, the FACULTY MEMBER must provide a written justification for the requested change. The request and justification shall be submitted to the department and the President and may be approved by either. Where a mutually acceptable individual cannot be agreed upon, the President shall provide the FACULTY MEMBER and the department with a list containing the names of at least three (3) individuals who have the qualifications for the position held by the FACULTY MEMBER being evaluated. The FACULTY MEMBER shall have three (3) working days in which to select one individual from this list. If the FACULTY MEMBER fails to make a selection within the three-day period, the President, in consultation with the department chairperson and the department, shall designate one individual from this list to serve on the department evaluation committee.

(2) For FACULTY MEMBERS whose basic responsibilities lie outside of the classroom:

If necessary, or desirable, as determined by the FACULTY MEMBER, individuals from the same or within related disciplines mutually acceptable to the FACULTY MEMBER and the President, who are from outside either the department, UNIVERSITY, or STATE SYSTEM may be used in any or all parts of the evaluation process. The FACULTY MEMBER will send a written request to the President. Where a mutually acceptable individual cannot be agreed upon, the President shall provide the FACULTY MEMBER with a list containing the names of at least three (3) individuals who have the qualifications for the position held by the FACULTY MEMBER being evaluated. The FACULTY MEMBER shall have three (3) working days in which to select one individual from this list. If the FACULTY MEMBER fails to make a selection within the three-day period, the President, in consultation with the department chairperson, shall designate one individual from this list to serve on the department evaluation committee.

b. The department evaluation committee shall utilize the following materials in preparation of its written evaluation and recommendation:

(1) Student feedback in all classes during the fall of the year of evaluation for tenured FACULTY MEMBERS, and twice each academic year in all classes for probationary non-tenured FACULTY MEMBERS. Approved instruments for surveying student feedback shall be developed and updated from time to time in accordance with Section K, below. UNIVERSITY management and local APSCUF, in consultation with the appropriate student government body, will make every effort to maximize student response rates. Reproduction and tabulation of the student feedback instruments will be the responsibility of the UNIVERSITY management.

(2) Peer evaluations by the department evaluation committee and the department chairperson, including evaluations of classroom visitation. There

shall be at least two (2) such classroom visitations each semester by the department evaluation committee, and one (1) such classroom visitation each year by the department chairperson for all non-tenured FACULTY. For all tenured FACULTY in the year of evaluation, there shall be one (1) such classroom visitation each semester by the department evaluation committee and one (1) such classroom visitation during the year by the department chairperson. The purpose of the classroom visitation is to assess the quality of the classroom experience including FACULTY MEMBER engagement with their students. Prior to putting a classroom visitation evaluation in writing, there shall be a discussion of the observations with the FACULTY MEMBER. These evaluations shall not displace nor diminish the importance of other evidence of the degree to which the FACULTY MEMBER'S responsibilities have been met during the evaluation period. The department evaluation committee shall designate the manner in which peer evaluations will take place.

(3) An updated copy of the FACULTY MEMBER'S vita.

(4) Any other pertinent data the FACULTY MEMBER wishes to submit (copies of articles published, letters from references, copies of grant applications, etc.).

(5) The evaluation process for FACULTY MEMBERS with work assignments outside of their department shall be conducted by the FACULTY in the unit where the work is performed and forwarded to the FACULTY MEMBER'S department for inclusion in their total evaluation.

(6) Other data which the department evaluation committee may deem pertinent, provided that the committee discloses such data to the FACULTY MEMBER, and provides the FACULTY MEMBER an opportunity to respond to the data in writing before it is included in the evaluation.

c. (1) The department evaluation committee shall provide the FACULTY MEMBER with a reasonable opportunity to discuss its evaluation after which the committee shall submit its detailed written evaluation and recommendation along with the above-mentioned supportive materials to the appropriate Academic Dean, with a copy to the FACULTY MEMBER and the department chairperson.

(2) The department chairperson shall provide the FACULTY MEMBER with a reasonable opportunity to discuss their evaluation after which the chairperson shall independently send a written evaluation with recommendations to the appropriate Academic Dean. The chairperson's evaluation shall be based on their knowledge and personal observation of the FACULTY MEMBER'S performance, the results of the department evaluation committee's evaluation and recommendations and the materials submitted by the FACULTY MEMBER. The chairperson shall provide copies of their evaluation and recommendations to the FACULTY MEMBER and the department evaluation committee. No department chairperson shall provide a chairperson evaluation of themselves, or an evaluation of a member of their immediate family or a person residing in their

household. Immediate family shall be defined as spouse, child, step-child, parent, step-parent, parent-in-law, brother, sister, brother-in-law, or sister-in-law. The department (excluding the Chair) shall select another FACULTY MEMBER acceptable to the department, the FACULTY MEMBER being evaluated, and management to substitute for the department chairperson. Where a mutually acceptable individual cannot be agreed upon, the President shall provide the FACULTY MEMBER and the department with a list containing the names of at least three (3) regular FACULTY MEMBERS who did not participate in the department evaluation committee. The FACULTY MEMBER shall have three (3) working days in which to select one individual from this list. If the FACULTY MEMBER fails to make a selection within the three (3) day period, the President, in consultation with the department, shall designate one individual from this list to serve in the department chair's stead.

(3) The Dean shall provide a written performance review in accordance with this Article. The FACULTY MEMBER shall be provided with an opportunity by the Dean to discuss the performance review and such discussion shall be specific and detailed and clearly set forth those areas of performance, if any, which require improvement. A copy of the draft performance review by the Dean shall be provided to the FACULTY MEMBER prior to discussion with the Dean. This review shall be based on the data supplied by the department evaluation committee, department chairperson and any other relevant and substantiated data gathered by the Dean, provided that such other data has been disclosed to the FACULTY MEMBER, and the FACULTY MEMBER has been afforded an opportunity to respond to the data. The Dean shall provide a copy of their performance review to the FACULTY MEMBER, the department chairperson, and the department evaluation committee. For FACULTY MEMBERS whose basic responsibilities lie outside the classroom, the appropriate management supervisor shall fulfill all responsibilities of the Dean listed in this Article. No Dean/management supervisor shall evaluate a member of their immediate family (spouse, child, step-child, parent, step-parent, parent-in-law, brother, sister, brother-in-law, or sister-in-law), or a person residing in their household. The President/designee shall select another Dean/management supervisor as a substitute to provide the performance review.

(4) The FACULTY MEMBER may provide a written response to the department committee, department chairperson, and/or Dean evaluation, and such response will be appended to the evaluation portfolio.

2. The failure of a department, the department chairperson, or the department evaluation committee to carry out their duties and responsibilities shall not bar the President, the appropriate Academic Dean or other UNIVERSITY management personnel from conducting, in good faith, the performance evaluation reviews, nor from taking action to renew or non-renew a probationary non-tenured FACULTY MEMBER.

3. All evaluation reviews conducted by the President, appropriate Academic Dean, or other UNIVERSITY management personnel shall be subject to the provisions of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION, but only to the extent that the evaluation

review was conducted in an arbitrary or capricious fashion, or is discriminatory in violation of Article 3.A. Action or inaction by the department, department chairperson or department evaluation committee with regard to the provisions of this Article shall not be subject to the provisions of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION.

D. Evaluation of FACULTY MEMBERS Whose Basic Areas of Responsibility Lie Outside the Classroom

1. The evaluation procedures for such FACULTY MEMBERS will be the same as that outlined in Section C. of this Article. The written performance review will be provided to such FACULTY MEMBERS by the appropriate management supervisor.
2. Categories for the evaluation of such FACULTY MEMBERS shall be the same as for teaching FACULTY as set forth in Section B. of this Article, except that performance of duties as described in the official position description will be used in lieu of effective teaching. If such FACULTY MEMBERS also teach courses, the category for effective teaching shall also be evaluated.

E. Evaluation of FACULTY MEMBERS with Mixed Workloads

The evaluation of such FACULTY MEMBERS shall include evaluations of both teaching duties and those responsibilities, which lie outside of the classroom, pursuant to the categories and procedures identified in this Article.

F. Evaluation of Probationary Non-Tenured FACULTY MEMBERS

1. A newly appointed tenure track FACULTY MEMBER will have probationary status for a period of five (5) years. Probationary FACULTY MEMBERS shall be made aware, by management in writing, at the time of their employment of the rules, regulations, procedures and objectives they are required to meet as FACULTY MEMBERS of the UNIVERSITY.
2. Performance review evaluations for probationers in the first, second, third, and fourth year of employment shall contain a recommendation concerning renewal or non-renewal and shall specify any improvements which may be necessary.
3. Fall Hires:
  - a. The department evaluation committee shall forward its report and written recommendations as described in Section C.1.c.(1) of this Article by the following dates:
    - (1) first-year probationary non-tenured FACULTY MEMBERS by January 30.
    - (2) second, third, fourth, and fifth year probationary non-tenured FACULTY MEMBERS by November 1.

b. The department chairperson shall forward their report and written recommendations as described in Section C.1.c.(2) of this Article by the following dates:

(1) first-year probationary non-tenured FACULTY MEMBERS by February 7.

(2) second, third, fourth, and fifth year probationary non-tenured FACULTY MEMBERS by November 8.

c. The Dean or appropriate manager will provide the FACULTY MEMBERS with their report and written recommendations by the following dates:

(1) first-year probationary non-tenured FACULTY MEMBERS by February 28.

(2) second, third, fourth, and fifth year probationary non-tenured FACULTY MEMBERS by December 15.

4. Spring Hires:

a. The department evaluation committee shall forward its report and written recommendations as described in Section C.1.c.(1) of this Article by the following dates:

(1) first-year probationary non-tenured FACULTY MEMBERS by September 23.

(2) second, third, and fourth year probationary non-tenured FACULTY MEMBERS by November 1.

(3) fifth year probationary non-tenured FACULTY MEMBERS by April 1.

b. The department chairperson shall forward their report and written recommendations as described in Section C.1.c.(2) of this Article by the following dates:

(1) first-year probationary non-tenured FACULTY MEMBERS by September 30.

(2) second, third, and fourth year probationary non-tenured FACULTY MEMBERS by November 8.

(3) fifth year probationary non-tenured FACULTY MEMBERS by April 8.

c. The Dean or appropriate manager will provide the FACULTY MEMBERS with their report and written recommendations by the following dates:

(1) first-year probationary non-tenured FACULTY MEMBERS by October 30.

- (2) second, third, and fourth year probationary non-tenured FACULTY MEMBERS by November 30.
  - (3) fifth year probationary non-tenured FACULTY MEMBERS by April 15.
5. Effective the 2020-2021 Academic Year the following provisions will replace Sections 3. and 4. above for probationary non-tenured FACULTY MEMBERS:
  - a. For first-year probationary FACULTY MEMBERS hired fall 2020 or later, the department and department chairperson will provide a verbal qualitative assessment intended to provide feedback regarding performance (formative evaluation) to the FACULTY MEMBERS using the criteria in Article 12, Section B., and following the evaluative processes defined in C.1.a, and C.1.b. This formative evaluation shall not be in writing and will not be used in later evaluations.
  - b. If a department chairperson or the department evaluation committee deems that a formal written evaluation is required for a first-year FACULTY MEMBER or if the first-year FACULTY MEMBER desires a formal written evaluation, the procedures below for first-year probationary FACULTY MEMBERS will be used. Notice from the department chairperson to the FACULTY MEMBERS or from the FACULTY MEMBERS to the department chairperson must be provided no later than by November 15 (April 15 for January hires) indicating the desire for the formal evaluation.
  - c. In the case of the use of a formative evaluation in the first year, the department chairperson, department evaluation committee members, and the FACULTY MEMBERS shall provide notice by February 7 (September 30 for January hires) to the Dean or appropriate manager and President that the department formative evaluation has occurred in accordance with F.5.a. for the first year probationary FACULTY MEMBERS. This notice shall include a statement indicating renewal. The department must follow the formal written process in F.5.b. in cases of non-renewal.
  - d. For first-year probationary FACULTY MEMBERS that are renewed for a second year, student feedback from both semesters of the first-year and classroom observations from the second semester of the first year, will be included in the second-year evaluation.
6. Fall Hires effective the 2020-2021 Academic Year:
  - a. The department evaluation committee shall forward its report and written recommendations as described in Section C.1.c.(1) of this Article by the following dates:
    - (1) first-year probationary non-tenured FACULTY MEMBERS using the formal written evaluation method as described in F.5.b. above by January 30.
    - (2) second, third, and fourth year probationary non-tenured FACULTY MEMBERS by November 1.

b. The department chairperson shall forward their report and written recommendations as described in Section C.1.c.(2) of this Article by the following dates:

(1) first-year probationary non-tenured FACULTY MEMBERS using the formal written evaluation method as described in F.5.b. above by February 7.

(2) second, third, and fourth year probationary non-tenured FACULTY MEMBERS by November 8.

c. The Dean or appropriate manager will provide the FACULTY MEMBERS with their report and written recommendations by the following dates:

(1) first-year probationary non-tenured FACULTY MEMBERS using the formal written evaluation method as described in F.5.b. above by February 28.

(2) second, third, and fourth year probationary non-tenured FACULTY MEMBERS by December 15.

7. Spring Hires effective the 2020-2021 Academic Year:

a. The department evaluation committee shall forward its report and written recommendations as described in Section C.1.c.(1) of this Article by the following dates:

(1) first-year probationary non-tenured FACULTY MEMBERS using the formal written evaluation method as described in F.5.b. above by September 23.

(2) second, third, and fourth year probationary non-tenured FACULTY MEMBERS by November 1.

b. The department chairperson shall forward their report and written recommendations as described in Section C.1.c.(2) of this Article by the following dates:

(1) first-year probationary non-tenured FACULTY MEMBERS using the formal written evaluation method as described in F.5.b. above by September 30.

(2) second, third, and fourth year probationary non-tenured FACULTY MEMBERS by November 8.

c. The Dean or appropriate manager will provide the FACULTY MEMBERS with their report and written recommendations by the following dates:

(1) first-year probationary non-tenured FACULTY MEMBERS using the formal written evaluation method as described in F.5.b. above by October 30.

(2) second, third, and fourth year probationary non-tenured FACULTY MEMBERS by November 30.

8. No evaluations will be required after a probationer is sent a notice of non-renewal by the President.
9. Procedures relating to retention of a probationary non-tenured FACULTY MEMBERS will be in accordance with the provisions of Article 14, RENEWALS AND NON-RENEWALS.
10. Procedures relating to the fifth year of the probationary period will be in accordance with the provisions of Article 15, TENURE.

G. Evaluation of Tenured FACULTY MEMBERS

1. Each tenured FACULTY MEMBER shall receive a performance review evaluation from their Dean or appropriate manager as provided in Section C. of this Article no later than May 15 of their fifth year of appointment as a tenured FACULTY MEMBER and again no later than May 15 of every fifth year thereafter. Department evaluation committee reports shall be forwarded as described in Section C.1.c.(1) of this Article by April 1. Department chairperson's reports shall be forwarded as described in Section C.1.c.(2) of this Article by April 8.
2. In the event that a tenured FACULTY MEMBER is on leave during any part of their evaluation year, they will be evaluated the first year following the leave.
3. Interim evaluations may be conducted, if judged necessary by the department or if required by the appropriate Academic Dean, due to identified deficiencies relating to the relevant categories set forth in Section B. above. The FACULTY MEMBER shall receive advance written notice of such deficiencies in the academic term preceding the interim evaluation. Such interim evaluations shall be limited to the category(ies) in which deficiencies were identified and will be conducted in accordance with the timelines defined in Sections G.1. (for interim evaluations beginning in the fall semester) or F.3. following the schedule for 5<sup>th</sup> year probationary faculty (for interim evaluations beginning in the spring semester). These performance reviews must be provided in writing to the tenured FACULTY MEMBERS.

H. Evaluation Procedures for Temporary FACULTY MEMBERS

1. Evaluations for temporary FACULTY MEMBERS appointed for a full academic year and temporary FACULTY MEMBERS appointed for spring semester only shall be conducted using the procedures for regular FACULTY MEMBERS described in Section C. of this Article and the schedule for evaluation of tenured FACULTY MEMBERS described in Section G.1. of this Article.
2. The evaluations for temporary FACULTY MEMBERS appointed for fall semester only shall be conducted in the fall using the procedures for regular FACULTY MEMBERS described in Section C. of this Article and according to the following schedule:
  - a. department evaluation committee reports by November 1.
  - b. department chairperson reports by November 8.
  - c. performance review by Dean or appropriate manager by November 30.

3. Only one (1) classroom observation from either the department chairperson or a member of the department evaluation committee shall be required for all part-time temporary faculty and full-time temporary faculty appointed for one (1) academic semester.
4. Temporary FACULTY MEMBERS appointed in the spring semester who were evaluated in the preceding fall semester shall not be evaluated in the spring semester. All temporary FACULTY MEMBERS will be evaluated no more than once per academic year.
5. The following chart summarizes the schedule of classroom observations for temporary FACULTY MEMBERS by the department evaluation committee and department chairperson:

<b>Type of Temporary Hire</b>	<b>Department Evaluation Committee Observation</b>	<b>When it occurs</b>		<b>Department Chair Observation</b>	<b>When it occurs</b>
FT Academic Year	1	Spring	and	1	Spring
PT Academic Year	1	Spring	or	1	Spring
Fall Only	1	Fall	or	1	Fall
Spring Only	1	Spring	or	1	Spring
Fall Only, then hired as Spring	1	Fall	or	1	Fall

6. For temporary FACULTY MEMBERS appointed for only one (1) semester, the most recent semester student feedback, if available, but not student feedback from more than two (2) semesters prior, will be used in the evaluation process.

I. Evaluation of Faculty Who Teach Distance Education

1. Evaluation of FACULTY MEMBER(S) teaching distance education courses shall follow the same procedures and practices that apply to regular classroom courses identified in Article 12, PERFORMANCE REVIEW AND EVALUATION.
2. For distance education courses, classroom observations should model in-class, face-to-face, peer observations as much as possible, commensurate with department practice. The duration of access by the peer observer to the distance education class should be limited to a time period sufficient to allow a window of observation approximating the amount of course content for a single classroom observation; during this period, the observer would view the course from the perspective of the student. The classroom observation should focus on the quality of the educational experience provided by the FACULTY MEMBER, including the organization of the instructional materials associated with the topics covered during the window of observation; the nature of the technological environment itself is not to be included in the evaluation. Whenever possible, the peer observer should have experience with distance education teaching.
3. For distance education courses, appropriate student feedback instruments shall be developed and updated from time to time pursuant to the process outlined in Section K, below. The UNIVERSITY shall ensure that student feedback instruments are made available to, and completed by students at all remote sites.

J. University Awards in Recognition for Cultural Taxation

1. The term Cultural Taxation encompasses historically invisible and/or uncompensated unassigned work done in service of values highlighted in the STATE SYSTEM's Diversity Equity and Inclusion Mission. It is labor that supports historically underrepresented and at-risk members of the University community, including racial, ethnic, and religious minorities, women, veterans, and LGBTQIA individuals, and individuals with disabilities. Typically, such labor includes but is not limited to such unassigned activities as:

- a. Curricular Redesign Intended to Improve Student Access and Success
- b. Peer Training and Mentoring
- c. Assisting with Language and Cultural Acquisition
- d. Service on Multiple Diversity Committees
- e. Mentoring and Student Support
- f. Student Advising and Advising of Clubs Serving Underrepresented Students
- g. Supporting University Recruitment and Outreach Efforts
- h. Developing Study Abroad Experiences
- i. Assisting International Students Studying at the UNIVERSITIES

2. Universities shall annually, at a time of their choosing, offer an award to recognize FACULTY MEMBER(S) for exceptional levels of service as defined above in paragraph 1. in accordance with the following processes:

- a. The President will invite nominations of FACULTY MEMBER(S) who should be considered for such an award.
- b. A FACULTY MEMBER may not recommend oneself.
- c. Any such recommendation shall include a narrative description of the FACULTY MEMBER(S)' relevant exceptional service.
- d. The President shall determine whether to make an award to nominated FACULTY MEMBER(S), how many awards should be made in a given year, and the composition of specific awards. Such awards may include:

- (1) A monetary award up to the amount equivalent to three (3) workload hours, and to be made available to selected faculty in a manner of their choosing and including:

- (i) Monetary award (not eligible for retirement credit or retirement earnings)
  - (ii) Professional development
  - (iii) A workload equivalent for the next semester or summer
- (2) A formal recognition of the FACULTY MEMBER(S)' service, including formal representation on the FACULTY MEMBER(S)'s *vitae* and in materials as may be considered for the purposes of promotion and tenure review.
- e. Awards will be made in writing by the UNIVERSITY President/designee to selected FACULTY MEMBERS.
- f. Where awards are made in the form of workload equivalencies such awards will be equated to workload hours for load purposes.
- g. The UNIVERSITY President may appoint a committee or other working group to manage the award process on their behalf and to make a recommendation to the President for consideration.
- h. The decision about the number and nature of awards that are made annually shall be entirely at the UNIVERSITY President's discretion, and it shall not be subject to the Article 5 GRIEVANCE AND ARBITRATION PROCEDURE.
- i. Each UNIVERSITY will provide an annual report of awards made under this process to Local and State Meet and Discuss no later than August 31.

K. Development and Use of Student Feedback Instruments

1. Development of Universal Student Feedback Instruments

- a. The parties agree to establish a permanent joint labor-management committee to develop new instruments for surveying student feedback regarding the learning experience, to be used at all UNIVERSITIES. The committee shall consist of an equal number of members appointed by State APSCUF and by the STATE SYSTEM, not to exceed a total of ten (10) members (up to five (5) appointed by each party). Each party shall appoint their initial committee representatives no later than sixty (60) days following ratification of this Agreement.
- b. The committee shall develop a series of student feedback instruments that incorporate the following elements:
  - (1) A bias statement cautioning students against basing answers on personal attributes or other factors unrelated to the learning experience;
  - (2) Separate instruments for use in varying types of courses (example categories regarding courses which are face-to-face, distance education, or

clinical). Instruments may include a drop down of questions specific to sub-types of courses (for example labs, studios, large lecture courses, seminars, writing intensive courses, distance education modality, etc.);

(3) An opportunity for FACULTY MEMBERS to add up to five (5) additional questions to obtain feedback regarding additional elements of the course or modes or methods of instruction;

(4) Other elements as determined by the committee.

c. The committee shall establish a system for validating instrument questions, which may include literature reviews or other means of gathering previously-validated questions. Open ended questions may only be included in the instrument(s) if they have been previously validated.

d. FACULTY MEMBERS, administrators, and the Board of Student Government Organizations may propose questions to the committee for its consideration for inclusion in future instruments.

e. The committee shall review and update student feedback instruments on an ongoing basis.

f. Use of the instruments developed by the joint committee shall be subject to the requirements of subsection 2, below.

## 2. Use of Student Feedback

a. Student feedback shall be formally solicited no earlier than upon completion of approximately two-thirds of scheduled instructional time for the course.

b. Student completion of the instrument must be voluntary.

c. If the response rate for a given course is less than thirty-three percent (33%), the faculty member may choose not to include the results in their evaluation packet and instead shall include a letter from the Provost or their designee stating that feedback was not included due to insufficient response rate. The committee may adopt a different response rate threshold and bring it to State Meet and Discuss for approval. Student response rates shall be tabulated and included for all reported courses.

d. Reporting of results of ratings on instruments using a Likert scale shall include only the distribution of the responses and shall not be reported as an average.

e. The committee may recommend additional requirements for administration and use of the instruments to State Meet and Discuss.

3. The progress of the committee's work shall be reviewed each semester at State Meet and Discuss. State Meet and Discuss may suggest types of instruments or questions to be developed by the committee.

4. Before finalization, the instrument(s) developed by the committee shall be shared with the Board of Student Government Organizations for feedback. The feedback shall also be shared with State Meet and Discuss.

### Article 13

#### PERSONNEL FILES

- A.
1. Each University shall maintain one (1) confidential complete official personnel file for each FACULTY MEMBER. No anonymous material shall be placed in the official personnel file. A FACULTY MEMBER upon their request shall have the right to receive a copy of material placed in the personnel file by management personnel.
  2. In addition, there may be one (1) official pre-employment file which shall be confidential and shall contain letters of reference and recommendations and/or material related thereto secured from sources outside the University. At the time of the granting of tenure all letters of reference and recommendation shall be destroyed and academic credentials shall be transferred to the official personnel file, unless there is an Equal Employment Opportunity Commission action pending against the University. If there is an Equal Employment Opportunity Commission action pending, the pre-employment file should be forwarded to the Office of the Chief Counsel for the STATE SYSTEM for inclusion in that Office's litigation files or for destruction by that Office.
  3. A FACULTY MEMBER shall have the right to make such additions or responses to the material contained in their official personnel file as they shall deem necessary. Only material which is directly related to the FACULTY MEMBER'S work performance shall be included in the confidential personnel file.
- B.
1. A FACULTY MEMBER shall have access to their official personnel file during regular office hours, provided that there shall be no undue interference with the normal routine of the office. Under no circumstances shall the official personnel file be removed from the office by the FACULTY MEMBER, and their access to the file shall be only in the presence of someone in authority in the office.
  2. In addition to the FACULTY MEMBER, only the Chancellor, President and their designees shall have access to the official personnel file without the express written approval of the FACULTY MEMBER. The President and their designee shall be responsible for the placement of material in, and the removal of material from, the official personnel file.
  3. The FACULTY MEMBER shall have no right of access to the official confidential pre-employment file.
  4. APSCUF shall have access to the official personnel file of a FACULTY MEMBER at reasonable times during regular office hours, after having given reasonable notice, provided APSCUF first shall have obtained the express written approval of that FACULTY MEMBER.

5. Departmental and University-wide tenure and promotion committees shall have access to the official personnel file of any FACULTY MEMBER who is being considered for tenure and/or for promotion who, at the time of application, gives approval in writing. The application form of each University shall include a statement giving the applicant an option either to submit or to withhold the file.

C. If the official personnel file is duly subpoenaed in accordance with law, the FACULTY MEMBER shall be notified at the earliest possible time.

## Article 14

### RENEWALS AND NON-RENEWALS

#### A. Procedure

1. Probationary non-tenured FACULTY appointments are for one (1) year at a time and are subject to renewal or non-renewal. The total period of unbroken full-time service in a probationary non-tenured FACULTY position at the same University prior to applying for tenure will be four and one-half (4 1/2) years, except as provided in Article 15, TENURE, Section B.

2. In the case of each probationary non-tenured FACULTY MEMBER, a determination must be made each year whether to renew the appointment of the probationer or non-renew the probationary non-tenured FACULTY MEMBER'S appointment. A probationary non-tenured FACULTY MEMBER in their fifth year of probationary employment may apply for tenure by December 31 (May 1 for FACULTY MEMBERS with January anniversary dates). Failure to apply for tenure shall result in the sixth year being the terminal year of employment.

3. The evaluation procedures for probationary non-tenured FACULTY MEMBERS are delineated in Article 12, PERFORMANCE REVIEW AND EVALUATION OF FACULTY.

#### 4. Notice of Renewal and Non-Renewal

##### a. Probationers appointed at the start of the academic year

##### (1) Probationers in their first year:

No later than April 1, first year probationers will be notified, in writing, by the President of renewal or non-renewal. The non-renewal will be effective at the end of that academic year. Reasons for non-renewal shall be supplied to the FACULTY MEMBER, in writing, if requested.

##### (2) Probationers in their second through fourth year:

Notice of renewal or non-renewal of second, third, and fourth year probationers will be sent by the President no later than January 30 of the second, third, or fourth year of probationary employment. Non-renewals will be

effective at the end of the academic year in which the non-renewal notice is sent. Reasons for non-renewal shall be supplied to the FACULTY MEMBER, in writing, if requested.

(3) Probationers in their fifth year:

Notice of renewal or non-renewal of fifth year probationers will be in accordance with the provisions of Article 15, TENURE.

b. Probationers appointed at mid-year (January)

(1) For probationers in their first year of probationary employment, notice of renewal or non-renewal for mid-year appointees shall be sent by the President no later than November 15 of their first year of probationary employment, and such non-renewal shall be effective at the end of that semester.

(2) For probationers in their second, third, and fourth year of probationary employment, notice of renewal or non-renewal for mid-year appointees shall be sent by the President no later than December 15 of the second, third, or fourth year of probationary employment. Such a non-renewal notice shall be effective at the end of the spring semester of the third, fourth or fifth year of probationary employment.

(3) Notice of renewal or non-renewal of fifth year mid-year appointees shall be in accordance with the provisions of Article 15, TENURE.

5. An individual probationary non-tenured FACULTY MEMBER in the first and second year of probationary employment shall have the right to grieve, in accordance with Article 5, GRIEVANCE PROCEDURE AND ARBITRATION, non-renewal only as to themselves with respect to failure to observe the time limits set forth in Section A.4. of this Article or where the decision is arbitrary and capricious, or is discriminatory in violation of Article 3.A. Action or inaction by FACULTY MEMBERS of the bargaining unit relating to renewals and non-renewals shall not be grievable and shall not bar the President from taking actions which they deem to be either appropriate or required.

6. Should the University President decide not to renew a probationary non-tenured FACULTY MEMBER in the third or fourth year of probationary employment, who has been recommended by the department chairperson and the department evaluation committee, the FACULTY MEMBER shall have the right to grieve the non-renewal in accordance with Article 5, GRIEVANCE PROCEDURE AND ARBITRATION, of this Agreement.

7. Should either a department chairperson or the department evaluation committee not recommend renewal for a probationary non-tenured FACULTY MEMBER in the third or fourth year of probationary employment, the non-renewal shall be sent to the University-wide tenure committee by the President for its recommendation. If, and only if, two (2) of the three (3) recommendations (department evaluation committee, department chairperson, University-wide

tenure committee) favor renewal and the President fails to renew, the FACULTY MEMBER shall have the right to grieve the non-renewal in accordance with Article 5, GRIEVANCE PROCEDURE AND ARBITRATION, of this Agreement.

8. An individual probationary non-tenured FACULTY MEMBER in the third or fourth year of probationary appointment who does not secure at least two (2) positive recommendations shall have the right to grieve in accordance with Article 5, GRIEVANCE PROCEDURE AND ARBITRATION, of this Agreement only with respect to failure to observe the time limits set in Section A.4. of this Article or where the decision is arbitrary and capricious, or is discriminatory in violation of Article 3.A. Action or inaction by FACULTY MEMBERS of the bargaining unit relating to renewals and non-renewals shall not be grievable and shall not bar the President from taking actions which they deem to be either appropriate or required.

9. The burden of proof in grievances and arbitrations filed under Sections A.6., A.7., and A.8. of this Article shall be upon the FACULTY MEMBER to show why they should be renewed.

**B. Resignation**

Any FACULTY MEMBER who does not intend to return for the following academic year shall so notify the President at the earliest possible time, but not later than March 31 of the then current year.

The STATE SYSTEM/UNIVERSITIES shall have no obligation to provide letters of reference to any FACULTY MEMBER who fails to comply with the provisions of this Section.

## **Article 15**

### **TENURE**

**A. Definition**

Tenure shall mean the right of a FACULTY MEMBER to hold their position and not to be removed therefrom except for just cause as hereinafter set forth in this Article or except as provided elsewhere in this Agreement.

B. There shall be a probationary period of five (5) full academic years at the University (from the most recent date of appointment) for each FACULTY MEMBER. During the probationary period, the FACULTY MEMBER shall be observed and evaluated in accordance with the provisions of Article 12, PERFORMANCE REVIEW AND EVALUATION OF FACULTY. Only full-time employment at the University in a non-temporary position shall be counted in computing the probationary period, except that time spent in a temporary or regular part-time, temporary full-time or regular full-time position at any UNIVERSITY or any other regionally accredited or internationally acclaimed four year institution of higher education may, on the recommendation of the department and the approval of the President, be counted toward the required probationary period. If a probationary FACULTY MEMBER is on full leave for three or more consecutive days a semester, with or without pay, the UNIVERSITY will notify the probationary FACULTY MEMBER that the semester will not be counted toward the required

probationary period without further action by the probationary FACULTY MEMBER. The FACULTY MEMBER may elect to have that semester counted toward the required probationary period provided the Article 12 performance evaluation process can be completed. Such election shall occur as soon as practicable, but no more than two (2) weeks after returning from leave and shall require prior consultation with their Department Chair and Dean/Appropriate Manager. If the probationary FACULTY MEMBER elects to count such a semester toward the probationary period, the probationary FACULTY MEMBER is responsible for meeting all applicable deadlines and other requirements for renewal/tenure. No FACULTY MEMBER will be granted tenure unless they have met the minimum qualifications for the rank of assistant professor as set forth in applicable laws.

- C. 1. Each University President shall, by October 1 (February 1 for FACULTY MEMBERS with January anniversary dates), send a notice to all fifth year probationers with copies to the appropriate department chairperson, Dean (or other appropriate manager) and Provost notifying the fifth year probationer that they have until December 31 (May 1 for FACULTY MEMBERS with January anniversary dates) of that year to apply for tenure. By December 31 (May 1 for FACULTY MEMBERS with January anniversary dates) of the fifth year of the probationary period, a FACULTY MEMBER may apply for tenure. The request for tenure shall be submitted to the President, with a copy to the appropriate department. This request shall include a statement of the reasons why the FACULTY MEMBER believes they should be granted tenure. By May 31 (December 31 for FACULTY MEMBERS with January anniversary dates) of the fifth year of probationary employment, the President shall either grant tenure to the probationer or the probationer's sixth year of employment shall be a terminal year of employment.
- 2. If a fifth year probationary FACULTY MEMBER fails to apply for tenure, that probationer's sixth year of employment shall be a terminal year.

D. All present FACULTY MEMBERS who hold tenure as the result of procedures established at their respective UNIVERSITIES shall continue in that status.

E. The procedure for granting tenure shall be:

- 1. A department committee, which shall be formed in accordance with the procedure identified in Article 12.C.1 and which shall include tenured FACULTY MEMBERS, if available, shall recommend to the University-wide tenure committee, elected by and from the FACULTY, the names of those eligible fifth-year probationary non-tenured FACULTY MEMBERS of the department who have applied for tenure and whom they consider to be qualified for tenure; provided, however, that the department chairperson shall make an independent recommendation to the University-wide tenure committee regarding those other than themselves who have applied for tenure. No FACULTY MEMBER shall serve on a departmental or University-wide tenure committee when the FACULTY MEMBER, or a member of their immediate family, or a person residing in their household is an applicant for tenure. No department chairperson shall make a recommendation regarding tenure for themselves, or a member of their immediate family, or a person residing in their household. Immediate family shall be defined as spouse, child, step-child, parent, step-parent, parent-in-law, brother, sister, brother-in-law, or sister-in-law. A department chairperson shall not be permitted to participate in the review of any applicants, if they are an applicant, or if any applicant is a member of their immediate family or a person residing in their household. The department shall

select another FACULTY MEMBER in the department acceptable to the department and management to substitute for the department chairperson. If there is an insufficient number of tenured faculty members to serve on the department committee, the procedure identified in Article 12.C.1.a. shall be utilized to form the department committee.

2. The recommendation of the department committee and of the department chairperson shall be completed no later than February 15 (October 1 for FACULTY MEMBERS with January anniversary dates), and by that date, the department chairperson shall submit the full list provided by the department committee, together with their recommendation, in writing, with respect to each applicant, to the Dean or appropriate manager, and a copy of the full list shall be forwarded to the President. If the department committee or department chairperson fails to submit a recommendation to the Dean or appropriate manager by the appropriate date, the applicant may submit the application and the supporting material directly to the Dean or appropriate manager.

3. The Dean or appropriate manager will submit their recommendation along with the application and supporting materials to the University-wide tenure committee by March 8 (October 21 for FACULTY MEMBERS with January anniversary dates).

4. The University-wide tenure committee, which shall consist of tenured FACULTY MEMBERS, shall review all tenure applications and recommendations received pursuant to this Article and shall, by April 21 (November 21 for FACULTY MEMBERS with January anniversary dates), submit its recommendations (positive and negative), together with the data upon which those recommendations are based, to the President/designee. Each applicant for tenure shall have the right to request and make an appearance before the University-wide tenure committee to speak on their own behalf, before the committee submits its recommendations to the President/designee.

5. The President shall grant tenure effective as of the beginning of the next academic term to those FACULTY MEMBERS whom they approve and such decisions shall not be subject to the provisions of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION. However, if at least two (2) of the three (3) Faculty recommendations (department committee, department chairperson, University-wide committee) are positive with respect to the granting of tenure and the President denies tenure, the FACULTY MEMBER shall have the right to grieve the denial of tenure in accordance with the terms of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION.

6. The President shall notify in writing each eligible FACULTY MEMBER, who applied for tenure in accordance with the above, of either the positive or the negative decision made with respect to the granting of tenure. The President shall make their decision by May 31 (December 31 for FACULTY MEMBERS with January anniversary dates). In the event that the President does not grant tenure to a FACULTY MEMBER who has been so recommended by the University-wide tenure committee, the reasons therefore shall be given to such committee and the affected FACULTY MEMBER(S), if requested in writing.

7. The President shall act independently if the committee(s) fails to act within the time limits specified. Action or inaction by FACULTY MEMBERS of the bargaining unit relating to tenure is not grievable and will not bar the President from taking actions they deem to be either

appropriate or required.

8. Representatives of local APSCUF shall have the right to meet with the department and University-wide tenure committees for the purpose of explaining the duties and responsibilities of committee members.
- F.
1. A tenured FACULTY MEMBER may be terminated, suspended without pay for a period not to exceed sixty (60) days, or otherwise disciplined only for just cause. In the event the President believes such just cause exists, they shall give written notice, specifying the reasons, to the affected FACULTY MEMBER and APSCUF, and that FACULTY MEMBER shall have the right to grieve solely by means of and in compliance with all provisions of the procedure provided for in Article 5, GRIEVANCE PROCEDURE AND ARBITRATION.
  2. A probationary non-tenured FACULTY MEMBER may be terminated, suspended without pay for a period not to exceed sixty (60) days, or otherwise disciplined at any time prior to the expiration of their five (5) year probationary period. The President shall give written notice to the affected non-tenured probationary FACULTY MEMBER and APSCUF, specifying the reasons for the discipline, and that non-tenured probationary FACULTY MEMBER shall have the right to grieve where the non-tenured probationary FACULTY MEMBER asserts that the discipline is discriminatory or arbitrary and capricious, but such assertions shall be processed solely by means of and in compliance with all provisions of the procedure provided for in Section C. of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION. This subsection does not apply to non-renewal actions.
- G.
1. If a FACULTY MEMBER is terminated and a grievance is filed contesting the termination, all pay and benefits (with the exception of employee and employer retirement contributions) shall continue for a period of ninety (90) days from the effective date of termination, which date shall be determined solely by the President in their discretion. At the end of this ninety (90) day period all pay shall cease; all benefits likewise shall cease, with the exception of life insurance, hospital and medical coverage, and health and welfare benefits, which shall continue until the date the grievance is resolved or the date the arbitration decision is issued on the grievance, whichever occurs first.
  2. The President, in their sole discretion, may extend the termination date of a FACULTY MEMBER and may assign the FACULTY MEMBER the same or other academic or administrative duties if the President in their sole discretion determines that such assignment will not be detrimental to the operation of the University. The FACULTY MEMBER may, at the President's sole discretion, be offered these same or other duties and may continue on the payroll of the University.
  3. If a terminated FACULTY MEMBER contests their termination by filing a grievance, such grievance will be handled in an expeditious fashion in the steps of the grievance procedure. If the grievance is not resolved by the third step of the grievance procedure and APSCUF requests that the grievance be submitted to arbitration, the parties will make a good faith effort to schedule the grievance for hearing before an arbitrator within ninety (90) days, or sooner if possible, of the date the request for arbitration is received by the STATE SYSTEM/UNIVERSITIES.

H. If a FACULTY MEMBER is suspended pursuant to this Article, all benefits, including but not limited to hospital and medical insurance, life insurance, and health and welfare benefits, shall be continued for the duration of the suspension.

I. A President may grant tenure to Provosts and Academic Deans. The President may also grant tenure to any Associate Provost or Associate Dean, at the time of appointment, who is promoted to such position from an APSCUF faculty bargaining unit position, in accordance with the following procedure. Such tenure will not accrue seniority credit within the bargaining unit, while serving in the management position. A President may, at their discretion, place a Provost, Academic Dean, Associate Provost or Associate Dean who has been granted tenure in bargaining unit vacancies. When such placement occurs, the President will notify both State APSCUF and the APSCUF local Chapter that the person has officially been placed in the bargaining unit with tenure or probationary status as applicable. Where applicable the President will also assign the FACULTY MEMBER a home campus.

1. A President may grant tenure to a new or current Provost or Academic Dean who has previously obtained tenure at the UNIVERSITY or at another STATE SYSTEM UNIVERSITY.
2. A President may grant tenure to a new or current Provost or Academic Dean, who had previously obtained tenure at a regionally accredited four year institution, after submission of the name of the applicant(s) for tenure to the department's full-time regular FACULTY MEMBERS for a credential review and tenure recommendation.
3. New or current Provosts or Academic Deans, who had not previously obtained tenure, may be assigned to an academic department with academic rank by the President. In the event the individual is transferred to the bargaining unit by the President, they shall have the status of a probationary FACULTY MEMBER.
4. The President's decision to grant tenure to a Provost or Academic Dean shall not be subject to the provisions of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION.
5. The following positions shall be eligible for tenure under this provision: the Chief Academic Officer of a UNIVERSITY, Academic Deans (Inclusive of Deans of Schools or Colleges of a UNIVERSITY, Graduate School Deans, Library Deans) Associate Provosts and Associate Deans. New positions shall be eligible with the agreement of State APSCUF and the STATE SYSTEM.
6. During the term of this Agreement, the STATE SYSTEM agrees not to retrench a FACULTY MEMBER teaching in a department where a Provost, Academic Dean, Associate Provost, or Associate Dean has been placed into a bargaining unit vacancy, where the retrenchment is the direct result of the Provost's Associate Provost's, Academic Dean's or Associate Dean's placement.
7. Where a Manager identified in Section I.5. who is granted or retains tenure under this Section either departs an APSCUF bargaining unit position covered by this agreement or returns to an APSCUF bargaining unit position covered by this agreement, the President/designee, in consultation with the applicable department chairperson, shall determine an orderly transition of

the FACULTY MEMBER giving due consideration to the impact of the FACULTY MEMBER's department or return upon the department and its program and budget.

8. Where a Manager identified in Section I.5. is placed in the bargaining unit as a tenured FACULTY MEMBER, they will be evaluated in their third academic year in accordance with ARTICLE 12, PERFORMANCE REVIEW AND EVALUATION OF FACULTY, Section G.1. and again every fifth year thereafter.

9. Incumbent Library Deans

a. Beginning with the Spring 2024 semester, a President may grant rank and tenure to a new or current Library Dean in accordance with this Section. Library Deans shall be considered Academic Deans for purposes of Article 7, Section H and Article 15, Section I.

(1) A President may grant tenure to an eligible incumbent as noted in a. above who has previously obtained tenure at the UNIVERSITY or at another STATE SYSTEM UNIVERSITY.

(2) If an eligible incumbent has not obtained tenure at the UNIVERSITY or at another STATE SYSTEM UNIVERSITY, prior to granting tenure to an eligible current incumbent as noted in a. above, the President must submit the name of the eligible incumbent to the department's full-time regular FACULTY MEMBERS for a credential review and tenure recommendation.

(3) If an eligible incumbent has not previously obtained tenure, the President may assign such an individual to a Library Department with academic rank in accordance with Article 15, Section I.3.

## **Article 16**

### **PROMOTIONS**

A. Qualifications and Categories for Evaluation

1. The minimum qualifications for ranks shall be as specified in the applicable laws.

2. In addition to the required minimum qualifications, categories for FACULTY promotions shall include, but not be limited to, the categories identified in Article 12, Section B., PERFORMANCE REVIEW AND EVALUATION OF FACULTY.

3. Effective July 1, 2000, each University shall provide written job descriptions for all FACULTY MEMBERS whose basic responsibilities lie outside the classroom and for the non-classroom responsibilities of FACULTY MEMBERS with mixed workloads. This official job description shall be the basis of the evaluation of these FACULTY MEMBERS in lieu of effective teaching. A copy of the job description or any subsequent revision shall be placed in the FACULTY MEMBER'S official personnel file and a copy shall be sent to local APSCUF for informational purposes.

## B. Promotion Policies and Procedures

Immediately upon ratification of this Agreement, each UNIVERSITY shall modify its Statement of Promotion Policies to reflect the obligation of evaluators at all levels to appreciate each faculty member's contribution and to assess each according to their respective responsibilities and paths toward the satisfaction of the requirements of renewal, tenure, and promotion.

The following promotion procedure shall be used at each University:

1. Promotions at each University shall be granted by the President only in accordance with the approved and published Statement of Promotion Policies and Procedures for each University.
2. The University-wide promotion committee shall be elected by and from the FACULTY and shall include no more than one (1) member from any department.
3. Any FACULTY MEMBER with the required minimum qualifications may submit an application for promotion, together with written substantiation of the above-mentioned criteria, not later than November 1.
4. Applications should be submitted to the appropriate department chairperson who shall immediately notify the departmental committee. In all cases an application must receive consideration first at the department level.
5. No FACULTY MEMBER shall serve on a departmental or University-wide committee when they or a member of their immediate family or a person residing in their household is an applicant for promotion. No department chairperson shall evaluate their own application for promotion or the application of a member of their immediate family or a person residing in their household. Immediate family shall be defined as spouse, child, step-child, parent, step-parent, parent-in-law, brother, sister, brother-in-law or sister-in-law. A department chairperson shall not be permitted to participate in the review of any applicants, if they or a member of their immediate family or a person residing in their household is an applicant. The department shall select another FACULTY MEMBER in the department acceptable to the department and management to substitute for the department chairperson.
6. The appropriate department committee, formed in accordance with Article 12.C.1, and department chairperson shall submit the full list of applicants, together with a detailed recommendation in accordance with the University Statement on Promotion Policies and Procedures with respect to each applicant, in writing, to the University-wide promotion committee no later than February 1, with a copy of the list of applicants being forwarded to the appropriate Dean or other appropriate management personnel. In addition, all data and materials upon which the recommendation of the department committee is based shall be forwarded to the President or their designee by February 1. If the committee or chairperson fails to submit a recommendation to the University-wide promotion committee by the appropriate date, the applicant may submit the application and the supporting material directly to the University-wide promotion committee.
7. a. The Dean/Library Director shall submit a detailed recommendation for promotion according to the agreed upon criteria to the University-wide promotion

committee no later than February 1. The detailed recommendation for promotion shall be simultaneously provided to the FACULTY MEMBER, who may submit a written statement to the University-wide promotion committee addressing the dean's recommendation by February 15.

b. Following the dean's recommendation, the Provost shall submit a recommendation to the University-wide promotion committee no later than February 21, with a copy to the FACULTY MEMBER. The FACULTY MEMBER shall have opportunity to respond by March 1.

8. The University-wide promotion committee shall review all applications received from the departments. The University-wide promotion committee shall then forward the full list, together with its recommendations that are in accord with the University Statement on Promotion Policies and Procedures as to each applicant to the President or their designee not later than April 15.

9. The University-wide promotion committee shall have the right to consult with the appropriate department committee, department chairperson, deans, provost, or individuals submitting requests for promotion.

10. Each applicant for promotion shall have the right to request and make an appearance before the University-wide promotion committee to speak on their own behalf before the committee submits its recommendations to the President or their designee.

11. In the event the President or their designee rejects a recommendation of the University-wide promotion committee, that committee shall be notified in writing and shall be given an opportunity to discuss the matter with the President or their designee. Promotions shall be made by the President effective as of the beginning of the next academic semester and announced to the FACULTY not later than July 15 (January 15 for mid-year promotions, if applicable).

12. An individual FACULTY MEMBER shall have the right to grieve, in accordance with Article 5, GRIEVANCE PROCEDURE AND ARBITRATION, promotion decisions only as to themselves and then only with respect to failure by management to observe the procedures set forth above or insofar as other provisions of this Agreement may have been violated. Action or inaction by members of the bargaining units with regard to promotions shall not be grievable. Representatives of local APSCUF shall have the right to meet with the department and University-wide promotion committees to explain the duties and responsibilities of such committees.

#### C. Salary Increase Upon Promotion

Effective with the start of the fall semester, 2004, a FACULTY MEMBER who is promoted shall be placed on the negotiated salary step for the next higher rank, which is no less than ten percent (10%) above the FACULTY MEMBER'S current step. The ten percent (10%) includes any applicable service increment.

#### D. Amending Local Promotion Policies

University Statements on Promotion Policies and Procedures shall be amended by agreement at local meet and discuss and any amendments will be reviewed for approval by State Meet and Discuss

for the sole purpose of ensuring their compliance with this Agreement and the "Guidelines for the Preparation of a Statement of Promotion Policies and Procedures."

## Article 17

### SICK LEAVE

#### A. Accrual

1.
  - a. A regular full-time FACULTY MEMBER shall accrue sick leave at the rate of fifteen (15) days for each academic year of service in accordance with current practice.
  - b. Full-time temporary FACULTY MEMBERS employed for one (1) academic semester shall accrue seven and one-half (7 1/2) days of sick leave and full-time temporary FACULTY MEMBERS employed for one (1) academic year shall accrue fifteen (15) days of sick leave.
  - c. A regular part-time FACULTY MEMBER shall accrue sick leave on a pro-rated basis according to the percentage of the standard workload assigned for the academic year.
  - d. Part-time temporary FACULTY MEMBERS shall accrue one (1) day of sick leave per semester.
2. Sick leave shall be cumulative from year to year.
3. Sick leave with full pay to the total amount accumulated, but not to exceed the maximum allowed by law in a calendar year, may be granted to a FACULTY MEMBER for their personal illness or accident.
4. The provisions of this Article shall not preclude the granting of additional sick leave by administrative action in accordance with applicable law.
5. A FACULTY MEMBER shall be credited with paid sick leave while on sabbatical in accordance with the following schedule:
  - a. Seven and one half (7 ½) days shall be credited for a sabbatical leave with half pay for a full academic year or a sabbatical leave with full pay for one semester.
  - b. Fifteen (15) days shall be credited for a sabbatical leave with full pay for the entire academic year.

#### B. Usage

1. Sick leave to the maximum permitted by law (in any one (1) calendar year) shall be granted by management to a FACULTY MEMBER, and shall be charged to the FACULTY MEMBER for any absence related to the FACULTY MEMBER'S own personal illness or

accident which occurs while the FACULTY MEMBER is in an active pay status. Sick leave usage shall be charged for each day of absence in a week during which the FACULTY MEMBER is in an active pay status on the basis of a five (5) day week, regardless of a FACULTY MEMBER'S work schedule in that week except for part-time FACULTY MEMBERS as identified in subsection 2 below. Sundays, holidays and vacation periods shall not be charged to sick leave.

2. a. A full-time teaching FACULTY MEMBER who is absent for a partial day shall be charged one-half (1/2) day of sick leave. A part-time teaching FACULTY MEMBER shall be charged one-half (1/2) day of sick leave for absences on days where they are scheduled to teach one (1) class and a full day of sick leave for absences when two (2) or more classes are scheduled to be taught.

b. A FACULTY MEMBER whose basic responsibilities lie outside of the classroom who is absent for a partial day shall be charged sick leave in one-hour increments.

3. No sick leave shall be used if the reason for the requested sick leave is an accidental injury which occurred while the FACULTY MEMBER was engaged in remunerative work unrelated to University duties.

4. A physician's statement may be required for absences of three (3) or more consecutive days because of illness, or in situations where, in the opinion of the FACULTY MEMBER'S appropriate Dean or other appropriate management personnel, sick leave is being abused.

5. FACULTY MEMBERS may use accumulated sick leave while working on a summer school contract in accordance with the following policy:

a. A FACULTY MEMBER who becomes ill after beginning summer classes may use accumulated sick leave if they have not yet used more than the maximum number of days allowed by law in the current calendar year.

b. A FACULTY MEMBER who is contracted to teach summer school and cannot report for work in accordance with the terms of the contract because of illness shall be permitted to use accumulated sick leave for the duration of the contracted session; provided that the FACULTY MEMBER submits proof of illness or disability in the form of a physician's certificate which shall be submitted prior to the start of the summer session if possible, and which shall state a prognosis and expected date of return; and provided further that the University may require the FACULTY MEMBER to be examined by a physician of the University's choice. If the physician chosen by the University determines that the illness or disability will not prevent the FACULTY MEMBER from fulfilling their contract duties and responsibilities, no sick leave shall be granted.

c. A regular FACULTY MEMBER who notifies the appropriate supervisor of a reasonable delay in reporting for the beginning of summer employment may be granted paid sick leave for the period of absence.

d. Temporary faculty appointed for summer school are not entitled to receive pay for periods of absence due to illness.

6. Sick leave of one (1) week or less for FACULTY MEMBERS may, at the discretion of the President or their designee, require that classes be covered by colleagues of the FACULTY MEMBER. For a sick leave period of more than one (1) week, the affected classes shall be covered, at the discretion of the President or their designee, either by hiring a temporary FACULTY MEMBER or by assigning classes to another FACULTY MEMBER. In this latter situation, overload, in accordance with Article 25, OVERLOAD, shall be paid to the extent the assignment exceeds the maximum teaching load provided in this Agreement, for teaching FACULTY.

Where FACULTY whose basic responsibilities lie outside the classroom are assigned to cover classes or other duties of an absent FACULTY MEMBER, without a reduction in their existing duties, the following will apply:

a. Where the FACULTY MEMBER is assigned to cover class(es) or responsibilities for which a workload equivalent is assigned, they shall be paid overload, in accordance with Article 25, for assigned workload. This provision does not restrict management's ability to reallocate duties within a department to avoid overload during the absence.

7. In accordance with Act 182, whenever a FACULTY MEMBER shall be absent from duty because of a death in the immediate family of said FACULTY MEMBER, there shall be no deduction in salary of said FACULTY MEMBER for an absence not in excess of three (3) days. Members of the immediate family shall be defined as father, mother, brother, sister, son, daughter, husband, wife, or parent-in-law. Also included shall be any near relative who resides in the same household or any person with whom the FACULTY MEMBER has made their home. A FACULTY MEMBER is also entitled, under this section, to request use of the previous stated leave because of the death of the following individuals: step-parent, step-child, grandparent, step-grandparent, grandchild, step-grandchild, step-sibling, child-in-law, sibling-in-law, grandparent-in-law, sibling of parent, foster child, child of sibling. In addition, a FACULTY MEMBER may use up to four (4) days of sick leave for this purpose. The actual days to be granted shall be such as will accommodate the reasonable needs of the FACULTY MEMBER involved, and it is expected that their classes or other responsibilities will be covered by their colleagues. If the use of any of the four additional days would result in payment of overload for coverage, then such use is subject to approval of the President/designee.

8. Where sickness in the immediate family requires the FACULTY MEMBER'S absence from work, FACULTY MEMBERS may use not more than five (5) days of sick leave entitlement in each calendar year for that purpose. Unless granted an exception by the President or their designee, immediate family is defined as the husband, wife, child, or parent, of the FACULTY MEMBER. The STATE SYSTEM/UNIVERSITIES may require proof of such family sickness in accordance with Section B.4. of this Article.

#### C. Sick Leave Bank

1. A sick leave bank shall be established at each University. All FACULTY MEMBERS who have earned a minimum of 315 days of sick leave shall be required to contribute one (1)

day of sick leave each year to a sick leave bank. Should the sick leave bank be depleted, FACULTY MEMBERS may contribute unused sick leave on a voluntary basis.

2. FACULTY MEMBERS who have exhausted all accumulated, paid leave and personal days may submit a request to local APSCUF to use days from the University sick leave bank up to the maximum allowed by law in one (1) calendar year.

3. The sick leave bank will be administered by local APSCUF.

4. Local APSCUF shall notify the University of any FACULTY MEMBER who has received approval to withdraw paid sick leave from the bank and the number of days approved. Local APSCUF shall provide the University with a report of all sick leave bank activity at the end of each academic year.

D. Reporting Sick Leave

1. Except for emergencies, all requests for sick leave which can be anticipated (hospitalizations, surgical procedures, etc.) shall be submitted in advance. The request shall be made through the Employee Self Service system. The request shall be submitted to the appropriate Dean, or other appropriate management personnel, who shall indicate their approval or disapproval in a timely fashion.

2. When a FACULTY MEMBER experiences an emergency illness, it is incumbent on the FACULTY MEMBER to notify the appropriate Dean or other appropriate management personnel in a timely fashion.

3. The University personnel office shall maintain the official leave record of FACULTY MEMBERS in accordance with the provisions of Article 13, PERSONNEL FILES, and shall make periodic adjustments as appropriate to insure credit/usage records.

E. Payment for Sick Leave on Retirement

1. A FACULTY MEMBER who retires shall be paid for their unused sick leave, in accordance with the schedule set forth in subsection 2. below.

2. Upon retirement from the STATE SYSTEM/UNIVERSITIES, the following payment schedule shall apply:

DAYS ACCUMULATED	DAYS PAID
10 to 74 days	10
75 to 149 days	20
150 to 224 days	30
225 to 299 days	40
300 and over	50

3. Eligibility for payment under subsection 2. above shall be as follows:
  - a. Retirement at age sixty (60) or above with five (5) years of COMMONWEALTH/STATE SYSTEM service as a FACULTY MEMBER.
  - b. Disability retirement under the State Employees' Retirement System or the Public School Employees' Retirement System. For purposes of this subsection, a retirement under an Alternative Retirement Plan (see Article 20.C.) shall be considered disability retirement if the retiree meets the same disability retirement standards used by the State Employees' Retirement System in accordance with the procedures provided for in Appendix E.
  - c. Retirement under age sixty (60) with at least twenty-five (25) years of COMMONWEALTH/STATE SYSTEM service. The twenty-five (25) years of service need not all be as a FACULTY MEMBER but may include periods of COMMONWEALTH/STATE SYSTEM service in other than FACULTY positions.
4. Such a FACULTY MEMBER shall not be paid for part days of accumulated sick leave.
5. If a FACULTY MEMBER dies while in active service, unused sick leave shall be paid in accordance with Section E.2. above to the designated beneficiaries of the deceased FACULTY MEMBER provided the FACULTY MEMBER would have been eligible under Section 3.a. above or the FACULTY MEMBER had seven (7) full years of COMMONWEALTH/STATE SYSTEM service. In the event of a work-related death, fifty (50) days of unused sick leave shall be paid to the designated beneficiaries, regardless of the age or number of years of service of the FACULTY MEMBER.
6. No payment herein shall be construed to add to the credited service of the retiring FACULTY MEMBER or to the retirement covered compensation of the member.
7. Payment for unused sick leave as provided for in this Section shall be at the rate of pay of the FACULTY MEMBER on the date of retirement or death.

## **Article 18**

### LEAVES OF ABSENCE

#### A. Sabbatical Leaves

1. A leave of absence for a period not to exceed eighteen (18) University calendar weeks with full pay in accordance with current scheduling practice, or a leave of absence for a period not to exceed thirty-six (36) University calendar weeks with half pay, in accordance with current scheduling practice, for restoration of health, study, travel, or other appropriate purposes, may be requested by a FACULTY MEMBER and may, at the discretion of the President, be granted to any FACULTY MEMBER of any University who has submitted a request for consideration for a sabbatical leave and who has completed seven (7) or more years of satisfactory service as a FACULTY MEMBER of one (1) or more of the UNIVERSITIES, as

specified below. Library FACULTY MEMBERS who were granted ACADEMIC FACULTY rank shall accrue credits towards sabbatical leave only from the date the ACADEMIC FACULTY rank was granted. Sabbatical leaves granted after March 20, 1997, will be based primarily upon merit. Unused sabbatical leave credit may be considered in the selection process.

2. At least five (5) consecutive years of such service shall have been rendered to the University from which the leave is sought. A FACULTY MEMBER who has been granted an approved leave without pay shall not be deemed to have had their consecutive service interrupted; provided, however, that time spent on such leave shall not count as service toward a sabbatical leave nor towards the accumulation of sick leave.

3. If the University operates on a system of units other than semesters, the FACULTY MEMBER may, at their option, be granted a sabbatical leave corresponding to one (1) or more of these units so long as the restriction set forth in subsection 1. above, concerning total weeks of sabbatical leave which can be granted in each such leave, is met.

4. One (1) sabbatical leave may be requested, considered and granted in accordance with the procedures set forth in this Article for each additional seven (7) years of service. Leaves shall be accumulated so that no one shall lose entitlement to consideration for a sabbatical leave because of failure to use leave due to scheduling practices at a particular University, but no one shall be entitled to be considered for or use more than thirty-six (36) weeks of the accumulated leave as part of any one (1) sabbatical leave.

5. No FACULTY MEMBER who resigns, or who is retrenched, terminated, or for any other reason leaves employment with the STATE SYSTEM/UNIVERSITIES shall be entitled to request or be considered for the grant of a sabbatical leave. No sabbatical leave shall be granted unless the FACULTY MEMBER shall agree in writing to return to their employment with the University for a period of not less than one (1) year immediately following the expiration of such leave of absence. Where a FACULTY MEMBER has requested, been considered for, been granted and scheduled for a sabbatical leave in accordance with provisions of Section F.1. of Article 29, RETRENCHMENT, and that FACULTY MEMBER thereafter receives a notice of retrenchment in accordance with the terms of that same Article, the FACULTY MEMBER will be entitled to be returned to their former position but only for that period of time which precedes the effective date of the retrenchment. Nothing in this Agreement shall prevent the STATE SYSTEM/UNIVERSITIES from providing FACULTY MEMBERS who are on approved sabbatical leaves with notice of retrenchment in accordance with Article 29, RETRENCHMENT.

6. No sabbatical leave of absence shall be considered a termination or breach of the contract of employment and the FACULTY MEMBER on sabbatical leave shall be returned to the same position they occupied prior thereto.

7. If a FACULTY MEMBER is granted a sabbatical leave during two (2) summer periods the FACULTY MEMBER shall receive five (5) bi-weekly checks for each of the two (2) summer periods. However, a FACULTY MEMBER granted such a sabbatical leave shall not be eligible for a summer school contract.

8. Every FACULTY MEMBER while on sabbatical leave of absence shall be considered to be in regular full-time daily attendance in the position from which the leave is being taken during the period of said leave, for the purpose of determining the FACULTY MEMBER'S length of service and the right to receive increments as provided by law or contract.
9. Every FACULTY MEMBER on sabbatical leave shall retain the right to make contributions as a member of the State Employees' Retirement System, the Public School Employees' Retirement System, or an Alternative Retirement Plan (see Article 20.C.) and continue their membership therein.
10. Nothing in this Section shall be construed to prevent any FACULTY MEMBER on sabbatical leave from receiving a grant for further study from any institution of learning other than the University, which employs them.
11. Each University may grant sabbatical leaves of absence in any one (1) year to up to seven percent (7%) of its FACULTY.
12.
  - a. A committee chosen by and from the FACULTY at each University shall receive applications for sabbatical leaves at a time and in a manner which it shall determine and announce. No FACULTY MEMBER shall serve on a departmental or University-wide committee when they or a member of their immediate family or a person residing in their household is an applicant for sabbatical leave. No department chairperson shall make a recommendation regarding sabbatical leave if they or a member of their immediate family or a person residing in their household is an applicant for sabbatical leave. Immediate family shall be defined as spouse, child, step-child, parent, step-parent, parent-in-law, brother, sister, brother-in-law or sister-in-law. A department chairperson shall not be permitted to participate in the review of any applicants, when they or a member of their immediate family or a person residing in their household is an applicant for sabbatical leave. The department shall select another FACULTY MEMBER in the department acceptable to the department and management to substitute for the department chairperson.
  - b. The committee shall review applications and forward the full list of applicants, with such recommendations, in priority order, to the President or their designee at least eight (8) months before the leave is to commence.
  - c. Should the President or their designee reject in whole or in part the recommendations of the committee, the committee shall be notified in writing and shall be given an opportunity to discuss the matter with the President or their designee, but the President shall make and announce their decision with respect to the granting of sabbatical leaves no later than six (6) months prior to the beginning of the time when the leave will commence.
  - d. As authorized by law, the President of each University shall have the right to consider requests for and make the determination concerning the granting of sabbatical leaves as they in their sole discretion deems appropriate and to make such regulations as they may deem necessary to make sure that a FACULTY MEMBER on sabbatical leave

utilizes such leave properly for the purpose for which it was granted, including requiring reports from the FACULTY MEMBER in such manner as the President may deem necessary.

- e. (1) An individual FACULTY MEMBER shall have the right to grieve, in accordance with the procedures of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION, sabbatical leave decisions but only as to themselves with respect to failure to observe the specific procedures set forth above or where the decision is arbitrary and capricious, or is discriminatory in violation of Article 3.A.
- (2) APSCUF shall have the right to grieve in accordance with the procedures of said Article 5, with regard to a substantial change in the pattern of granting sabbatical leaves at a specific University.

B. Military Leaves

FACULTY MEMBERS shall be eligible for military leave in accordance with applicable law.

C. Civil Leave

1. A FACULTY MEMBER, who has not volunteered for jury duty, but who is called for jury duty, or who is not a party in a civil or criminal court proceeding but who is subpoenaed to attend court as a witness shall be granted a leave with pay while attending court and for the period of time that the FACULTY MEMBER'S attendance is required at court. Evidence of such required court attendance in the form of a subpoena or other written notification shall be presented to the FACULTY MEMBER'S Dean or other appropriate management representative as far in advance as is practicable. The University shall have the right to request the appropriate authorities to relieve such FACULTY MEMBER of jury duty or the court appearance in any manner permitted by law and the FACULTY MEMBER is expected to report for regular University duty when their attendance at court is not required either for the aforementioned jury duty or as a subpoenaed witness. The term court as used in this subsection is intended to mean only the following courts: Minor Judiciary Court, Courts of Common Pleas, Commonwealth Court and the United States District Court.

2. FACULTY MEMBERS who are subpoenaed as witnesses in the following administrative hearings shall be granted leave with pay while attending such hearings: Unemployment Compensation Board of Review Referee, Workers' Compensation Judge, Workers' Compensation Appeal Board, State Civil Service Commission, Pennsylvania Human Relations Commission, and Pennsylvania Labor Relations Board.

Evidence of such duty in the form of a subpoena or other written notification shall be presented to the President of the University as far in advance as practicable.

D. Professional Leaves/Educational Leaves

1. FACULTY MEMBERS may with the prior written approval of the President or their designee be granted professional or educational leaves without pay. The period of such leave shall be up to two years. The purpose of professional or educational leave shall be to enhance

the educational capacity of the FACULTY MEMBER to better serve the educational mission of the UNIVERSITY.

2. Allowances for travel expenses in accordance with Article 32, TRAVEL EXPENSES, may be granted to FACULTY MEMBERS on such leave, subject to the availability of funds and to STATE SYSTEM/University regulations.

E. Leaves for APSCUF Service

FACULTY MEMBERS who are elected or appointed full-time officials or representatives of APSCUF shall, at the written request of the FACULTY MEMBER, submitted no less than sixty (60) days prior to the start of a term, be granted leaves without pay for the maximum term of office, not to exceed three (3) years. Such leaves may be renewed or extended by the written mutual consent of APSCUF and the UNIVERSITIES. In no event shall more than three (3) FACULTY MEMBERS from the UNIVERSITIES be on such leave at any one time.

F. Miscellaneous Leaves Without Pay

FACULTY MEMBERS shall be granted leaves without pay at the sole discretion of the President or their designee for any reason, for a period not to exceed two (2) years, which may be extended at the discretion of the President or their designee for an additional two-year period.

G. Medical, Sick Family and Parental Leave, including Family and Medical Leave Act (FMLA) Leave

1. General

a. After completing one year of service, FACULTY MEMBERS shall be granted up to twelve (12) weeks of FMLA leave with benefits, on a rolling twelve (12) month year basis, provided the employee has at least 1,250 hours of actual work time within the twelve (12) months preceding the commencement of the leave. Leave under this Section may be approved on an intermittent, reduced time, or full-time basis. Leave entitlement will be pro-rated for part-time eligible FACULTY MEMBERS.

b. FMLA leave shall be granted for the following reasons:

(1) when the illness or disability is due to an employee's serious health condition;

(2) when attending to the medical needs of a spouse, parent, son or daughter or other person qualifying as a dependent who has a serious health condition;

(3) when becoming parents through childbirth or formal adoption or placement of a child with an employee for foster care;

(4) when a qualifying exigency event related to a family member who is a military servicemember occurs; or,

- (5) when an employee attends to the serious injury or illness of a covered servicemember or veteran who is a family member.

If the leave is for a military caregiver under (5) above, twenty-six (26) weeks of leave within a single twelve (12) month period is provided and other FMLA leave used does not reduce this entitlement. For FMLA leave due to reasons (1), (2), (3), or (4) above, one aggregate twelve (12) week entitlement is provided.

c. Upon request of an eligible REGULAR FACULTY MEMBER, an extension of up to an additional nine (9) months of leave without pay shall be granted for the following reasons:

- (1) REGULAR FACULTY MEMBER sickness upon receipt of proof of continuing illness or disability;
- (2) family care reasons upon receipt of proof of continuing illness or disability of the family member and need to care for the family member;
- (3) parental reasons.

The extension for eligible REGULAR FACULTY MEMBERS shall be with benefits for the first fourteen (14) weeks and shall be without benefits for the remainder of the extension. Such extensions shall be contiguous to the termination of the twelve (12) week FMLA entitlement or any additional paid leave pursuant to subsection 4.b.(4). It shall not be used on an intermittent or reduced-time basis.

d. Upon request of an eligible temporary FACULTY MEMBER or eligible regular part time FACULTY MEMBER, an extension of up to fourteen (14) weeks of leave without pay or the remainder of their appointment, whichever is less, shall be granted for the following reasons:

- (1) temporary FACULTY MEMBER or regular part time FACULTY MEMBER sickness upon receipt of proof of continuing illness or disability,
- (2) family care reasons upon receipt of proof of continuing illness or disability of the family member and need to care for the family member;
- (3) parental reasons.

The extension for eligible temporary FACULTY MEMBERS or eligible regular part time FACULTY MEMBERS shall be with benefits, as applicable. Such extensions shall be contiguous to the termination of the twelve (12) week FMLA entitlement or any additional paid leave pursuant to subsection 4.b.(4). It shall not be used on an intermittent or reduced-time basis.

e. Upon request, up to thirteen (13) weeks of leave without pay shall be granted to a FACULTY MEMBER with less than one year of employment, provided the absence is

at least two consecutive weeks in duration; however, only one occasion within a twelve (12) month rolling year may be approved.

f. This section shall not apply to a compensable work-related injury.

## 2. Granting Leave

a. An eligible FACULTY MEMBER shall submit written notification to FACULTY MEMBER's appropriate supervisor stating the anticipated duration of the leave at least two (2) weeks in advance if circumstances permit, in accordance with the following:

(1) For a FACULTY MEMBER with a serious health condition, proof of illness or disability in the form of a doctor's certificate which shall state a prognosis and expected date of return is required.

(2) For a FACULTY MEMBER caring for family members, documentation supporting the need for care is required.

(3) For a FACULTY MEMBER who becomes a parent, documentation is required and FMLA leave shall begin whenever the employee requests on or after the birth, adoption or foster care placement; however, it may be used prior to the date of custody or placement when required for adoption or placement to proceed, and no FMLA leave shall be granted beyond one (1) year from the date of birth, of assuming custody of an adopted child or placement of a foster child.

(4) In no case shall a FACULTY MEMBER be required to commence FMLA leave sooner than they request, unless the FACULTY MEMBER can no longer satisfactorily perform the duties of the position.

## 3. Resumption of Duties

A FACULTY MEMBER shall have the right to return to the same position held or to an equivalent position for which they qualify, as the position they held before going on leave as described in Section G.1.a. and the first fourteen (14) weeks of leave as described under Section G.1.c. and Section G.1.d.

## 4. Use of Paid Leave During Absence

### a. Paid Parental Leave

The first thirty (30) consecutive workdays of any FMLA leave taken for parental reasons under Subsections G.1.b.(3) above, shall be paid at the FACULTY MEMBER'S regular salary. No such leave shall be granted beyond one (1) year from the date of birth, or assuming custody of an adopted child or placement of a foster child. This paid parental leave cannot be utilized on an intermittent basis, it must be utilized in full, consecutive workdays.

b. Annual, Personal, and Sick Leave

(1) A FACULTY MEMBER using FMLA leave for military exigencies or military caregiving, must use all applicable, accrued paid leave types upon commencement of FMLA leave. For all other FMLA leave, a FACULTY MEMBER shall be required to use all applicable accrued paid sick leave (sick family for family care reasons) as certified by a health care provider upon commencement of FMLA leave, except as provided in subsection 4.a and b.(2) below. A twelve (12)-month FACULTY MEMBER shall not be required to use annual leave. Any paid leave used will run concurrently with and reduce the entitlements under Section G.1.a. A FACULTY MEMBER shall not earn annual, personal or sick leave while on leave without pay. Unused leave shall be carried over until return.

(2) A FACULTY MEMBER may choose to retain up to twenty (20) days of accrued sick leave. The choice to retain or not retain sick leave cannot be made retroactively, and saved days will be measured based on accrued sick leave available at the commencement of the absence. Saved days may be used during the twelve (12) week entitlement as certified by a physician; such sick leave will run concurrently with and reduce the entitlement. Days saved and requested for intermittent or reduced-time absences for periods less than two (2) consecutive weeks after the first twelve (12) week entitlement will be reviewed for approval under the provisions of Article 17; such use will not be counted against the FMLA entitlement.

(3) FACULTY MEMBERS whose basic responsibilities lie outside the classroom who are absent for a partial day shall be charged in one-hour increments, and all other FACULTY MEMBERS who are absent for a partial day shall be charged one half (1/2) day of leave against the days of entitlement, in keeping with Articles 17.B.2. and 21.F. Leave will be pro-rated for part time FACULTY MEMBERS.

(4) An employee who has accrued more than twelve (12) weeks of paid leave is not limited to twelve (12) weeks of leave. Leave in excess of twelve (12) weeks shall not be designated as FMLA leave, but will be granted according to Article 17 and Article 21. Use of accrued paid leave beyond the FMLA leave shall not diminish the right to an extension under Article 18, Section G.1.c. and G.1.d.

5. Benefits

a. Employer paid coverage for life insurance and employer payments toward coverage for health benefits as provided in Article 21 will continue during FMLA leave under Section G.1.a. and for the benefit-eligible period of leave for FACULTY MEMBERS under Section G.1.c. and G.1.d. of this Article.

b. The continuation of benefits under this Article is subject to the employee's payment of any required employee contribution under Article 21, Section A.3. and A.5.

6. Definitions

- a. For the purpose of this Article, parent shall be defined as the biological, adoptive, step or foster parent of the employee or an individual who stood in loco parentis to an employee when the employee was a son or daughter.
- b. For the purpose of this Article, son or daughter shall be defined as a biological, adopted, or foster child, a step-child, a legal ward, or a child of a person standing in loco parentis:
  - (1) Under eighteen (18) years of age; or
  - (2) Eighteen (18) years of age or older and incapable of self-care because of mental or physical disability.

7. Guidelines

- a. It is understood by both parties that the provisions of this Article are consistent with the Pennsylvania Human Relations Act, 43 P.S. Sections 951, et seq., and the Family and Medical Leave Act of 1993, 29 U.S.C. Sections 2601, et seq.

H. Childrearing Leave

FACULTY MEMBERS shall be granted leaves without pay at the sole discretion of the President or their designee for the purpose of childrearing, for a period not to exceed two (2) years, which may be extended at the discretion of the President or their designee for an additional two-year period.

**Article 19**

**WORK-RELATED INJURIES**

A. A FACULTY MEMBER who sustains a work-related injury during the period of this Agreement, as the result of which the employee is disabled, if so determined by a decision issued under the operation of the Workers' Compensation Insurance program, shall be entitled to work-related disability leave. Work-related disability leave is a leave of absence for which the FACULTY MEMBER will be paid full pay reduced by an amount that yields a net pay, including Workers' Compensation and Social Security Disability Benefits, that is equal to the FACULTY MEMBER'S net pay immediately prior to the injury. Net pay prior to injury is defined as gross base pay minus federal, state, and local withholding and Social Security and retirement contributions. Work-related disability leave shall be payable for an aggregate of twelve (12) months or for the duration of the disability, whichever is the lesser. In no case, however, will the aggregate of twelve (12) months extend beyond three (3) calendar years from the date the injury occurred.

A FACULTY MEMBER who sustained a work-related injury prior to July 1, 1981 will continue to receive benefits in accordance with the previous Agreement between the STATE SYSTEM and APSCUF.

B. There shall be no reduction in credited service under the State Employees' Retirement Code during the period of time that the FACULTY MEMBER is on work-related disability leave.

C. A FACULTY MEMBER who qualifies for work-related disability leave shall not be entitled to use sick, annual or personal leave during the period of eligibility. If the disability continues, sick leave accumulation may be taken at the expiration of the eligibility period to the extent of such accumulation, or the maximum allowed by law in a calendar year whichever is less. Effective July 1, 1981, sick leave and annual leave shall be earned on thirty-four percent (34%) of the work-related disability leave hours used. Personal leave shall not be earned during work-related disability leave.

D. A FACULTY MEMBER is required to refund to the Employer the amount of overpayment of pay if an overpayment results because a claim denial is issued under the operation of the Workers' Compensation Insurance program. In no case shall a FACULTY MEMBER be entitled to full pay and Workers' Compensation and/or Social Security for the period of eligibility. The Employer shall recover any amount in excess of the FACULTY MEMBER'S work-related disability leave amount. Failure to apply for or report Social Security or other applicable disability benefits to the Employer will result in the termination of work-related disability leave.

E. STATE SYSTEM paid coverage for life insurance and for hospital and medical insurance as provided in Article 21, FRINGE BENEFITS, will continue for the period of time that the employee is on work-related disability leave.

F. A FACULTY MEMBER has the right to return to a position in the same department and at the same rank held before being disabled for a period of up to three (3) years from the date the injury occurred, provided the FACULTY MEMBER is fully capable of performing the duties of that position, subject to the provisions of Article 29, RETRENCHMENT. This guarantee expires if the disability ceases prior to the expiration of the three (3) year period and the FACULTY MEMBER does not return to work immediately or if the FACULTY MEMBER retires or otherwise terminates employment. During the period of time between the end of the work-related disability leave and the end of the guarantee in this Section, the FACULTY MEMBER will be on leave without pay unless the employee is using sick leave in accordance with Section C. of this Article.

G. The compensation for disability retirement shall be in accordance with applicable law. It is understood that this section is not applicable to retirement under the Alternative Retirement Plan.

H. A FACULTY MEMBER who sustains a work-related injury during the period of this Agreement, if so determined by a decision issued under the operation of the Workers' Compensation Insurance program, may be absent from work with pay on ten (10) occasions without use of sick, annual, or personal leave for the purpose of continued medical treatment of the work-related injury for a period of three (3) years from the date the injury occurred. Each absence shall not exceed one (1) work day or the minimum amount of time necessary to obtain the medical treatment, whichever is less, and must be substantiated by a doctor's certificate verifying that the medical services were necessary and related to the work injury. FACULTY MEMBERS shall make reasonable efforts to schedule medical appointments during non-work hours. Verification of the length of the medical appointment may be required. This Section is not applicable to any absence for which Workers' Compensation is payable.

## **Article 20**

### **RETIREMENT**

A. FACULTY MEMBERS shall have the option to elect retirement under the State Employees' Retirement System, the Public School Employees' Retirement System, or an Alternative Retirement Plan (see Section C. below), in accordance with COMMONWEALTH rules and regulations then obtaining. In addition, they shall continue to enjoy those other retirement benefits that are currently provided under applicable laws. The amount to be contributed by the STATE SYSTEM (in the event of a selection of an Alternative Retirement Plan – see Section C. below) shall be calculated at the rate actuarially determined exclusively by the State Employees' Retirement Board to be payable to the State Employees' Retirement Fund for each such FACULTY MEMBER.

B. The parties shall meet and discuss during the term of the Agreement aspects of the COMMONWEALTH'S retirement program that are of mutual interest.

C. The State System of Higher Education has established an Alternative Retirement Plan for State System employees, which includes the vendor TIAA-CREF, and one or more other retirement vendors.

Additions or deletions of a vendor(s) in the Alternative Retirement Plan shall be brought to State Meet and Discuss for informational purposes only.

D. The provisions of this Article shall not be subject to the provisions of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION.

## **Article 21**

### **FRINGE BENEFITS**

A. Health Benefits

1. Eligibility

a. All temporary full-time FACULTY MEMBERS who are employed to work a standard workload for one academic year and all regular full-time FACULTY MEMBERS are eligible for all health benefits provided in this Section. Whenever a full-time temporary FACULTY MEMBER is employed during the spring semester with a reasonable expectation of being re-employed during the fall semester, the FACULTY MEMBER shall be eligible to receive health benefits during the intervening summer. All temporary part-time and all regular part-time FACULTY MEMBERS who are employed to work at least fifty percent (50%) of a standard workload for one academic year are eligible for health benefits provided in this Article.

b. The STATE SYSTEM shall provide dependency coverage where the dependents, spouses, and children of the FACULTY MEMBERS qualify under such plan.

c. Eligible FACULTY MEMBERS shall be those determined by the health plans in accordance with the eligibility provisions of the STATE SYSTEM OF HIGHER EDUCATION Group Health Program (SSHEGHP). The choice among plans shall be operated as follows:

(1) The option to elect the coverage in a plan shall be made available to those FACULTY MEMBERS who reside within the service area of the plan.

(2) The amount and kind of benefits available to the FACULTY MEMBERS shall be those offered by the plan and contracted for by the STATE SYSTEM.

(3) The Health and Welfare Fund contribution rate, as set forth in Article 30, will not be affected as a result of the plan selected by the FACULTY MEMBER.

(4) The option to elect coverage under a plan shall be available during annual open enrollment periods designated by the STATE SYSTEM and the plans. FACULTY MEMBERS who move into a plan's service area may choose from available plans. FACULTY MEMBERS who are dissatisfied with an HMO may elect coverage in the PPO (plan design as referenced at subsection A.2.c. of this Article).

d. Spouse Coverage:

Effective for FACULTY MEMBERS hired on or after July 1, 2013, if a FACULTY MEMBER wishes to enroll their spouse in a STATE SYSTEM health plan, and that spouse or partner is eligible for coverage under their own employer's plan, the spouse/partner shall be required to enroll in that other employer's plan (which shall be their primary coverage), as a condition of eligibility for secondary coverage under the STATE SYSTEM plan, without regard to the amount of the cost-sharing required under the spouse/partner's plan, and without regard to any incentive the spouse/partner's plan may offer to the spouse/partner not to enroll. In the event that the spouse/partner loses coverage through their employer, the spouse/partner's coverage under the STATE SYSTEM plan shall immediately become primary.

2. Full-Time Employee Health Care Choices and Plan Design

a. Eligible full-time FACULTY MEMBERS shall be provided an annual opportunity to make health plan enrollment changes.

b. The UPMC HMO will remain in place for FACULTY MEMBERS enrolled in the plan prior to January 1, 2017, but will be modified effective July 1, 2017 to have the same plan design features as those in effect for the PPO plan, including member deductibles and copays.

c. The State System will offer a Preferred Provider Organization (PPO) plan. The plan design for the PPO shall be as referenced in Appendix O.

3. Full-Time Employee Premium Contribution

a. Effective January 1, 2017, all participating active full-time FACULTY MEMBERS shall contribute on a pre-tax basis, through bi-weekly payroll deductions, at a flat rate of eighteen percent (18%) of the STATE SYSTEM'S expected costs developed by the plan administrator for the type of contract for the chosen health and prescription drug plan for the fiscal year. This amount shall be adjusted annually in accordance with the premium reconciliation plan set forth in paragraph A.3.g. of this Article and Appendix Q to this Agreement.

b. Contributions shall be established by plan based on the following demographic tiers: single, two-party, and family.

c. The STATE SYSTEM will continue to offer a health care management program (wellness program) to all eligible FACULTY MEMBERS in consultation with the Health Care Cost Containment Committee as provided in Appendix P. Effective with the July 1, 2020 to June 30, 2021 wellness participation period, the wellness program participation requirement shall be limited to the completion of a health risk assessment (impacting employee contributions effective July 1, 2021). Thereafter, no changes shall be made to the wellness program's participation requirements during the term of this Agreement, to the extent practicable based upon the vendor's capabilities. In the event that it is not possible to maintain the same participation requirements due to vendor capabilities, any substantive changes to the program requirements shall require APSCUF approval.

d. Active eligible full-time FACULTY MEMBERS and covered spouses must complete the requirements of the health care management program (wellness program) when available by the cut off dates in order to contribute at the participation level in 3.a. above.

e. For those eligible full-time FACULTY MEMBERS and covered spouses who do not participate in the health care management program (wellness program) when available, contributions will be as follows:

(1) As of July 1, 2017, the lesser of: 1) an additional ten percent (10%) which shall bring the total premium contribution for non-participants to twenty-eight percent (28%) of the STATE SYSTEM'S expected costs developed by the plan administrator (for the type of contract for the chosen health and prescription drug plan for the fiscal year) or, 2) an additional contribution amount equal to 30% of the STATE SYSTEM'S expected costs developed by the plan administrator of a single contract. This amount shall be adjusted annually in accordance with the premium reconciliation plan set forth in paragraph A.3.g. of this Article and Appendix Q to this Agreement.

f. FACULTY MEMBERS enrolled in an HMO shall not experience the increases for non-participants as set forth in e. above. FACULTY MEMBERS moving from the HMO to the PPO shall be subject to the State System's standard process for those who newly enroll in the PPO (either new employees or those moving from an HMO to a

PPO). They will initially be enrolled at the lower contribution rates (set forth in Subsection 3.a., above), and will have until the end of the wellness program participation period to complete the program requirements in order to qualify for the lowest contribution rate effective with the beginning of the next plan year.

g. The parties have agreed to develop a faculty premium contribution reconciliation program to ensure that contributions are calculated based on actual plan expenses paid by PASSHE. The terms of this agreement are set forth in Appendix Q to this Agreement.

4. Part-Time Employee Health Care Choices and Plan Design

a. Eligible part-time FACULTY MEMBERS shall be provided an annual opportunity to make health plan enrollment changes.

b. The STATE SYSTEM shall provide eligible part-time FACULTY MEMBERS, who are expected to be in an active pay status at least fifty percent (50%) of the time every pay period of the academic year or full year, as appropriate, for each FACULTY MEMBER'S position, with coverage under the HMO, or PPO plan (plan design as referenced in subsection A.2.c. of this Article). The PPO Plan design will be as described in Appendix O.

5. Part-Time Employee Premium Contribution

a. All participating active eligible part-time FACULTY MEMBERS shall contribute on a pre-tax basis, through bi-weekly payroll deductions, at a flat rate of fifty-seven and one-half percent (57.5%) of the STATE SYSTEM'S expected costs developed by the plan administrator for the type of contract for the chosen health and prescription drug plan for the fiscal year. This amount shall be adjusted annually in accordance with the premium reconciliation plan set forth in paragraph A.3.g. of this Article and Appendix Q of this Agreement.

b. The STATE SYSTEM will continue to offer a health care management program (wellness program) to all eligible part-time FACULTY MEMBERS in consultation with the Health Care Cost Containment Committee as provided in Appendix P. Effective with the July 1, 2020 to June 30, 2021 wellness participation period, the wellness program participation requirement shall be limited to the completion of a health risk assessment (impacting employee contributions effective July 1, 2021). Thereafter, no changes shall be made to the wellness program's participation requirements during the term of this Agreement, to the extent practicable based upon the vendor's capabilities. In the event that it is not possible to maintain the same participation requirements due to vendor capabilities, any substantive changes to the program requirements shall require APSCUF approval.

- c. Active eligible part-time FACULTY MEMBERS and covered spouses must complete the requirements of the health care management program (wellness program) when available by the cut off dates in order to contribute at the participation level in 5.a above.
  - d. For those eligible part-time FACULTY MEMBERS and covered spouses who do not participate in the health care management program (wellness program) when available contributions will increase as follows:
    - (1) As of July 1, 2017, the lesser of: 1) an additional five percent (5%) which shall bring the total premium contribution for non-participants to sixty two and one-half percent (62.5%) of the STATE SYSTEM'S expected costs developed by the plan administrator (for the type of contract for the chosen health and prescription drug plan for the fiscal year), or 2) an additional contribution amount equal to 30% of the STATE SYSTEM'S expected costs developed by the plan administrator of a single contract. This amount shall be adjusted annually in accordance with the premium reconciliation plan set forth in paragraph A.3.g. of this Article and Appendix Q to this Agreement.
  - e. FACULTY MEMBERS enrolled in an HMO shall not experience the increases for non-participants as set forth in d. above.
6. The employee contribution for health and prescription drug benefits for non-represented employees of the STATE SYSTEM (except those in the PEBTF) shall be no less than the same contribution percentage in effect for active FACULTY MEMBERS.
7. The STATE SYSTEM shall provide hearing benefits for all active eligible FACULTY MEMBERS and their covered dependents who are enrolled in a State System health plan (the Highmark PPO and the HMO plans). Effective January 1, 2017 the maximum hearing benefit shall be \$1,250 per ear every 36 months.
8. a. Eligible FACULTY MEMBERS who are granted leave with or without pay will continue to receive benefits described in accordance with Article 18, Section G., as applicable, medical and prescription benefits will continue provided that the required contribution is paid while on leave.
- b. Eligible regular full-time FACULTY MEMBERS who are granted educational leave without pay will be permitted to continue coverage in the active employee health and prescription drug plan for the duration of the leave. The STATE SYSTEM will bill those FACULTY MEMBERS for the amount of their share of the premiums pursuant to Section A.3. of this Article.
- c. Eligible FACULTY MEMBERS who are granted leave without pay, for longer than one (1) full pay period, for any reason other than leave under Article 18, Section G., as applicable, or educational leave will be permitted to continue coverage under COBRA provisions or on a direct pay basis.

d. The STATE SYSTEM/FACULTY MEMBER contributions shall continue as stated in subsections 3. and 5. above for eligible FACULTY MEMBERS for the period of time for which they are entitled to benefits under this Section.

9. Prescription Drug Card

The STATE SYSTEM shall provide prescription drug coverage for all of the SSHEGHP plans through a prescription drug card. The prescription drug coverage shall include:

a. Effective January 1, 2017, a three-tier open formulary with retail co-payments of \$10 for generic, \$30 for brand formulary, and \$50 for brand non-formulary drugs for up to a thirty (30) day supply.

b. Co-payments for mail order prescriptions of two times the retail co-payments set forth in subsection 9.a. above for up to a ninety (90) day supply.

c. There shall be no deductible for prescription coverage.

d. If a physician prescribes a brand name drug and indicates no substitution, then the FACULTY MEMBER will not pay the difference between that drug and the generic drug. However, if the FACULTY MEMBER chooses a brand name drug when their physician has indicated that substitution of a generic drug is acceptable, the FACULTY MEMBER must pay the difference in cost between the brand name drug and the generic drug.

e. Effective July 1, 2017, the STATE SYSTEM will implement prescription drug clinical management programs (Managed RX Coverage Program (MRxC), including step edits, and expansion of Managed Prior Authorization Program) to encourage cost-effective utilization.

f. Effective July 1, 2017, the STATE SYSTEM will establish a mandatory Specialty Pharmacy Vendor program. FACULTY MEMBERS and their enrolled dependents who need to obtain specialty medications must purchase those medications from the designated Specialty Pharmacy Vendor to receive the in- network benefit.

10. Annuitant Health Care Coverage

a. Eligibility

(1) The STATE SYSTEM shall allow each FACULTY MEMBER who was eligible as an active FACULTY MEMBER under the SSHEGHP to elect coverage upon retirement in an approved plan under the Annuitant Health Care Program (AHCP).

(2) Dependency coverage shall be available for qualified dependents of the annuitant. Eligible dependents will include spouse and dependent children. Annuitants shall be responsible for any applicable tax consequences of covering dependents.

b. Annuitant Health Care Choices

(1) Effective July 1, 2004, AHCP benefits for new pre-Medicare eligible retirees shall be those in effect for active employees and may change from time-to-time as active employee benefits change.

(2) Eligible FACULTY MEMBERS who retire after December 31, 2016 and on or before June 30, 2017, and are not eligible for Medicare, or their enrolled spouses and/or dependent(s) are not eligible for Medicare, will be enrolled in the AHCP PPO plan for pre-Medicare annuitants with the same PPO plan design in effect for active FACULTY MEMBERS on December 31, 2016.

(3) Effective July 1, 2017 AHCP benefits for all future pre-Medicare eligible retirees shall be those in effect for active employees and will change as active employee benefits change.

(4) A FACULTY MEMBER who retires prior to July 1, 2009, and is enrolled in the indemnity plan at the time of retirement, may continue that enrollment as an annuitant. However, the indemnity plan will not be available to pre-Medicare retirees who retire after June 30, 2009. Eligible FACULTY MEMBERS who retire after June 30, 2009, and who enroll in the AHCP and are not eligible for Medicare, will have the choice of enrollment in the PPO or other approved plan under the AHCP.

c. Annuitant Premium Contributions

(1) The STATE SYSTEM shall continue to pay the full cost of AHCP benefits for those eligible FACULTY MEMBERS who retired prior to July 1, 2005.

(2) Eligible employees who retire after June 30, 2005 and before July 1, 2008, and who enroll in the AHCP and are not eligible for Medicare, shall contribute to the cost of coverage at the same dollar amount for their choice of plan that was in effect the day of their retirement. Upon becoming eligible for Medicare, they shall cease the foregoing contribution and instead pay the same percentage of the STATE SYSTEM's cost for the Medicare supplement as active employees are paying for their PPO plan (plan design as referenced in subsection A.2.c. of this Article) benefits.

(3) Eligible FACULTY MEMBERS who retire after June 30, 2008 and who enroll in the AHCP shall contribute to the cost of the AHCP at the same dollar amount for the type of contract and choice of plan as that in effect on the day of the FACULTY MEMBER'S retirement. Throughout the annuitant's lifetime while enrolled in the AHCP, the dollar amount paid by the annuitant shall be adjusted whenever the percentage of contribution paid by active FACULTY MEMBERS for the same type of contract and choice of plan is adjusted. The new percentage shall be applied to the rate for the type of contract and choice of plan that was in effect on the day of the FACULTY MEMBER'S retirement to

determine the new annuitant contribution. The wellness program and non-participant contribution increases set forth in sections 3.e. and 5.c. above shall not apply to annuitants.

(4) If an annuitant who retires after June 30, 2005 and before July 1, 2008 opts to change health plans, they shall contribute to the new plan in the same dollar amount that was in effect for that plan as of the date of their retirement.

(5) If an annuitant who retires after June 30, 2008, opts to change health plans, they shall contribute to the new plan in the same dollar amount that was being contributed to that type of contract and choice of plan by active FACULTY MEMBERS on the day of the FACULTY MEMBER'S retirement, adjusted for any changes occurring since that time in the percentage of contributions paid by active FACULTY MEMBERS.

d. Any FACULTY MEMBER who retires prior to July 1, 2009 and receives health benefits in accordance with subsection f. below under the present indemnity plan shall have major medical coverage in retirement equal to the major medical coverage that they had on the day prior to their retirement.

e. FACULTY MEMBERS who retire and are covered under the AHCP will be required to enroll in Medicare Part B when they become Medicare eligible in order to continue comprehensive medical coverage. The STATE SYSTEM shall continue to provide the Blue Shield Signature 65 Supplement or equivalent.

f. Annuitants who retire under the provisions of paragraphs (1), (2), or (3) below will be eligible to elect coverage under the STATE SYSTEM Annuitant Health Care Program (AHCP) as provided in this Section. For purposes of this Section, "credited service" for all FACULTY MEMBERS who begin employment in the fall semester 1997 and after, shall only include actual service with the STATE SYSTEM or COMMONWEALTH and shall not include other types of service purchasable for retirement credit.

(1) Retirement at or after superannuation age with at least ten (10) years of credited service in the State and/or Public School Employees' Retirement Systems, except that a FACULTY MEMBER who leaves STATE SYSTEM employment through resignation or discharge prior to superannuation age, vests retirement benefits and does not retire until at or after superannuation age must have had on the date of resignation or discharge, twenty-five (25) years of credited service in the State and/or Public School Employees' Retirement Systems.

A FACULTY MEMBER, who is retrenched prior to superannuation age, vests their retirement benefits and subsequently retires at or after superannuation age during the furlough period must have ten (10) or more years of credited service in the State and/or Public School Employees' Retirement Systems. For purposes of this subsection, superannuation under the Alternative Retirement Plan (see Article 20.C.) shall be sixty (60) years of age with at least ten (10) years of

COMMONWEALTH, STATE SYSTEM and/or public school service. For purposes of this subsection, for all FACULTY MEMBERS who begin employment in the fall semester 1997 and after, the service requirement shall be fifteen (15) years; rather than ten (10) years.

For all FACULTY MEMBERS who begin employment after July 1, 2004, the years of credited service required for eligibility shall increase to twenty (20) years of credited service.

(2) Disability Retirement, which requires at least five (5) years of credited service in the State or Public School Employees' Retirement Systems. For purposes of this subsection, retirement under the Alternative Retirement Plan (see Article 20.C.) shall be considered disability retirement if the retiree meets the same disability retirement standards used by the State Employees' Retirement System in accordance with the procedures provided for in Appendix E.

(3) Other retirement, including retirement under the Alternative Retirement Plan (see Article 20.C.) with at least twenty-five (25) years of credited service in the State and/or Public School Employees' Retirement Systems, and who have elected coverage under the AHCP.

For purposes of this subsection, Alternative Retirement Plan (see Article 20.C.) members who begin employment before the end of the 1996-97 academic year may receive retirement credits equal to the retirement credit which they would be entitled to purchase under the rules of the State Employees' Retirement System (SERS) for military service, for service in other public colleges and universities, and for other permissible service credit purchases. Such retirement credit must be certified as eligible by SERS as creditable under its rules. This provision shall be effective only for those FACULTY MEMBERS who retire on or after July 1, 1990 and who began employment before the end of the 1996-97 academic year.

11. It is understood and agreed that the references to the types of health plans in this Article shall not restrict the Employer's right after consultation with APSCUF to replace the current insurers/administrators with other insurers/administrators, provided equivalent coverage, benefits and employer/FACULTY MEMBER contributions are maintained.

#### B. Health Care Cost Containment Committee

1. The Health Care Cost Containment Committee which was established as of July 1, 2004, shall continue as modified herein. Effective with the ratification of this agreement by the Board of Governors, the Health Care Cost Containment Committee shall be composed of fourteen (14) members with seven (7) management representatives and seven (7) union representatives, four (4) of whom shall represent and be appointed by APSCUF, one (1) who shall represent and be appointed by OPEIU Healthcare Pennsylvania, Local 112, one (1) who shall represent and be appointed by SPFPA and one (1) who shall represent and be appointed by POA.

2. The Health Care Cost Containment Committee shall meet periodically to discuss health care cost containment strategies. The Committee may also make recommendations for modifications to the health care plans. The Committee shall make recommendations to the STATE SYSTEM and APSCUF for modifications of the health care plans for active FACULTY MEMBERS. All recommendations must have been approved by Committee members by majority vote of both management members and majority vote of union members.

3. Health and prescription drug rate information used to determine premiums and employee contributions shall be shared with all members of the Committee.

C. In the event that comprehensive healthcare legislation is passed, the parties agree to refer such legislation to the Health Care Cost Containment Committee to make a recommendation regarding appropriate changes for the existing active and annuitant health care program.

D. Life Insurance

1. The STATE SYSTEM/UNIVERSITIES shall assume the entire costs of life insurance coverage as described in this Section. The eligibility of FACULTY MEMBERS for life insurance will be as set forth in the currently existing life insurance plan. The amount of life insurance will be based on the FACULTY MEMBER'S annual pay rate in effect on the preceding January 1, rounded to the nearest \$1,000, but not to exceed \$50,000.

2. The STATE SYSTEM/UNIVERSITIES shall continue to provide each FACULTY MEMBER who is covered under the currently existing life insurance plan with fully paid accidental death benefits for work-related accidental deaths in addition to the life insurance coverage provided in subsection 1. above. The amount of coverage is \$20,000.

3. FACULTY MEMBERS eligible for life insurance pursuant to this Article, who are granted leave in accordance with Article 18, Section G., as applicable, will continue to receive one hundred percent (100%) State System paid coverage under the current life insurance plan as described in Article 18, Section G.5. When the entitlements to benefits end under that article, FACULTY MEMBERS may continue in the life insurance program by paying the entire premium. Coverage may continue for up to a total of one (1) year, including both leave with benefits and leave without benefits.

Regular full-time faculty members who are granted educational leaves without pay will continue to receive one hundred percent (100%) State System paid coverage under the current life insurance plan.

E. Holidays

1. The following days shall be recognized as holidays for FACULTY MEMBERS whose basic responsibilities lie primarily outside the classroom:

- |                                      |                            |
|--------------------------------------|----------------------------|
| a. New Year's Day                    | g. Labor Day               |
| b. Martin Luther King Jr.'s Birthday | h. Indigenous Peoples' Day |
| c. President's Day                   | i. Veterans' Day           |
| d. Memorial Day                      | j. Thanksgiving Day        |
| e. Juneteenth                        | k. Christmas Day           |
| f. Independence Day                  |                            |

Monday shall be recognized as a holiday for all holidays occurring on a Sunday, and Friday for all holidays occurring on a Saturday. President's Day, Indigenous Peoples' Day, and Veterans' Day are recognized as minor holidays and shall be scheduled by the President or their designee at each University. At the request of local APSCUF, the President or their designee(s) shall meet and discuss concerning the matter of rescheduling minor holidays.

A FACULTY MEMBER whose basic responsibilities lie primarily outside the classroom shall receive compensatory leave equal to the number of hours worked on the holiday if the FACULTY MEMBER is required by the University to work on the day the holiday is observed by the University. In the event that the FACULTY MEMBER is not afforded a reasonable opportunity to schedule the compensatory leave within two (2) weeks after the holiday, they shall be paid a lump sum payment equal to one day's pay at the FACULTY MEMBER'S appropriate per diem rate.

F. Personal Leave Days

1. Full-time regular and temporary FACULTY MEMBERS on nine (9) month contracts shall be eligible for two (2) personal days per calendar year. Full-time temporary and regular FACULTY MEMBERS on ten (10) month contracts shall be eligible for three (3) personal days per calendar year. Full-time temporary and regular FACULTY MEMBERS on twelve (12) month contracts who strictly follow the administrative schedule shall be eligible for five (5) personal days per calendar year. Summer work shall be excluded when determining whether a FACULTY MEMBER is on a nine (9), ten (10) or twelve (12) month contract. Regular part-time FACULTY MEMBERS shall accrue personal leave on a prorated basis according to the percentage of the standard workload assigned for the academic year. Temporary part-time FACULTY MEMBERS are not eligible for personal leave.

2. For FACULTY MEMBERS entitled to two (2) or three (3) personal leave days, one personal leave day shall be earned the first half of each calendar year (January 1 to June 30), and the remaining personal leave day(s) shall be earned the second half of each calendar year (July 1 to December 31). For FACULTY MEMBERS entitled to five (5) personal leave days, one personal leave day shall be earned during each one-fifth calendar year.

3. A FACULTY MEMBER entitled to two (2) or three (3) personal leave days must have thirty (30) days service in compensable pay status in each half calendar year to earn the personal leave entitlement under Section F.2. above. A FACULTY MEMBER entitled to five (5)

personal leave days must have thirty (30) days service in compensable pay status in each one-fifth calendar year to earn the personal leave entitlement under Section F.2. above.

4. Personal leave shall be scheduled and granted for periods of time requested by the FACULTY MEMBER subject to management's responsibility to maintain efficient operations. Requests for personal leave by an ACADEMIC FACULTY MEMBER shall be submitted in writing by the ACADEMIC FACULTY MEMBER and shall be answered by management within seven (7) days. Such requests for personal leave by an ACADEMIC FACULTY MEMBER must be accompanied by evidence that the classes of the ACADEMIC FACULTY MEMBER are covered by a qualified colleague of the ACADEMIC FACULTY MEMBER and, in addition, such leave shall not result in overload costs to the STATE SYSTEM/UNIVERSITIES. If the nature of the work makes it necessary to limit the number of FACULTY MEMBERS on personal leave at the same time, the FACULTY MEMBER with the greatest seniority as it relates to total years of continuous service at the University shall be given their choice of personal leave in the event of any conflict in selection.

FACULTY MEMBERS whose basic responsibilities lie outside of the classroom may request to use personal leave for a partial day in one-hour increments.

5. Personal leave to which a FACULTY MEMBER may become entitled shall be granted before it is earned subject to management's responsibility to maintain efficient operations. A FACULTY MEMBER who is permitted to anticipate such leave and who subsequently terminates employment shall reimburse the University for those days of personal leave used but not earned.

6. Personal leave days shall be noncumulative from calendar year to calendar year. If a FACULTY MEMBER is required to work on their requested personal leave day and is unable to schedule their personal day during the calendar year due to the demands of their work, the calendar year shall be extended for ninety (90) days for scheduling purposes.

7. A FACULTY MEMBER who becomes ill while on personal leave will not be charged personal leave for the period of illness provided they furnish a satisfactory proof of such illness to the University upon their return to work.

8. In the event that a FACULTY MEMBER is unable to find a qualified colleague to replace them while they are on personal leave, such FACULTY MEMBER shall advise their department chairperson of this problem. The chairperson and the Dean shall assist the FACULTY MEMBER in attempting to find a qualified colleague to cover the FACULTY MEMBER'S classes.

9. The following applies to full-time temporary faculty personal leave benefits:

a. Earned unused personal leave will not be paid upon separation from employment.

b. A temporary faculty member with a single semester full workload contract is not eligible for personal leave.

c. A temporary faculty member on a single semester full workload contract who receives a subsequent single semester full workload contract will be credited one personal leave day in the second contiguous semester.

For illustrative purposes only: A temporary faculty member with a single semester full workload contract in the fall semester who receives a subsequent contract for a full workload in the spring semester will be credited with one personal leave day in the spring semester. A temporary faculty member with a single semester full workload contract in the spring semester who receives a subsequent contract for a full workload in the fall semester will be credited with one personal leave day in the fall semester.

G. Vacations

1. A FACULTY MEMBER on a twelve (12) month contract shall be eligible for annual leave after thirty (30) days of service with the University. Twelve (12) month FACULTY MEMBERS shall earn leave credits as of their date of hire. Leave shall be earned according to the following schedule:

Service	Annual Leave Entitlement	
	Per Year	Per Month
Less than 12 months	10 days	5/6 day
12 months to 180 months	15 days	1-1/4 days
181 months to 299 months	20 days	1-2/3 days
300 months or more	25 days	2-1/12 days

Twelve (12) month FACULTY MEMBERS shall earn annual leave credits for each month in which they are in compensable status ten (10) or more working days.

2. Vacation pay shall be the twelve (12) month FACULTY MEMBER'S regular rate of pay in effect for the payday immediately preceding the twelve (12) month FACULTY MEMBER'S vacation period.

3. Vacations shall be scheduled and granted for periods of time requested by the twelve (12) month FACULTY MEMBER subject to management's responsibility to maintain efficient operations. If the nature of the work makes it necessary to limit the number of twelve (12) month FACULTY MEMBERS on vacation at the same time, the twelve (12) month FACULTY MEMBER with the greatest seniority as it relates to total years of continuous service with the University shall be given their choice of vacation periods in the event of any conflict in selection.

4. If a holiday occurs during the work week in which vacation is taken by a twelve (12) month FACULTY MEMBER, the holiday shall not be charged to annual leave.

5. A twelve (12) month FACULTY MEMBER who becomes ill during their vacation will not be charged annual leave for the period of illness provided they furnish satisfactory proof of such illness to the University upon their return to work.

6. If a twelve (12) month FACULTY MEMBER is required to work during their scheduled vacation period and is unable to reschedule their vacation during the calendar year due to the demands of their work, the calendar year shall be extended for ninety (90) days for rescheduling purposes.

7. Any twelve (12) month FACULTY MEMBER separated from the service of the University for any reason prior to taking their vacation shall be compensated in a lump sum for the unused vacation they have accumulated up to the time of separation.

8. Unused annual leave shall be carried over from one (1) calendar year to the next provided that in no case shall the amount thus carried over exceed forty-five (45) days.

9. Twelve (12) month FACULTY MEMBERS who have one (1) or more years of service since their last date of hire may anticipate annual leave to which they become entitled during the then current calendar year unless the President has reason to believe that they have been abusing their leave privileges. Twelve (12) month FACULTY MEMBERS with less than one (1) year of service since their last date of hire may not anticipate annual leave. Annual leave may only be anticipated within the current calendar year.

10. A twelve (12) month FACULTY MEMBER who is retrenched and is not employed in another position within fourteen (14) calendar days of the effective date of retrenchment will receive a lump sum payment for all earned, unused annual leave unless the twelve (12) month FACULTY MEMBER requests in writing before the end of the fourteen (14) calendar days to freeze all earned, unused annual leave. A twelve (12) month FACULTY MEMBER may subsequently change a decision to freeze the earned, unused annual leave by submitting a written request for a lump sum payment for the annual leave. Payment will be made within thirty-five (35) days of the date on which the request is received by the University and will be at the rate of pay in effect on the last day of employment prior to the date of retrenchment. If the twelve (12) month FACULTY MEMBER is reemployed during the recall period, annual leave, which was frozen, will be reinstated. If the twelve (12) month FACULTY MEMBER is not reemployed prior to the expiration of the recall period, the twelve (12) month FACULTY MEMBER shall be paid off in lump sum for all frozen earned, unused annual leave at the rate of pay in effect on the last date of employment prior to the date of retrenchment.

#### H. Tuition Waivers

Effective with the start of the fall semester of 1999, the STATE SYSTEM/UNIVERSITIES shall modify their tuition waiver policy to provide for the following:

1. Total waiver of University tuition for the spouse of a FACULTY MEMBER at the University where the FACULTY MEMBER is employed. This waiver shall be applicable to the FACULTY MEMBER'S spouse until they obtain their first undergraduate degree.

2. Total waiver of University tuition for FACULTY MEMBER'S children, at the University where the FACULTY MEMBER is employed. This waiver of tuition at the FACULTY MEMBER'S University shall be applicable to the FACULTY MEMBER'S children until the children obtain their first undergraduate degree or until they reach the age of twenty-five (25), whichever comes first.

This waiver of tuition shall continue to the limits stated above if the FACULTY MEMBER should, after ten (10) or more years of service, become permanently disabled or die.

3. Fifty percent (50%) waiver of University tuition for FACULTY MEMBER'S children, at UNIVERSITIES other than the University where the FACULTY MEMBER is employed. This waiver of tuition shall be applicable until the children obtain their first undergraduate degree or until they reach the age of twenty-five (25), whichever comes first.

4. Tuition waiver shall continue to the limits stated in Sections H.2. and H.3. above for FACULTY MEMBERS who meet all of the following conditions:

- a. they are retired from the University;
- b. they are at or above the retirement superannuation age; and
- c. they have served ten (10) or more years in the STATE SYSTEM.

For FACULTY MEMBERS that retire on or after the beginning of the spring 2020 semester, the applicable conditions in this section will only be Sections 4.a. and 4.c.

5. Total waiver of tuition for FACULTY MEMBERS at any STATE SYSTEM University.

6. The provisions of existing tuition waiver policies at UNIVERSITIES shall not be diminished or adversely affected by the provisions of this Section.

7. The parties agree that current tuition waiver provisions for temporary full-time FACULTY MEMBERS who work two (2) back-to-back academic semesters will continue.

8. Effective with the start of the spring semester 2020, the following provisions will be applicable for part-time FACULTY MEMBERS who work two (2) back-to-back academic semesters with an FTE of fifty percent (50%) or greater. The waiver granted will be prorated based on the FTE of the part-time FACULTY MEMBER in that given semester. The first semester to be considered to meet the eligibility criteria of the part-time FACULTY MEMBER will be the fall 2019 semester. The first semester in which an eligible part-time FACULTY MEMBER will receive tuition waiver benefits will be the spring 2020 semester.

a. Prorated waiver of UNIVERSITY tuition for the FACULTY MEMBER'S children, at the UNIVERSITY where the FACULTY MEMBER is employed, will be based on the FTE of the part-time FACULTY MEMBER in that given semester. This prorated waiver of tuition at the FACULTY MEMBER'S UNIVERSITY shall be applicable to the FACULTY MEMBER'S children until the children obtain their first undergraduate degree or until they reach the age of twenty-five (25), whichever comes first.

b. Once a part-time FACULTY MEMBER becomes eligible for the prorated waiver of UNIVERSITY tuition for their children, they will lose eligibility for the prorated waiver in the academic semester their FTE drops below fifty percent (50%).

For summer session, the prorated waiver will only be granted if the part-time FACULTY MEMBER works an FTE of fifty percent (50%) or greater in the prior spring and subsequent fall semester. The prorated waiver for the summer session will be based upon the FTE of the part-time FACULTY MEMBER in the subsequent fall semester.

For winter session, the prorated waiver will only be granted if the part-time FACULTY MEMBER works an FTE of fifty percent (50%) or greater in the prior fall and subsequent spring semester. The prorated waiver for the winter session will be based upon the FTE of the part-time FACULTY MEMBER in the subsequent spring semester.

## **Article 22**

### **SALARIES**

#### **A. Salaries for Full-time FACULTY MEMBERS**

##### **1. General Pay Increases**

The salaries payable to FACULTY MEMBERS in an active pay status for the academic years 2023-2024, 2024-2025, 2025-2026 and 2026-2027 shall be as set forth in the applicable Pay Schedules A, B, C, and D. Those schedules provide for a pay increase as follows:

- a. All FACULTY MEMBERS who have not separated employment prior to ratification of this agreement will receive a general pay increase of four percent (4.00%) effective with the start of the fall semester of 2023, as reflected in Pay Schedule A.
- b. All FACULTY MEMBERS will receive a general pay increase of two percent (2.0%) at the start of the spring semester of 2025, as reflected in Pay Schedule B.
- c. All FACULTY MEMBERS will receive a general pay increase of one and a quarter percent (1.25%) at the start of the spring semester of 2026, as reflected in Pay Schedule C.
- d. All FACULTY MEMBERS will receive a general pay increase of three percent (3.0%) at the start of the spring semester of 2027, as reflected in Pay Schedule D.

##### **2. Annual Increments**

In addition to the above-listed general pay increases, a full-time regular FACULTY MEMBER below Step 13 shall be entitled to the following annual increment. Such annual increments shall be granted solely on the basis of service as follows:

- a. Effective with the 11<sup>th</sup> pay of the 2023-2024 academic year for FACULTY MEMBERS on a 20-pay schedule and with the 14<sup>th</sup> pay of the 2023-2024 academic year for FACULTY MEMBERS on a 26-pay schedule, all full-time regular FACULTY

MEMBERS who have not separated employment prior to ratification of this agreement shall move one increment

b. Effective with the 11<sup>th</sup> pay of the 2024-25 academic year for FACULTY MEMBERS on a 20-pay schedule and with the 14<sup>th</sup> pay of the 2024-2025 academic year for FACULTY MEMBERS on a 26-pay schedule, all full-time regular FACULTY MEMBERS shall move one increment.

c. Effective with the 11<sup>th</sup> pay of the 2025-26 academic year for FACULTY MEMBERS on a 20-pay schedule and with the 14<sup>th</sup> pay of the 2025-2026 academic year for FACULTY MEMBERS on a 26-pay schedule, all full-time regular FACULTY MEMBERS shall move one increment.

d. Effective with the 11<sup>th</sup> pay of the 2026-27 academic year for FACULTY MEMBERS on a 20-pay schedule and with the 14<sup>th</sup> pay of the 2026-2027 academic year for FACULTY MEMBERS on a 26-pay schedule, all full-time regular FACULTY MEMBERS shall move one increment.

### 3. Cash Payments

a. FACULTY MEMBERS who are at Step 13 of their present rank as of the fall 2023 semester and who have not separated employment prior to ratification of this agreement, shall receive a one-time cash payment of two and one-half percent (2.5%), which shall be paid effective with the 11<sup>th</sup> pay of the 2023-2024 academic year for FACULTY MEMBERS on a 20-pay schedule and with the 14<sup>th</sup> pay of the 2023-2024 academic year for FACULTY MEMBERS on a 26-pay schedule. These payments are cash payments paid in lieu of longevity increases to employees who are at or above the maximum step of their pay range.

b. FACULTY MEMBERS who are at Step 13 of their present rank as of the fall 2024 semester shall receive a one-time cash payment of two and one-half percent (2.5%), which shall be paid effective with the 11<sup>th</sup> pay of the 2024-25 academic year for FACULTY MEMBERS on a 20-pay schedule and with the 14<sup>th</sup> pay of the 2024-25 academic year for FACULTY MEMBERS on a 26-pay schedule. These payments are cash payments paid in lieu of longevity increases to employees who are at or above the maximum step of their pay range.

c. FACULTY MEMBERS who are at Step 13 of their present rank as of the fall 2025 semester shall receive a one-time cash payment of two and one-half percent (2.5%), which shall be paid effective with the 11<sup>th</sup> pay of the 2025-26 academic year for FACULTY MEMBERS on a 20-pay schedule and with the 14<sup>th</sup> pay of the 2025-26 academic year for FACULTY MEMBERS on a 26-pay schedule. These payments are cash payments paid in lieu of longevity increases to employees who are at or above the maximum step of their pay range.

d. FACULTY MEMBERS who are at Step 13 of their present rank as of the fall 2026 semester shall receive a one-time cash payment of two and one-half percent (2.5%), which shall be paid effective with the 11<sup>th</sup> pay of the 2026-27 academic year for

FACULTY MEMBERS on a 20-pay schedule and with the 14<sup>th</sup> pay of the 2026-27 academic year for FACULTY MEMBERS on a 26-pay schedule. These payments are cash payments paid in lieu of longevity increases to employees who are at or above the maximum step of their pay range.

B. Procedure

Pursuant to the STATE SYSTEM Compensation Plan, general pay increases, as set forth in Section A above, and annual increments (if applicable) shall be applied in that order. An employee on leave without pay shall, upon return to active pay status, be entitled to the above general pay increases and the annual increment or cash payment, as applicable, provided for in the attached pay schedules.

C. Salaries for Part-Time FACULTY MEMBERS

1. Part-time ACADEMIC FACULTY MEMBERS shall be paid on the basis of one-twenty-fourth (1/24) of a full-time academic year's salary for each workload hour taught.

D. Recruitment

During the term of this Agreement, a University may appoint regular full-time FACULTY MEMBERS at Step 13 of any rank then in effect for which they are legally qualified if the following conditions are met:

1. The FACULTY MEMBER is in a specialty or discipline which has been identified by agreement at local meet and discuss for that academic year as a specialty or discipline in which the University has had difficulty recruiting. Such specialties and disciplines must be identified and agreed to at local meet and discuss each academic year; and

2. The final appointment must be reported to local meet and discuss for notification purposes.

E. The parties shall meet and discuss, during the term of the Agreement, aspects of this Article that are of mutual interest.

F. Winter Session Classroom Faculty

Compensation for courses offered between the end of fall semester and the beginning of spring semester, commonly referred to as Winter Session, will be based on the continuing education agreement between the respective University and the local APSCUF chapter. In the event that no such agreement exists, compensation for Winter Session shall be determined by the salary scale set forth in this Article.

G. Athletic Director Stipend

1. Effective with the first pay of the 2025/26 and 2026/27 academic years, every FACULTY MEMBER who is assigned the duties of Athletic Director shall receive a payment of \$1,600 for that respective academic year.

2. Effective with the first pay of the 2025/26 and 2026/27 academic years, every FACULTY MEMBER who is assigned the duties of Assistant/Associate Director of Athletics shall receive a payment of \$1,100 for that respective academic year.

H. Effective with the first payroll of the Fall 2024 semester, all FACULTY MEMBERS are required to sign up for direct deposit of paychecks and authorized expense reimbursements.

STATE SYSTEM OF HIGHER EDUCATION  
FACULTY PAY SCHEDULE A  
EFFECTIVE FALL 2023

PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	REGULAR BIWEEKLY (20 PAYS)	\$2,722.12	\$3,151.21	\$3,647.92	\$4,434.07
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,093.94	\$2,424.01	\$2,806.09	\$3,410.82
	ACADEMIC ANNUAL	\$54,442.49	\$63,024.22	\$72,958.31	\$88,681.39
2	REGULAR BIWEEKLY (20 PAYS)	\$2,858.23	\$3,308.77	\$3,830.31	\$4,655.78
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,198.64	\$2,545.21	\$2,946.39	\$3,581.37
	ACADEMIC ANNUAL	\$57,164.63	\$66,175.35	\$76,606.14	\$93,115.58
3	REGULAR BIWEEKLY (20 PAYS)	\$3,001.15	\$3,474.20	\$4,021.83	\$4,888.57
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,308.58	\$2,672.46	\$3,093.72	\$3,760.44
	ACADEMIC ANNUAL	\$60,022.98	\$69,483.99	\$80,436.61	\$97,771.43
4	REGULAR BIWEEKLY (20 PAYS)	\$3,151.21	\$3,647.92	\$4,222.92	\$5,133.00
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,424.01	\$2,806.09	\$3,248.40	\$3,948.46
	ACADEMIC ANNUAL	\$63,024.22	\$72,958.31	\$84,458.36	\$102,660.03
5	REGULAR BIWEEKLY (20 PAYS)	\$3,308.77	\$3,830.31	\$4,434.07	\$5,389.65
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,545.21	\$2,946.39	\$3,410.82	\$4,145.89
	ACADEMIC ANNUAL	\$66,175.35	\$76,606.14	\$88,681.38	\$107,793.05
6	REGULAR BIWEEKLY (20 PAYS)	\$3,391.48	\$3,926.06	\$4,544.92	\$5,524.39
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,608.83	\$3,020.05	\$3,496.09	\$4,249.53
	ACADEMIC ANNUAL	\$67,829.64	\$78,521.24	\$90,898.35	\$110,487.74
7	REGULAR BIWEEKLY (20 PAYS)	\$3,474.20	\$4,021.83	\$4,655.78	\$5,659.14
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,672.46	\$3,093.72	\$3,581.37	\$4,353.18
	ACADEMIC ANNUAL	\$69,483.99	\$80,436.61	\$93,115.59	\$113,182.73
8	REGULAR BIWEEKLY (20 PAYS)	\$3,561.06	\$4,122.38	\$4,772.17	\$5,800.61
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,739.27	\$3,171.06	\$3,670.90	\$4,462.01
	ACADEMIC ANNUAL	\$71,221.14	\$82,447.65	\$95,443.35	\$116,012.15
9	REGULAR BIWEEKLY (20 PAYS)	\$3,647.92	\$4,222.92	\$4,888.57	\$5,942.10
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,806.09	\$3,248.40	\$3,760.44	\$4,570.84
	ACADEMIC ANNUAL	\$72,958.31	\$84,458.36	\$97,771.43	\$118,841.91
10	REGULAR BIWEEKLY (20 PAYS)	\$3,739.12	\$4,328.49	\$5,010.78	\$6,090.66
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,876.24	\$3,329.61	\$3,854.45	\$4,685.12
	ACADEMIC ANNUAL	\$74,782.35	\$86,569.75	\$100,215.58	\$121,813.11
11	REGULAR BIWEEKLY (20 PAYS)	\$3,830.31	\$4,434.07	\$5,133.00	\$6,239.20
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,946.39	\$3,410.82	\$3,948.46	\$4,799.38
	ACADEMIC ANNUAL	\$76,606.14	\$88,681.38	\$102,660.03	\$124,783.99
12	REGULAR BIWEEKLY (20 PAYS)	\$3,926.06	\$4,544.92	\$5,261.32	\$6,395.18
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$3,020.05	\$3,496.09	\$4,047.17	\$4,919.37
	ACADEMIC ANNUAL	\$78,521.24	\$90,898.35	\$105,226.38	\$127,903.65
13	REGULAR BIWEEKLY (20 PAYS)	\$4,024.21	\$4,658.54	\$5,392.85	\$6,555.06
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$3,095.55	\$3,583.49	\$4,148.35	\$5,042.36
	ACADEMIC ANNUAL	\$80,484.26	\$93,170.79	\$107,857.04	\$131,101.24

STATE SYSTEM OF HIGHER EDUCATION  
FACULTY PAY SCHEDULE B  
EFFECTIVE SPRING 2025

PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	REGULAR BIWEEKLY (20 PAYS)	\$2,776.57	\$3,214.24	\$3,720.87	\$4,522.75
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,135.82	\$2,472.49	\$2,862.21	\$3,479.04
	ACADEMIC ANNUAL	\$55,531.34	\$64,284.70	\$74,417.47	\$90,455.02
2	REGULAR BIWEEKLY (20 PAYS)	\$2,915.40	\$3,374.94	\$3,906.91	\$4,748.89
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,242.61	\$2,596.11	\$3,005.32	\$3,653.00
	ACADEMIC ANNUAL	\$58,307.92	\$67,498.85	\$78,138.26	\$94,977.89
3	REGULAR BIWEEKLY (20 PAYS)	\$3,061.17	\$3,543.68	\$4,102.27	\$4,986.34
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,354.75	\$2,725.91	\$3,155.59	\$3,835.65
	ACADEMIC ANNUAL	\$61,223.44	\$70,873.67	\$82,045.34	\$99,726.86
4	REGULAR BIWEEKLY (20 PAYS)	\$3,214.24	\$3,720.87	\$4,307.38	\$5,235.66
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,472.49	\$2,862.21	\$3,313.37	\$4,027.43
	ACADEMIC ANNUAL	\$64,284.70	\$74,417.47	\$86,147.53	\$104,713.23
5	REGULAR BIWEEKLY (20 PAYS)	\$3,374.94	\$3,906.91	\$4,522.75	\$5,497.45
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,596.11	\$3,005.32	\$3,479.04	\$4,228.80
	ACADEMIC ANNUAL	\$67,498.85	\$78,138.26	\$90,455.01	\$109,948.91
6	REGULAR BIWEEKLY (20 PAYS)	\$3,459.31	\$4,004.58	\$4,635.82	\$5,634.87
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,661.01	\$3,080.45	\$3,566.01	\$4,334.52
	ACADEMIC ANNUAL	\$69,186.24	\$80,091.66	\$92,716.32	\$112,697.49
7	REGULAR BIWEEKLY (20 PAYS)	\$3,543.68	\$4,102.27	\$4,748.90	\$5,772.32
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,725.91	\$3,155.59	\$3,653.00	\$4,440.25
	ACADEMIC ANNUAL	\$70,873.67	\$82,045.34	\$94,977.90	\$115,446.39
8	REGULAR BIWEEKLY (20 PAYS)	\$3,632.28	\$4,204.83	\$4,867.61	\$5,916.62
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,794.06	\$3,234.48	\$3,744.32	\$4,551.25
	ACADEMIC ANNUAL	\$72,645.57	\$84,096.61	\$97,352.21	\$118,332.39
9	REGULAR BIWEEKLY (20 PAYS)	\$3,720.87	\$4,307.38	\$4,986.34	\$6,060.94
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,862.21	\$3,313.37	\$3,835.65	\$4,662.26
	ACADEMIC ANNUAL	\$74,417.47	\$86,147.53	\$99,726.86	\$121,218.75
10	REGULAR BIWEEKLY (20 PAYS)	\$3,813.90	\$4,415.06	\$5,110.99	\$6,212.47
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,933.77	\$3,396.20	\$3,931.53	\$4,778.82
	ACADEMIC ANNUAL	\$76,278.00	\$88,301.14	\$102,219.89	\$124,249.37
11	REGULAR BIWEEKLY (20 PAYS)	\$3,906.91	\$4,522.75	\$5,235.66	\$6,363.98
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$3,005.32	\$3,479.04	\$4,027.43	\$4,895.37
	ACADEMIC ANNUAL	\$78,138.26	\$90,455.01	\$104,713.23	\$127,279.67
12	REGULAR BIWEEKLY (20 PAYS)	\$4,004.58	\$4,635.82	\$5,366.55	\$6,523.09
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$3,080.45	\$3,566.01	\$4,128.11	\$5,017.76
	ACADEMIC ANNUAL	\$80,091.66	\$92,716.32	\$107,330.91	\$130,461.72
13	REGULAR BIWEEKLY (20 PAYS)	\$4,104.70	\$4,751.71	\$5,500.71	\$6,686.16
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$3,157.46	\$3,655.16	\$4,231.31	\$5,143.20
	ACADEMIC ANNUAL	\$82,093.94	\$95,034.21	\$110,014.18	\$133,723.26

STATE SYSTEM OF HIGHER EDUCATION  
FACULTY PAY SCHEDULE C  
EFFECTIVE SPRING 2026

PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	REGULAR BIWEEKLY (20 PAYS)	\$2,811.27	\$3,254.41	\$3,767.38	\$4,579.29
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,162.52	\$2,503.39	\$2,897.99	\$3,522.53
	ACADEMIC ANNUAL	\$56,225.48	\$65,088.26	\$75,347.69	\$91,585.71
2	REGULAR BIWEEKLY (20 PAYS)	\$2,951.84	\$3,417.13	\$3,955.75	\$4,808.26
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,270.65	\$2,628.56	\$3,042.88	\$3,698.66
	ACADEMIC ANNUAL	\$59,036.77	\$68,342.59	\$79,114.99	\$96,165.11
3	REGULAR BIWEEKLY (20 PAYS)	\$3,099.44	\$3,587.98	\$4,153.55	\$5,048.67
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,384.18	\$2,759.98	\$3,195.03	\$3,883.59
	ACADEMIC ANNUAL	\$61,988.73	\$71,759.59	\$83,070.90	\$100,973.44
4	REGULAR BIWEEKLY (20 PAYS)	\$3,254.41	\$3,767.38	\$4,361.22	\$5,301.11
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,503.39	\$2,897.99	\$3,354.78	\$4,077.77
	ACADEMIC ANNUAL	\$65,088.26	\$75,347.69	\$87,224.37	\$106,022.15
5	REGULAR BIWEEKLY (20 PAYS)	\$3,417.13	\$3,955.75	\$4,579.28	\$5,566.16
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,628.56	\$3,042.88	\$3,522.53	\$4,281.66
	ACADEMIC ANNUAL	\$68,342.59	\$79,114.99	\$91,585.70	\$111,323.27
6	REGULAR BIWEEKLY (20 PAYS)	\$3,502.55	\$4,054.64	\$4,693.76	\$5,705.31
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,694.27	\$3,118.95	\$3,610.59	\$4,388.70
	ACADEMIC ANNUAL	\$70,051.06	\$81,092.81	\$93,875.27	\$114,106.21
7	REGULAR BIWEEKLY (20 PAYS)	\$3,587.98	\$4,153.55	\$4,808.26	\$5,844.47
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,759.98	\$3,195.03	\$3,698.66	\$4,495.75
	ACADEMIC ANNUAL	\$71,759.59	\$83,070.90	\$96,165.12	\$116,889.47
8	REGULAR BIWEEKLY (20 PAYS)	\$3,677.68	\$4,257.39	\$4,928.46	\$5,990.58
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,828.99	\$3,274.92	\$3,791.12	\$4,608.14
	ACADEMIC ANNUAL	\$73,553.64	\$85,147.81	\$98,569.12	\$119,811.54
9	REGULAR BIWEEKLY (20 PAYS)	\$3,767.38	\$4,361.22	\$5,048.67	\$6,136.70
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,897.99	\$3,354.78	\$3,883.59	\$4,720.54
	ACADEMIC ANNUAL	\$75,347.69	\$87,224.37	\$100,973.44	\$122,733.99
10	REGULAR BIWEEKLY (20 PAYS)	\$3,861.57	\$4,470.25	\$5,174.88	\$6,290.12
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,970.44	\$3,438.65	\$3,980.68	\$4,838.56
	ACADEMIC ANNUAL	\$77,231.48	\$89,404.90	\$103,497.64	\$125,802.49
11	REGULAR BIWEEKLY (20 PAYS)	\$3,955.75	\$4,579.28	\$5,301.11	\$6,443.53
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$3,042.88	\$3,522.53	\$4,077.77	\$4,956.56
	ACADEMIC ANNUAL	\$79,114.99	\$91,585.70	\$106,022.15	\$128,870.67
12	REGULAR BIWEEKLY (20 PAYS)	\$4,054.64	\$4,693.76	\$5,433.63	\$6,604.62
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$3,118.95	\$3,610.59	\$4,179.71	\$5,080.48
	ACADEMIC ANNUAL	\$81,092.81	\$93,875.27	\$108,672.54	\$132,092.50
13	REGULAR BIWEEKLY (20 PAYS)	\$4,156.01	\$4,811.11	\$5,569.47	\$6,769.74
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$3,196.93	\$3,700.85	\$4,284.21	\$5,207.49
	ACADEMIC ANNUAL	\$83,120.12	\$96,222.14	\$111,389.36	\$135,394.80

STATE SYSTEM OF HIGHER EDUCATION  
FACULTY PAY SCHEDULE D  
EFFECTIVE SPRING 2027

PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	REGULAR BIWEEKLY (20 PAYS)	\$2,895.61	\$3,352.05	\$3,880.41	\$4,716.66
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,227.39	\$2,578.50	\$2,984.93	\$3,628.20
	ACADEMIC ANNUAL	\$57,912.25	\$67,040.91	\$77,608.12	\$94,333.28
2	REGULAR BIWEEKLY (20 PAYS)	\$3,040.39	\$3,519.64	\$4,074.42	\$4,952.50
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,338.76	\$2,707.42	\$3,134.17	\$3,809.62
	ACADEMIC ANNUAL	\$60,807.87	\$70,392.87	\$81,488.44	\$99,050.07
3	REGULAR BIWEEKLY (20 PAYS)	\$3,192.42	\$3,695.62	\$4,278.15	\$5,200.13
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,455.71	\$2,842.78	\$3,290.89	\$4,000.10
	ACADEMIC ANNUAL	\$63,848.39	\$73,912.38	\$85,563.03	\$104,002.65
4	REGULAR BIWEEKLY (20 PAYS)	\$3,352.05	\$3,880.41	\$4,492.06	\$5,460.14
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,578.50	\$2,984.93	\$3,455.43	\$4,200.11
	ACADEMIC ANNUAL	\$67,040.91	\$77,608.12	\$89,841.10	\$109,202.81
5	REGULAR BIWEEKLY (20 PAYS)	\$3,519.64	\$4,074.42	\$4,716.66	\$5,733.15
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,707.42	\$3,134.17	\$3,628.20	\$4,410.11
	ACADEMIC ANNUAL	\$70,392.87	\$81,488.44	\$94,333.27	\$114,662.97
6	REGULAR BIWEEKLY (20 PAYS)	\$3,607.63	\$4,176.28	\$4,834.58	\$5,876.47
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,775.10	\$3,212.52	\$3,718.90	\$4,520.36
	ACADEMIC ANNUAL	\$72,152.60	\$83,525.59	\$96,691.53	\$117,529.40
7	REGULAR BIWEEKLY (20 PAYS)	\$3,697.82	\$4,280.69	\$4,955.44	\$6,023.38
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,844.48	\$3,292.84	\$3,811.88	\$4,633.37
	ACADEMIC ANNUAL	\$73,956.41	\$85,613.73	\$99,108.82	\$120,467.63
8	REGULAR BIWEEKLY (20 PAYS)	\$3,790.27	\$4,387.70	\$5,079.33	\$6,173.97
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,915.59	\$3,375.16	\$3,907.17	\$4,749.20
	ACADEMIC ANNUAL	\$75,805.32	\$87,754.08	\$101,586.54	\$123,479.32
9	REGULAR BIWEEKLY (20 PAYS)	\$3,885.02	\$4,497.40	\$5,206.31	\$6,328.32
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,988.48	\$3,459.54	\$4,004.85	\$4,867.93
	ACADEMIC ANNUAL	\$77,700.45	\$89,947.93	\$104,126.20	\$126,566.31
10	REGULAR BIWEEKLY (20 PAYS)	\$3,982.15	\$4,609.83	\$5,336.47	\$6,486.52
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$3,063.19	\$3,546.02	\$4,104.98	\$4,989.63
	ACADEMIC ANNUAL	\$79,642.96	\$92,196.63	\$106,729.36	\$129,730.46
11	REGULAR BIWEEKLY (20 PAYS)	\$4,081.70	\$4,725.08	\$5,469.88	\$6,648.69
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$3,139.77	\$3,634.67	\$4,207.60	\$5,114.37
	ACADEMIC ANNUAL	\$81,634.04	\$94,501.54	\$109,397.59	\$132,973.73
12	REGULAR BIWEEKLY (20 PAYS)	\$4,183.74	\$4,843.20	\$5,606.63	\$6,814.90
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$3,218.26	\$3,725.54	\$4,312.79	\$5,242.23
	ACADEMIC ANNUAL	\$83,674.89	\$96,864.08	\$112,132.53	\$136,298.07
13	REGULAR BIWEEKLY (20 PAYS)	\$4,288.34	\$4,964.28	\$5,746.79	\$6,985.28
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$3,298.72	\$3,818.68	\$4,420.61	\$5,373.29
	ACADEMIC ANNUAL	\$85,766.76	\$99,285.68	\$114,935.84	\$139,705.52

## Article 23

### WORKLOAD AND WORKLOAD EQUIVALENTS

#### A. ACADEMIC FACULTY

##### 1. Teaching FACULTY

###### a. Workload Hours

For all ACADEMIC FACULTY MEMBERS, the full workload for the academic year shall not exceed twenty-four (24) workload hours (with twelve (12) workload hours as standard for a term). In no event shall more than fifteen (15) workload hours be assigned in any one (1) academic term unless overload as provided for in this Agreement is paid. Laboratories, studios, clinics, and field and activity courses shall be equated on the basis of three (3) contact hours being equal to two (2) workload hours for that period of time which is actually spent in such work. Where such types of courses also include lecture hours, each hour of scheduled lecture is to be considered a workload hour.

However, each contact hour in laboratories in chemistry, biology, physics, allied health science and earth science shall be assigned one (1) workload hour.

###### b. Preparations

No more than three (3) preparations per academic term shall be assigned unless such additional preparations are compensated in accordance with the formula contained in Article 25, Section B. Preparations shall be defined and assigned in accordance with the definition of preparation contained in Article 25, Section B. However, where an overload course(s) is assigned in accordance with subsection 1.a. above, the additional courses(s) assigned may carry an additional preparation(s).

###### c. Student Consultation Hours

Full-time teaching FACULTY MEMBERS as defined in this Article shall maintain a minimum of five (5) hours for student consultation per week on no fewer than three (3) different days at such times and locations, and in such modalities (i.e., virtual or in-person), as will accommodate the needs of the students. Teaching FACULTY MEMBERS not defined as full-time, or those with a reduced teaching load for reasons such as a grant-funded alternative workload assignment, shall maintain a prorated number of hours for student consultation each week, at a minimum of twenty-five (25) minutes for each workload hour taught, at such days, times and locations, and in such modalities (i.e., virtual or in-person) as will accommodate the needs of the students. The schedule of student consultation hours for each FACULTY MEMBER shall be posted in such manner so as to be easily observed by the students.

d. Graduate Teaching

A FACULTY MEMBER who teaches graduate courses shall have the following considered a maximum full workload in any academic term beyond which overload shall be paid:

- (1) Nine (9) workload hours if only graduate courses are taught; or
- (2) Twelve (12) workload hours for any combination of graduate and undergraduate courses involving less than nine (9) workload hours of graduate courses.

Supervision of one (1) Master's thesis shall be equated with one-third (1/3) of a workload hour. Supervision of one (1) Doctoral dissertation shall be equated with one (1) graduate workload hour.

No later than August 31, the State System shall provide a report to State Meet and Discuss that identifies all FACULTY MEMBERS teaching a combination of graduate and undergraduate courses for the preceding year (fall, winter, spring, summer). The report shall include each FACULTY MEMBER's name, University, department and their respective number of workload hours of graduate and undergraduate teaching in each semester.

e. Internships/Cooperative Education

- (1) A University supervisor of student interns or cooperative education students shall supervise a maximum of seventy-two (72) students during a year.
- (2) When an ACADEMIC FACULTY MEMBER carries a mixed load of teaching and supervision of student interns/cooperative education students, the ACADEMIC FACULTY MEMBER'S workload shall be calculated on the basis of each student intern/cooperative education student being equivalent to one-third (1/3) of a workload hour.
- (3) No workload hour equivalent shall be granted unless the internship program/cooperative education program has been approved by the Curriculum Committee and the President/designee.

f. Supervisors of Student Teachers

- (1) A University supervisor of student teachers shall supervise up to a maximum of forty (40) student teachers during a two (2) semester academic year, and be responsible for practicum, where applicable. The maximum shall not exceed twenty (20) student teachers during any one (1) semester of the academic year. In making an actual assignment, the President/designee shall, in consultation with the student teacher supervisors, take into consideration the number of schools involved and the distances required to be traveled from one school to another by the student teacher supervisor.

A student teacher supervisor's actual schedule of days to be worked during the academic year shall be determined by the President/designee. It is

contemplated that such days shall not necessarily be limited by the University calendar, but rather, the President/designee shall take into consideration the needs of student teachers being supervised and of the school district(s) involved.

(2) Workload for student teacher supervisors when carrying a mixed load of teaching and supervision of student teachers shall be calculated on the basis that each student teacher assigned shall be equivalent to .600000 workload hour.

(3) FACULTY MEMBERS assigned full-time to supervision of student teachers shall be available for student consultations for five (5) hours per week. The student consultation may be at such times and locations, and in such modalities (i.e., virtual or in-person), as will accommodate the needs of the student.

(4) A student teacher supervisor shall be provided with a vehicle when available in accordance with STATE SYSTEM/UNIVERSITIES regulations. When a STATE SYSTEM/University vehicle is not available, they must use their own vehicle, and they shall be reimbursed pursuant to Article 32, TRAVEL EXPENSES.

(5) A student teacher supervisor who is customarily and regularly required by the STATE SYSTEM/University to travel fifteen (15) miles or more from their regular work site, and whose work assignment requires that they remain away during their normal lunch period, shall be reimbursed for actual out-of-pocket lunch expenses not to exceed, including sales tax, ten dollars (\$10.00).

(6) In no event shall a student teacher supervisor be required by the STATE SYSTEM/UNIVERSITY to travel more than the greater of fifty (50) miles or one (1) hour of drive time, each way, from their work site or home, for supervision of each student teacher assigned to them. The provisions of existing student teacher supervision policies at UNIVERSITIES with a lower maximum travel distance shall not be adversely affected by this Section.

## 2. Library FACULTY

a. Subject to the provisions hereof, all members of the professional library staff shall enjoy full FACULTY status with all the rights, privileges and responsibilities pertaining thereto. For administrative purposes, the professional librarians shall constitute a department.

b. Library FACULTY in the performance of their duties shall be scheduled for no more than thirty-five (35) hours per week, and Library FACULTY also shall be expected, as are other FACULTY MEMBERS, to assume committee assignments and other University responsibilities.

c. A Library FACULTY MEMBER'S schedule shall be based on library needs as determined by the President/designee in consultation with members of the Library FACULTY.

3. Laboratory School FACULTY

a. Laboratory school FACULTY shall have FACULTY status and rank in the same manner as any other FACULTY MEMBER.

b. Laboratory school FACULTY workload and academic year assignments shall be made by the President/designee in consultation with the laboratory school FACULTY and shall be consistent with the needs of the students in the laboratory school and the requirements of the school district(s) involved. Laboratory school FACULTY shall be expected, as are other FACULTY MEMBERS, to assume committee assignments and other University responsibilities.

c. Laboratory school FACULTY shall have a lunch period of at least one-half (1/2) hour, which shall be free of all other duties.

d. By mutual consent, evidenced by a written document duly executed by the parties to this Agreement, the provisions of this Section may be modified or changed at local meet and discuss.

4. ACADEMIC FACULTY MEMBERS whose basic responsibilities lie outside of the classroom setting shall have their weekly workload equated to the workload hour provisions of Section A.1.a. of this Article. Any teaching performed by these FACULTY MEMBERS shall be prorated on that basis and they shall be paid overload in accordance with Article 25, OVERLOAD, or their non-classroom responsibilities shall be proportionately reduced. Adequate time will be provided for continuing scholarly growth and professional development and service.

B. Mixed Workloads

The workload for FACULTY who perform mixed work assignments shall be calculated on a proportional basis, using the appropriate workload definitions for the type of work performed. Any workload equivalents granted in this Agreement will be equated to workload hours for load purposes.

C. Athletic Administration

1. The minimum workload equivalents to be granted for athletic administration are listed below as total workload hours for the academic year. These workload hours may be assigned in any proportions during the academic year.

Minimum Workload Hours  
For Academic Year

Director of Intramurals	6
Director of Equal Opportunity in Sports	6
Trainer	
Licensed Head Athletic Trainer	12
Licensed Assistant Athletic Trainer(s)	6

2. As of fall 1985, the existing workload equivalents of the Athletic Director and the Assistant/Associate Director(s) of Athletics at the various UNIVERSITIES shall be considered minimums, but the President/designee at each University shall have the right to increase these workload equivalents pursuant to Section H of this Article.

3. Report of Fundraising Activity

Beginning with the Fall 2024 semester, a UNIVERSITY shall make a good faith effort to provide to each Athletic Director and Assistant/Associate Director of Athletics information (to the extent it is available) that the University receives including funds raised, expenditures against those funds and the balances in their respective fundraising accounts, and any accounts of any individuals whom they are responsible to evaluate. The information shall include quarterly and fiscal year to date data.

4. Athletic Trainers

Effective Fall 2024, full-time Athletic Trainers shall be scheduled for forty (40) hours per week, which is inclusive of activities performed toward meeting the service and scholarship expectations. The supervisor in consultation with the Athletic Trainer will determine the work schedule including clinical activities, scholarship and service. All hours worked in excess of forty (40) in accordance with this paragraph must be preapproved by the supervisor and shall be recorded and the cumulative amount shall be paid out during the next term (based on table below) on an overload basis, at the rate of one workload hour for every 40 hours worked over the weekly limit. Athletic Trainers that also teach as part of the regular workload shall have the hours per week noted above prorated. Part-time Athletic Trainers shall be scheduled on a prorated basis. Effective Fall 2026, Athletic Trainers may not be required to work more than forty-five (45) hours per week (prorated for part-time Athletic Trainers) but may volunteer to do so.

Appointment	Fall Eligible Overload	Spring Eligible Overload	Summer Eligible Overload
9 month	Paid during Winter Term	Paid during Summer Term <i>(inclusive of pre-spring term work that begins after the Division II winter break)</i>	
10 month	Paid during Winter Term <i>(inclusive of pre-fall term work)</i>	Paid during Summer Term <i>(inclusive of pre-spring term work that begins after the Division II winter break)</i>	
12 month	Paid during Winter Term	Paid during Summer Term <i>(begins after the Division II winter break)</i>	Paid during Fall Term

D. Directing Music Activities

In developing a plan for granting workload equivalents for directing music activities, a distinction is to be made between activity that is curricular (directed for academic credit) and activity that is not. Where a single activity (e.g., Orchestra) blends students enrolled in the course with those not enrolled, load shall be granted under paragraph D.1.

1. If the activity is recognized as part of the regular curriculum, the director shall be granted workload equivalents under the plan adopted for determining teaching workloads for classroom or laboratory instruction.
2. If a music activity is actually extracurricular, the following workload equivalents shall be granted:

Minimum  
Allowance of FTE per Semester/Term

Band - Concert or Marching	25%
Assistant Band Director	12 1/2%
Orchestra	25%
Smaller Vocal and/or Instrumental Groups/Ensembles	12 1/2%
Choir or Chorus	25%
Opera	25%

E. Directing Theater, Dance, Media/Broadcast (Radio and Television), Journalism (Student Newspaper), and Speech/Debate.

In developing a plan for granting workload equivalents for directing Theater, Dance, Media/Broadcast (Radio and Television), Journalism (Student Newspaper), and Speech/Debate, a distinction is to be made between activity that is curricular (directed for academic credit) and activity that is not. Where a single activity blends students enrolled in the course with those not enrolled, load shall be granted under subsection E.1.

1. If the activity is recognized as part of the regular curriculum, the director shall be granted workload equivalents under the plan adopted for determining teaching workloads for classroom or laboratory instruction.
2. If the activity is actually extracurricular, the following workload equivalents shall be granted:

Minimum Allowance of FTE per Semester/Term	
Forensics/Speech/Debate	25%
Producing Director	25%
Director of Theater or Dance	25%
Assistant Director of Theater or Dance	12 1/2%
Designer(s) of Staged Productions	25%
Technical Director of Staged Productions	25%
Director of Musical Theater	25%
Choreographer(s)	12 1/2%
Director (Advisor) of Journalism (Student Newspaper)	25%
Director (Advisor) Broadcast Media (TV and Radio)	25%
Director (Advisor) to Other, Smaller Student Publications	12 1/2%

F. Instead of offering a workload equivalent to the FACULTY MEMBER for any of the above, the President/designee shall have the right, in consultation with the FACULTY MEMBER and APSCUF, to assign the work on an overload basis.

G. The President/designee shall have the right to increase, in writing, the workload equivalents listed in Sections C., D., and E. of this Article. These increases shall be presented for informational purposes at local meet and discuss.

H. Workload equivalents not identified in the Collective Bargaining Agreement may be granted, in writing, by the President of the University/designee and shall be presented for informational purposes at local meet and discuss. Such workload equivalents will be equated to workload hours for load purposes. The acceptance of such assignments shall be voluntary. Each UNIVERSITY will provide an annual report of workload equivalents granted under this section to Local and State Meet and Discuss no later than August 31, for workload equivalents provided for the preceding year (fall, winter, spring, summer).

#### I. Calendar

If a calendar system other than the two (2) academic term systems of fifteen (15) teaching weeks each is established by appropriate means during the term of this Agreement, a mathematical equivalent shall be established for the above workload requirement.

- J. 1. The State President and the Vice-President of APSCUF shall each receive up to a 100% workload reduction. In addition, APSCUF shall notify the STATE SYSTEM of any additional APSCUF Statewide leader(s) to receive a workload reduction. APSCUF shall reimburse the STATE SYSTEM/UNIVERSITIES for all salary, benefits and related costs arising from these arrangements.
2. The local President of APSCUF shall receive a minimum of a 25% workload equivalency per semester. Existing workload equivalencies in excess of 25% shall not be reduced under this contract.
- K. The parties shall Meet and Discuss during the term of this Agreement at the state level aspects of this Article that are of mutual interest.

## Article 24

### SUMMER EMPLOYMENT

A. Summer contracts shall be offered no later than May 1. A summer contract may be either a firm contract or a contingency contract at the discretion of the President.

If a firm contract is offered by May 1 and accepted by the FACULTY MEMBER by May 15, it shall be mutually binding.

If a contingency contract is offered by May 1 and accepted by the FACULTY MEMBER by May 15, the following conditions shall apply:

1. The University may cancel the contract at any time before the second class meeting if the number of students is insufficient to cover the direct and indirect costs to the University.
  2. The FACULTY MEMBER may cancel the contract if the FACULTY MEMBER provides notice to the University three (3) weeks before the course is scheduled to begin.
- B. Subject to the approval of the President or their designee, summer assignments shall be made by the chairpersons of the departments, giving prior consideration to members of the department who have the qualifications and experience to do the work planned.
- C. The amount of compensation for teaching summer school courses shall be paid based upon the following:
1. Compensation for summer employment shall be paid at the rate of 55% of one-twenty-fourth (1/24) of the regular full-time salary for each workload hour, based upon the salary schedule in effect during the preceding academic year (see Appendices F, G and H), excluding any chairperson stipend, applied to the FACULTY MEMBER'S current rank and step. If FACULTY MEMBERS advance in rank and step, summer compensation shall be adjusted accordingly.

2. Workload hours for summer employment shall be calculated in the same manner as during the academic year. For example, each contact hour in chemistry, biology, physics, allied health science, and earth science assigned one (1) workload hour during the academic year shall also be assigned one (1) workload hour during the summer, if the course is taught during the summer.

D. The parties shall agree to a schedule for the payment of summer employment at State Meet and Discuss no later than March 1. The payment schedule so agreed to shall remain in effect unless changed by mutual consent at State Meet and Discuss.

## **Article 25**

### **OVERLOAD**

#### **A. Workload Hour Overload**

1. Overload for FACULTY MEMBERS shall be paid at the rate of 68% of one-twenty-fourth (1/24) of the current academic year's regular full-time salary for each workload hour in excess of fifteen (15) assigned during any academic term or in excess of twenty-four (24) assigned during any academic year (see Appendices I, J, and K).

2. If FACULTY MEMBERS advance in rank and step, overload compensation shall be adjusted accordingly.

#### **B. Preparation Overload**

1. Thirty-one percent (31%) of one-twenty-fourth (1/24) of the current academic year's regular full-time salary, excluding any chairperson stipend, per course workload hour, shall be paid for each preparation beyond three (3) per academic term to each FACULTY MEMBER who is eligible under the provisions of Article 23, WORKLOAD AND WORKLOAD EQUIVALENTS.

2. If FACULTY MEMBERS advance in rank and step, preparation overload compensation shall be adjusted accordingly. The course(s) that receive(s) a preparation with the least number of workload hours shall be used when applying this "Compensation Formula."

3. In the following instances one or more courses identified with a single course number and/or course title shall be recognized as one preparation for the FACULTY MEMBER:

a. A lecture-discussion course.

b. A combination of the lecture and laboratory portions of a chemistry, biology, physics, allied health science and earth science course.

c. The laboratory portion of a chemistry, biology, physics, allied health science or earth science course if the FACULTY MEMBER does not also have responsibility for the lecture portion.

- d. An industrial arts course or a studio course in art if the course provides credit on three or more levels of a given area -- i.e., Sculpture I, Sculpture II, Sculpture III.
  - e. Any drill or laboratory course in industrial arts, home economics, or business if lecture-discussion credit is given in the workload of the instructor.
  - f. Any combination of private or individual lessons in one family of instruments, regardless of differing course numbers.
  - g. Assignment to supervision of student teaching which includes responsibility for practicum.
4. In the following instances one or more courses identified with a single course number and/or course title shall be recognized as one half preparation:
- a. An activity course in physical education.
  - b. A studio course in art, if the course grants credit in only one or two levels of the given area -- i.e., Sculpture I, Sculpture II.
  - c. Any drill or laboratory course in industrial arts, home economics, or business if no lecture-discussion credit is given in the workload of the instructor.
  - d. Any combination of private or individual lessons in voice or a single instrument regardless of different course numbers.
  - e. Any music performance course, other than individual lessons.
5. In the following instances no preparations are recognized:
- a. Any activity for which the FACULTY MEMBER is granted a workload equivalency.
  - b. Part-time assignment to supervision of student teaching which does not include responsibility for the practicum.
6. Further general stipulations:
- a. If two or more disparate or different courses are taught at one time and one place by a given FACULTY MEMBER each course shall be recognized as a half preparation.
  - b. A course in which students may earn either graduate or undergraduate credits shall be treated as a single course if taught at the same time and place by a single instructor.
  - c. In a team teaching situation each instructor will be credited with a preparation. However, the credit hours on which extra preparation compensation is computed may be

pro-rated among the two or more FACULTY MEMBERS teaching that course provided the credit hours are also pro-rated for workload hours.

d. Mini-courses shall be recognized for preparation credit depending upon whether they fall under subsection 3. or subsection 4. above.

e. An instructor will be granted preparation credit for all courses taught by them in a given term as identified under subsection 3. or subsection 4., regardless of the duration of the respective courses.

7. Manner and conditions for assignment of extra preparations:

A fourth preparation may be assigned at the discretion of the University administration if the total teaching load does not exceed the maximum stipulated in the Agreement. The prior approval of the FACULTY MEMBER and the department chairperson must be obtained for a fourth preparation if the total load exceeds the stipulated maximum and for any preparations in excess of four (4).

C. A FACULTY MEMBER shall be entitled to both preparation overload compensation and workload hour overload compensation during the same academic year, if both their workload hours and preparations have exceeded the maximums identified in this Agreement. If the FACULTY MEMBER'S preparation overload and workload hour overload are both earned from the same course in the same academic semester, the FACULTY MEMBER will receive their workload hour overload compensation for the academic year or their preparation hour overload compensation for the academic year, whichever is greater.

D. Student Teacher Supervisor Overload

1. Overload for student teacher supervisors shall be paid at the rate of one-fortieth (1/40) of the academic year's salary for each student teacher assigned to the supervisor in excess of forty (40) in an academic year or twenty (20) in any term of an academic year.

2. Overload for student teacher supervisors when carrying a mixed load of teaching and supervision of student teachers shall be calculated on the basis of each student teacher assigned shall be equivalent to .600000 workload hour.

E. Library FACULTY Overload

Overload for Library FACULTY shall be paid at the straight time hourly rate specified in the STATE SYSTEM'S Compensation Plan for the FACULTY MEMBER'S rank and step for all hours in excess of thirty-five (35) per week. Overload for teaching by Library FACULTY shall be paid in accordance with Section A. of this Article.

F. Other FACULTY MEMBERS

Overload for FACULTY MEMBERS whose basic responsibilities lie outside the classroom shall be paid in accordance with Section A. of this Article.

## Article 26

### INDEPENDENT STUDY AND INDIVIDUALIZED INSTRUCTION

A. A FACULTY MEMBER engaged with students in independent study shall be paid in accordance with Section C of this Article when the following requirements have been met:

1. The FACULTY MEMBER'S assigned workload is eleven (11) or more workload hours for that semester or twenty-two (22) or more workload hours for the academic year. There are no workload restrictions for independent study performed outside the academic year except as noted in Section A.6. below.
2. An independent study program within a department must be listed in the University catalogue with an accompanying course description or must have received approval for inclusion in the catalogue.
3. Prior to the granting of academic credit, the department shall approve the course of study undertaken by the student.
4. The acceptance of independent study students shall be voluntary on the part of the FACULTY MEMBER; however, when such students are accepted, at least five (5) hours of FACULTY time per credit offered shall be made available upon request of each student. This time shall be outside the periods already allocated by the FACULTY MEMBER to classroom and office commitments.
5. The offering of independent study courses by the department shall be governed by the same credit hour constraints consistent with University policy.
6. Management will not approve nor shall a FACULTY MEMBER accept students for more than nine (9) workload hours of independent study per semester/session.

B. Individualized Instruction

A FACULTY MEMBER engaged in individualized instruction shall be paid in accordance with Section C. of this Article when the following requirements have been met:

1. The course must be a regular University catalogue course.
2. The course is not scheduled to be taught in the particular semester. However, in extraordinary circumstances, this rule may be waived by mutual consent at local meet and discuss.
3. The course assignment must be approved in accordance with the procedure outlined in Article 6, DEPARTMENT CHAIRPERSONS, before the assignment is undertaken.
4. The acceptance of individualized instruction students shall be voluntary on the part of the FACULTY MEMBER; however, when such students are accepted, at least five (5) hours of FACULTY time per credit offered shall be made available upon the request of the student. This

time shall be outside the periods already allocated by the FACULTY MEMBER to classroom and office commitments.

5. Management will not approve nor shall a FACULTY MEMBER accept students for more than nine (9) workload hours of individualized instruction per semester/session.

6. No course shall be offered as individualized instruction to more than five (5) students in a given semester/session. In extraordinary circumstances, this rule may be waived by mutual consent at local meet and discuss.

C. Payment Formula for Independent Study and Individualized Instruction

1. When the above requirements have been met, payment for independent study and individualized instruction shall be paid at the rate of \$200.00 per independent study or individualized instruction workload hour.

2. Beginning with the fall 2025 semester, payment for independent study and individualized instruction shall be paid at the rate of \$225.00 per independent study or individualized instruction workload hour.

**Article 27**

CONTINUING EDUCATION

A. Definitions

Beginning with the fall 2024 semester the following shall apply:

1. Credit bearing continuing education courses are those in which the majority of students are not enrolled in a degree or for-credit certificate program, regardless of the time, location or modality of instruction. This is measured at the conclusion of the drop/add period. If a course is initially assigned as an in-load course for a FACULTY MEMBER, based on the anticipated enrollment, the course will not be converted to a credit bearing continuing education course.

2. Non-credit bearing continuing education trainings carry no academic credit independently, regardless of whether the student is matriculated in a degree or non-degree credit-bearing credential program.

B. For all continuing education courses, the following shall apply:

1. Continuing education courses will not be considered a part of the FACULTY MEMBER'S regular workload as defined in Article 23, WORKLOAD AND WORKLOAD EQUIVALENTS.

2. FACULTY MEMBERS shall teach continuing education courses on a voluntary basis.

C. In instances in which credit bearing courses are offered through continuing education, the following shall apply:

1. Continuing education courses will continue to be offered and FACULTY MEMBERS will continue to be compensated according to local meet and discuss agreements with the exception that the compensation shall be no greater than one twenty-fourth (1/24) of the FACULTY MEMBER'S academic year salary for each workload hour.
2. In addition to the payment as designated in Section B.1. of this Article, the STATE SYSTEM/UNIVERSITIES will pay travel expenses and all other contributions as prescribed by law.
3. The provisions of existing continuing education agreements at the UNIVERSITIES, which are not in conflict with this Section, shall remain in effect unless changed by mutual consent at local meet and discuss.

D. In instances in which non-credit bearing courses are offered through continuing education, the following shall apply:

1. The University shall deliver prompt notice to the appropriate academic department(s) for which the course would apply. If no appropriate department(s) can be identified for the course, such notice shall be delivered to local APSCUF;
2. The academic department(s) or local APSCUF, as appropriate, shall respond within three (3) University calendar days, indicating which FACULTY MEMBERS, if any, are qualified and willing to teach the course;
3. After receiving the department(s) or local APSCUF's response, the President or their designee shall assign the course to one of the FACULTY MEMBERS recommended by the department(s) or identified by local APSCUF if deemed qualified by the President or their designee. The provisions of this subsection shall not be subject to the provisions of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION, of this Agreement;
4. If no FACULTY MEMBERS from within the department(s) or University are willing to teach the course, the President or their designee may appoint a faculty member from outside the University to teach the course;
5. The provisions of existing continuing education agreements at the UNIVERSITIES, which are not in conflict with this Section, shall remain in effect unless changed by mutual consent at local meet and discuss.

## **Article 28**

### **DUES CHECK-OFF**

#### **A. Check-off**

1. The STATE SYSTEM agrees to deduct in bi-weekly installments an amount equal to the regular annual dues and assessments, if any, of APSCUF from the pay of those FACULTY MEMBERS who individually request in writing that such deductions be made. APSCUF will, via an excel spreadsheet (or other agreed-upon format), certify to System Human Resources on a biweekly basis new or updated deductions authorized by each FACULTY MEMBER. The spreadsheet will contain the employee's First and Last Name, Personnel Number, UNIVERSITY Name, and amount to be deducted. The STATE SYSTEM will process the deductions effective with the next payroll processing date following the second Friday of each month. The amount(s) to be deducted shall be certified in writing by APSCUF to the STATE SYSTEM and the aggregate deductions from all FACULTY MEMBERS shall be remitted monthly to APSCUF, together with an itemized statement containing the names of the FACULTY MEMBERS from whom the deductions have been made and the amount so deducted from each one; UNIVERSITY; Personnel Number; payment date; total base pay subject to dues; and total supplemental pay subject to dues. The aforesaid remittance shall be made by the last day of the month following the month in which such deductions have been made. Each FACULTY MEMBER'S written authorization shall remain in effect until expressly revoked in writing by the FACULTY MEMBER in accordance with the terms of the authorization. When it is determined by APSCUF that a FACULTY MEMBER'S payroll deductions should cease, APSCUF shall be responsible for notifying System Human Resources in writing. The STATE SYSTEM shall rely on the information provided by APSCUF to cancel or change authorizations.
2. The parties agree to develop a report regarding supplemental pay that will be provided to APSCUF on a mutually agreeable schedule. This report will be developed by December 1, 2019 at State Meet and Discuss.
3. APSCUF shall indemnify and hold the STATE SYSTEM/UNIVERSITIES harmless against any and all claims, suits, orders, or judgments brought or issued against the STATE SYSTEM/UNIVERSITIES as a result of the action taken or not taken by the STATE SYSTEM/UNIVERSITIES under the provisions of this Article.

## **Article 29**

### **RETRENCHMENT PROCESS**

#### **A. Preliminary Matters**

1. Changes in Finances
  - a. UNIVERSITIES' annualized budget documents shall be shared with state and local meet and discuss no later than November 1 in the calendar year prior to the August 1 notice of the possibility of retrenchment. Beginning at the next local meet and discuss,

UNIVERSITIES will present assumptions used to create university budgets, and their target revenues and expenditures. They will also identify known risks that may result in having to consider retrenchment in the subsequent budget year. They will also discuss how such known risks may be mitigated.

b. Where, based upon changes in finances, a UNIVERSITY is considering a reduction in the overall FACULTY complement beyond what might normally be achieved through attrition or routine assessment of temporary staffing needs, the issues in the annualized budget documents and the steps taken to mitigate them will be shared at local meet and discuss for discussion of mitigating steps.

2. Program Curtailment or elimination of courses

Where a UNIVERSITY identifies an anticipated curtailment in its program array or course offerings and is considering a reduction in the overall FACULTY complement beyond what might normally be achieved through attrition or routine assessment of temporary staffing needs, the UNIVERSITY shall share the programs and/or courses being reviewed at local meet and discuss by November 1 prior to the April 1 deadline date of the notice of the possibility of retrenchment for discussion of mitigating steps.

3. Elimination of Duties or Services

Where a UNIVERSITY identifies a duty or service provided by FACULTY whose basic responsibilities lie outside of the classroom that it is considering eliminating, the issues surrounding the specific duties or services will be discussed at local meet and discuss by November 1 prior to the April 1 deadline of the notice of the possibility of retrenchment for the discussion of mitigating steps.

4. Mitigating Steps

During meet and discuss, the parties will explore mitigating steps, including but not be limited to the following, which may be pursued in any order and/or simultaneously, in accordance with contractual processes:

- a. Utilizing existing/available distance education courses or currently scheduled or anticipated winter session courses to fill load
- b. Reducing the FTE of temporary FACULTY
- c. Intra-department/inter-department transfer of regular FACULTY
- d. Inter-University transfer of regular FACULTY
- e. Exploring the sharing of programs across UNIVERSITIES

5. The STATE SYSTEM/UNIVERSITIES will not refuse to rehire temporary FACULTY, beyond what might normally be achieved through attrition or routine assessment of temporary staffing needs, to avoid the pre-retrenchment meet and discuss processes set forth in Section A of this Article.

6. The STATE SYSTEM/UNIVERSITIES must include the local APSCUF President/designee in all communication(s) with a regular FACULTY MEMBER regarding any

proposed change in the FACULTY MEMBER's work assignment(s) in order to avoid retrenchment.

B. Notice of the Possibility of Retrenchment

1. a. Notice of the possibility of retrenchment due to changes in finances will be sent electronically by the respective PASSHE University to the local APSCUF Chapter President with a copy to the State APSCUF President no later than August 1 for any retrenchment(s) that may occur effective at the end of the subsequent academic year.

b. Notice of the possibility of retrenchment due to program curtailment, elimination of courses, or the elimination of duties or services provided by FACULTY whose basic responsibilities lie outside the classroom will be sent electronically by the respective PASSHE University to the local APSCUF Chapter President with a copy to the State APSCUF President no later than April 1 for any retrenchment(s) that may occur effective at the end of the subsequent academic year.

2. The STATE SYSTEM/UNIVERSITIES shall meet and discuss with APSCUF or its designee regarding changes in finances, program curtailment, elimination of courses, or the elimination of duties or services provided by FACULTY whose basic responsibilities lie outside the classroom, which may lead to retrenchment, and thereby impact wages, hours and terms and conditions of employment, as required by Section 702 of Act 195. In connection with such duty to meet and discuss, accurate information, statistics or financial data related to any such proposed change shall be made available to both State and Local APSCUF as well as to the affected University and the STATE SYSTEM, so that all parties are prepared to engage in a discussion of the relevant issues. This shall not be construed to require the STATE SYSTEM/UNIVERSITIES to compile such material in the form requested which is not already compiled in that form, unless mutually agreeable.

3. Retrenchment shall not be used to evade the disciplinary provisions of this Agreement.

4. After the notice of the possibility of retrenchment is sent to APSCUF, the STATE SYSTEM/UNIVERSITIES must include state and/or local APSCUF in all communication(s) with a FACULTY MEMBER regarding any proposed change in the FACULTY MEMBER's work assignment(s) in order to avoid retrenchment.

C. Notice of Retrenchment

Retrenchment because of changes in finances, program curtailment, elimination of courses or the elimination of duties or services provided by FACULTY whose basic responsibilities lie outside the classroom shall be applied as hereinafter set forth.

1. If and when retrenchment is to occur, the STATE SYSTEM/UNIVERSITIES shall, to the extent practicable, make plans to permit the process of attrition to be utilized to effect the required reduction of regular FACULTY.

2. When in the opinion of the STATE SYSTEM/UNIVERSITIES retrenchment of regular FACULTY becomes necessary and it cannot be accomplished totally by attrition, APSCUF and

the affected FACULTY MEMBERS shall be notified prior to implementation, in accordance with the schedule set forth in subsection 3, below.

Staffing reductions will occur in the following order (recognizing that retrenchment rights do not apply to temporary FACULTY and non-tenure track regular part-time FACULTY).

- a. temporary, part-time
- b. temporary, full-time
- c. regular, part-time
- d. regular, full-time

3. The FACULTY MEMBERS to be retrenched shall be given notice in accordance with the following:

- a. First-year probationary non-tenured FACULTY MEMBER – sent by certified mail or hand delivered on or before March 1;
- b. Second-year probationary non-tenured FACULTY MEMBER – sent by certified mail or hand delivered on or before December 15;
- c. Probationary non-tenured FACULTY MEMBERS beyond the second year – sent by certified mail or hand delivered on or before December 1;
- d. Tenured FACULTY MEMBERS – sent by certified mail or hand delivered on or before October 30.

A retrenchment shall not be considered a non-renewal and a FACULTY MEMBER so retrenched shall not be permitted to grieve that action as if it were a non-renewal. If a FACULTY MEMBER had been scheduled for a sabbatical leave, they shall not be deprived of their sabbatical leave because they are subject to being retrenched.

4. The UNIVERSITY shall not appoint/reappoint temporary FACULTY in a department where retrenchment is occurring unless there is no regular FACULTY MEMBER in the department qualified to perform the duties that the temporary FACULTY MEMBER would be appointed/reappointed to perform.

5. With respect to the application of Section C.2. above, retrenchment shall be made in inverse order of length of service from the most recent date of employment at the University ("seniority"), within a department, provided the remaining ACADEMIC FACULTY MEMBERS have the necessary qualifications to teach the remaining courses or perform the remaining duties. ACADEMIC FACULTY MEMBERS shall be responsible for keeping their Academic Dean informed of all their qualifications. The order of retrenchment in a consolidated UNIVERSITY shall be in accordance with Article 45.

D. 1. Before retrenching an ACADEMIC FACULTY MEMBER, the University shall make a reasonable effort to place them in another position within the APSCUF bargaining units. When an ACADEMIC FACULTY MEMBER has been a member of more than one (1) department

and they are retrenched from their current department, they shall have the right to return to a previous department as follows:

- a. If they left the previous department less than five (5) years prior to their retrenchment from their current department, they shall have the right to return, if qualified; and
- b. If they left five (5) or more years prior to their retrenchment, they shall have a right to return, if qualified, but only with the approval of the department or the President.

2. A FACULTY MEMBER who has received a letter of retrenchment shall have the opportunity to apply for vacancies with the same hiring rights as stated in the preferential hiring rights and preferred rehiring provisions of Sections G. and J. of this Article.

E. The FACULTY MEMBERS in the department, program or administrative unit where retrenchment notices have been issued shall be given the opportunity to reach voluntary agreement among themselves as to the order of retrenchment, if the FACULTY MEMBERS who remain in the department, program or administrative unit have the qualifications to teach the remaining courses or perform the remaining duties. Where such voluntary agreements are made, the date of the original notice of retrenchment to the FACULTY MEMBERS in the department, program or administrative unit shall be considered the date of notice to the FACULTY MEMBER who has voluntarily agreed to be retrenched. The opportunity to reach voluntary agreement shall end sixty (60) days after notice is given. Those who are retrenched by voluntary agreement in accordance with the foregoing shall have the same rights as if involuntarily retrenched.

F. A retrenched FACULTY MEMBER shall be entitled to such unemployment compensation benefits as authorized by law.

G. 1. A FACULTY MEMBER retrenched from their University shall within a period of time equal to their length of service at that University, or three (3) years from their date of retrenchment ("furlough period"), whichever is less, be given preference with respect to a FACULTY vacancy which is covered by this Collective Bargaining Agreement for which they apply at another University, if deemed qualified by the receiving department. Their name then shall be forwarded to the President of the receiving University who shall consider whether or not they are qualified. If the President of the receiving University determines such FACULTY MEMBER to be qualified, they shall be appointed. The FACULTY MEMBER shall be considered for appointment by the President of the receiving University before, and independent of, all other applicants; provided, however, that where there are FACULTY MEMBERS on a preferred rehiring list at the receiving University, the rehiring rights of those FACULTY MEMBERS shall take priority over the preferential hiring rights of retrenched FACULTY MEMBERS from another University. Notice concerning vacancies at a particular University shall be posted at that University and a copy of such notice shall be sent by electronic mail to APSCUF headquarters in Harrisburg, to the Office of the Chancellor, and to each retrenched FACULTY MEMBER. Retrenched FACULTY MEMBERS must indicate their interest in any such vacancy for which they feel they are qualified by sending a letter of application, together with other appropriate documentation, to the President of the University where the vacancy exists within thirty (30) calendar days after the date the notice of the vacancy is posted (referred to in this subsection as the "Notice Period"); provided that, if there are fewer than ten (10) days

between the date when the FACULTY MEMBER first receives their notice of retrenchment in the academic year, pursuant to Section C. 3. of this Article, and the end of the Notice Period, the Notice Period shall be extended for ten (10) additional days for any faculty member receiving a retrenchment notice within the extended notice period. Under no circumstances shall the Notice Period extend beyond 40 days from the original date of the posting. If more than one (1) retrenched FACULTY MEMBER applies to fill a vacancy at another University during this Notice Period, they shall be given the preferential consideration specified above, in order of seniority; provided, however, that the process of considering all such retrenchee applicants shall not exceed thirty (30) calendar days from the end of the Notice Period. Letters of application which are received after the end of the Notice Period shall receive no preferential rights with respect to the vacancy but shall be considered along with and in the same fashion as all other applicants for the vacancy.

Preferential hiring rights at another University do not extend to: (a) temporary part-time faculty vacancies that are less than fifty percent (50%) (6 workload hours per semester) of a regular full-time equivalent (FTE); (b) summer employment; or (c) winter session. A retrenched FACULTY MEMBER shall have preferred rehiring rights to such positions at the University from which the FACULTY MEMBER was retrenched.

A retrenched FACULTY MEMBER appointed at another University in accordance with the foregoing shall be appointed at their rank at the time of retrenchment and will be placed at the following step:

- a. If a FACULTY MEMBER is currently above Step 4, the FACULTY MEMBER may be placed at no more than four (4) steps below their current step, provided that their new step is not below Step 4.
- b. If a FACULTY MEMBER is currently at Step 4 or below, the FACULTY MEMBER will be appointed at their current step.

However, retrenched FACULTY MEMBERS appointed to positions funded with grant monies may be appointed at the rank stated in the notice of vacancy at whatever step the President deems appropriate.

2. When a retrenched FACULTY MEMBER applies for consideration for a vacancy at another University in accordance with Section G.1. above, the normal search and screen process shall not apply to retrenched applicants.

H. Any retrenched tenured FACULTY MEMBER who receives an appointment at another UNIVERSITY shall receive University-wide seniority credit at the receiving UNIVERSITY of three (3) years or, where the President and the receiving department agree, additional University-wide seniority may be granted, up to the full amount accrued at the former UNIVERSITY. A probationary non-tenured FACULTY MEMBER shall receive no University-wide seniority credit, unless the President and the receiving department agree, in which case University-wide seniority may be granted up to the full amount accrued at the former UNIVERSITY. Retrenched FACULTY MEMBERS preferentially hired on or after July 1, 1985 shall have seniority over all other new hires with the same date of appointment. If appointed within their furlough period, they shall retain accumulated sick leave and sabbatical leave credits and they shall not be considered a new employee for purposes of fringe

benefits provided for FACULTY MEMBERS covered by this Agreement. If at the time of retrenchment, they had been a participant in the State Employees' Retirement Plan and thereafter withdrew their contributions, they shall have the right to repurchase their past service in accordance with the State Employees' Retirement Board regulations.

- I. 1. A retrenched FACULTY MEMBER who receives an appointment at another University within their furlough period shall, if they did not have tenure at the University from which they were retrenched, be required to comply fully with the provisions of Article 15, TENURE, at the receiving University as a new FACULTY MEMBER. If they had tenure at the University from which they were retrenched, then they will be granted tenure at the receiving University.
2. A retrenched tenured FACULTY MEMBER who receives an appointment at another University within their furlough period will be evaluated, irrespective of their evaluation cycle at the University from which retrenched, in their third year of employment at the receiving University and thereafter will be evaluated pursuant to Article 12, PERFORMANCE REVIEW AND EVALUATION.

Example: Retrenched FACULTY MEMBER who has been granted tenure by the University from which retrenched is appointed with tenure at the receiving University effective fall 2015. This FACULTY MEMBER will be evaluated in accordance with Article 12 during academic year 2017-2018. The next fifth year evaluation will be conducted in academic year 2022-2023.

- J. A FACULTY MEMBER who receives a notice of retrenchment from a University shall be placed on a preferred rehiring list. Each University shall have a separate rehiring list. The least senior FACULTY MEMBER shall be the first name placed on such list. They shall be retained on the preferred rehiring list for a period equal to their furlough period. Upon separation from the University, the STATE SYSTEM shall provide reimbursement of COBRA premiums paid by a retrenched FACULTY MEMBER for the Faculty Health & Welfare Plan and the State System Group Health Plan, less the applicable active employee premium contribution, for a period of six (6) months or until permanent employment begins, whichever comes first. In addition, the STATE SYSTEM shall continue group life insurance coverage for a retrenched FACULTY MEMBER for a period of six (6) months or until permanent employment begins, whichever comes first, if the group life insurance vendor agrees to make this coverage available for retrenched FACULTY MEMBERS at group rates; if the group life insurance vendor does not agree to this extension of coverage, the STATE SYSTEM shall not be required to provide this additional benefit to retrenched FACULTY MEMBERS. At the University where retrenchment is occurring, no new FACULTY MEMBER will be hired to fill a vacancy for which a retrenched FACULTY MEMBER on the preferred rehiring list is qualified, as determined by the President of the University in their sole discretion, unless the vacancy first is offered in writing to all such qualified FACULTY MEMBERS on that list, for recall in reverse order of placement. Such offer (which shall be made by registered mail to the last known address of the FACULTY MEMBER and to APSCUF) to qualified FACULTY MEMBERS shall remain open for a period of fifteen (15) calendar days. During the period that a FACULTY MEMBER is on a preferred rehiring list, they shall keep the University from which they were retrenched and the Chancellor informed of any permanent or temporary change in their address. In the event a FACULTY MEMBER rejects in writing an offered position in accordance with the foregoing, or in the event they do not respond in writing within said fifteen (15) calendar day period, their name shall be passed over, but they shall remain on the preferred rehiring list. If a FACULTY MEMBER either rejects in writing two (2) offered full-time positions of one (1) year or more or fails to respond in writing within the above stated time limits to two (2) offered

full-time positions of one (1) year or more, their name shall be removed from the preferred rehiring list and all preference rights under this Article shall cease. Part-time FACULTY MEMBERS shall have recall rights only with respect to part-time positions but shall be considered for full-time positions in accordance with Article 11, APPOINTMENT OF FACULTY. A regular FACULTY MEMBER recalled to a position of any duration shall be evaluated consistent with Article 12, Section F. or G. as applicable.

K. In the event a FACULTY MEMBER is recalled in accordance with the provisions of Section J. above, they shall receive the same rank and step which they had when they were retrenched. In addition, they shall retain all sick leave accumulations, credits for tenure or tenure status and credits for sabbatical leave, and shall be entitled to repurchase past service credits for retirement in accordance with COMMONWEALTH regulations. Furthermore, they shall not be considered a new employee for purposes of fringe benefits provided for FACULTY MEMBERS covered by this Agreement.

L. If a program at one (1) University is moved to another University, whether or not a similar program existed at that other University, FACULTY MEMBERS who receive appointments at the other University with respect to that program will be considered as having been transferred and not retrenched. As such, the FACULTY MEMBERS affected shall be entitled to all rights and privileges of transferred employees, in addition to transportation and moving expenses, subject to STATE SYSTEM/UNIVERSITIES rules and regulations pertaining thereto. Such transferred employees shall not be reduced in rank or step.

M. The University shall, on or before November 1 of each year, provide the local APSCUF President and state level APSCUF with a seniority list for each University. In addition, a copy of such list shall be sent to the department chairperson for posting in each department. All such lists shall reflect each FACULTY MEMBER'S most recent date of appointment at the University (first day on the payroll) and within their current department.

Positions on such list shall be considered final unless a question is raised with respect thereto by an individual FACULTY MEMBER within a period of sixty (60) days from the date of delivery of the list to APSCUF. The seniority list shall be compiled according to the seniority Agreement between the STATE SYSTEM and APSCUF.

N. 1. Nothing contained within this Article shall be construed as requiring a University to retain more ACADEMIC FACULTY MEMBERS in a department or program than the President deems to be needed in that department or unit.

O. All preference rights under this Article shall cease upon acceptance by a FACULTY MEMBER of a regular full-time position under the provisions of Sections D. or G. or J. of this Article.

P. The parties shall meet and discuss during the term of the Agreement aspects of this Article that are of mutual interest.

Q. The parties agree that any grievances relating to retrenchment issues will be handled in an expeditious fashion in the steps of the grievance procedure. The parties also agree that if APSCUF requests that any such grievances be submitted to arbitration, the parties will make a good faith effort to schedule the arbitration hearings during the academic year in which the notices of retrenchment are issued.

R. If an arbitrator should find that the meet and discuss requirements of this Article have been violated by management, the arbitrator's remedy shall be limited to ordering additional meet and discuss between the parties, and the arbitrator may not insert himself into that process. If an arbitrator should find that a FACULTY MEMBER was improperly retrenched, the arbitrator's remedy shall be limited to determining whether or not reinstatement is appropriate and whether or not full or partial back pay, seniority and fringe benefits should be awarded.

S. In the event that any retrenched FACULTY MEMBER accepts a regular position at another UNIVERSITY within the STATE SYSTEM by exercising their preferential hiring rights, the STATE SYSTEM will reimburse the FACULTY MEMBER'S expenses of moving their household goods, if any, to their new residence in accordance with applicable STATE SYSTEM rules and regulations.

T. In the event that a retrenched FACULTY MEMBER is preferentially hired into a regular position for the fall semester immediately following the effective date of retrenchment, that FACULTY MEMBER or their family member is eligible to use existing tuition waiver benefits, and such benefits shall be paid by the retrenching UNIVERSITY during the summer between the effective date of the retrenchment and the subsequent fall semester after the retrenchment effective date.

### **Article 30**

#### **HEALTH AND WELFARE**

A. A jointly-administered Health and Welfare Fund has been established under the provisions of an Agreement and Declaration of Trust executed by and between APSCUF and the STATE SYSTEM/UNIVERSITIES. This Health and Welfare Fund shall conform to all existing and future federal and Commonwealth statutes and regulations controlling such Health and Welfare Funds. Said Agreement and Declaration of Trust provides and shall continue to provide equal representation on the Board of Trustees by and between APSCUF and the STATE SYSTEM/UNIVERSITIES.

B. The Board of Trustees of the Health and Welfare Fund shall determine at their discretion and in accordance with the terms of this Agreement and the terms of the Agreement and Declaration of Trust, health and welfare benefits which may be extended by the Health and Welfare Fund to FACULTY MEMBERS, their spouse, and their dependents.

C. 1. For the term of this agreement, the STATE SYSTEM shall pay an annual amount to the Health and Welfare Fund of \$1,125.74 for each full-time FACULTY MEMBER in an active pay status. The STATE SYSTEM shall remit its contributions, together with an itemized statement, to the Health and Welfare Fund on a biweekly basis during the 20 pay periods in which the faculty salaries are paid.

2. The biweekly contribution rate shall be \$56.287 for each full-time FACULTY MEMBER in active pay status. The rate for part-time FACULTY MEMBERS shall be proportionate to the percent of the regular workload assigned to the FACULTY MEMBER. For example, the rate for a FACULTY MEMBER employed half-time shall be one-half of the rate for a full-time FACULTY MEMBER.

3. Beginning with the first full pay period for the academic year, the STATE SYSTEM shall determine the number of full-time FACULTY MEMBERS in active pay status during that

pay period and contribute \$56.287 for each full-time FACULTY MEMBER. The STATE SYSTEM also shall make contributions for all faculty wage hours reported for the pay period at the rate of \$.750 per hour.

4. The STATE SYSTEM shall remit biweekly contributions to the Health and Welfare Fund within fourteen (14) days of the last day of the pay period for which contributions were calculated.

5. For purposes of this Agreement, FACULTY MEMBERS in "active pay status" shall include the following:

a. FACULTY MEMBERS who receive a full or partial paycheck for the pay period.

b. FACULTY MEMBERS who are on leave without pay with benefits.

c. FACULTY MEMBERS who are on leave without pay without benefits for a period of one full pay period or less.

6. The procedures provided for in number 1 through 5 above shall be utilized to calculate and remit contributions on behalf of FACULTY MEMBERS eligible under Section D. below.

D. 1. Contributions on behalf of part-time FACULTY MEMBERS shall be made on a proportionate basis with the calculations based on the workload provisions of Article 23, WORKLOAD AND WORKLOAD EQUIVALENTS.

2. Full contributions will be made for all FACULTY MEMBERS on full or partial educational leaves without pay.

3. Full contributions will be made for all FACULTY MEMBERS on leaves without pay due to sickness, parental or family care leave that are also eligible for benefits under the SSHEGHP pursuant to Article 21.A.8.

4. Full contributions will be made for all terminated FACULTY MEMBERS who are eligible for any type of benefit from the STATE SYSTEM pursuant to Article 15.G.

E. 1. Contributions made by the Employer to the Health and Welfare Fund as indicated in Sections C. and D. above shall not be used for any purpose other than to provide health and welfare benefits in accordance with the terms of this Collective Bargaining Agreement and the Agreement and Declaration of Trust and to pay the operating and administrative expenses of the Fund.

2. All benefits extended by this Health and Welfare Fund must be designed to be excludable from the "regular rate" definition of the Fair Labor Standards Act.

3. No dispute over a claim for any benefits extended by this Health and Welfare Fund shall be grievable or in any fashion subject to any grievance and arbitration procedure established in

any Collective Bargaining Agreement between the STATE SYSTEM/UNIVERSITIES and APSCUF.

F. It is expressly agreed and understood that the STATE SYSTEM/UNIVERSITIES do not accept, nor are they in any manner to be charged with hereby, any responsibility connected with the determination of benefits for, nor with any liability to, any FACULTY MEMBER claiming under any of the benefits extended by the Health and Welfare Fund. It is expressly agreed that the liability of the STATE SYSTEM/UNIVERSITIES in any and every event with respect to benefits extended by the Health and Welfare Fund shall be limited to the contributions indicated under Sections C. and D. above.

## **Article 31**

### MISCELLANEOUS CONDITIONS

A. Offices

The STATE SYSTEM/UNIVERSITIES shall supply each FACULTY MEMBER with suitable office space and facilities, which the STATE SYSTEM/UNIVERSITIES shall maintain.

B. Unemployment Compensation

FACULTY MEMBERS shall be eligible for unemployment compensation benefits as provided by law.

C. Indemnity for Liability

The STATE SYSTEM/UNIVERSITIES shall hold a FACULTY MEMBER harmless of and from any and all claims, suits, orders or judgments arising as the result of any action taken as a FACULTY MEMBER in the ordinary course of employment.

D. Instructional Recordings

Participation in instructional recordings is to be voluntary on the part of FACULTY MEMBER(S). The University and FACULTY MEMBER(S) shall agree, either before or after the recording, as to the future use and disposition of the recorded material.

E. Curriculum Committee

1. There shall be a curriculum committee at each University, which shall be selected as determined by the FACULTY, but which may include at least one (1) administrator if designated by the President. Each UNIVERSITY shall establish processes and procedures for recommending curricular action (including but not limited to guidelines on program review, program and course initiation, class size, and similar recommendations), which shall be developed and approved at local meet and discuss. Said processes and procedures will be reviewed by State Meet and Discuss to ensure each university is in compliance with this provision; State Meet and Discuss may otherwise review local processes and procedures at its discretion. Current curriculum committee agreements/curricular procedures or policies shall remain in effect unless renegotiated consistent with this Section. Nothing in this Section shall

be interpreted as invalidating or limiting any existing or future local curriculum committee agreement, with regard to matters not specifically addressed herein. Local APSCUF Chapters and Universities retain the authority to establish by local agreement the procedures and authority of the curriculum committee, so long as the agreement does not violate a specific provision of this Section. In cases where there are concerns regarding appropriate implementation of local processes and procedures, the Chapter President may bring this concern to the University President for resolution. If the concern is unresolved, the issue may then be directed to the State APSCUF President and the Chancellor.

2. Recommendations of the curriculum committee shall be transmitted to the President/designee for approval or disapproval. The President/designee shall respond within 30 days. The President's or designee's disapproval of a curriculum committee recommendation will be accompanied by a written explanation to the curriculum committee chair of the reasons for the President's or designee's disapproval. The decision of the President/designee to reject the recommendation(s) of the curriculum committee pursuant to this Section shall be final and not subject to challenge through the grievance procedure; provided, however, that a grievance contesting the President's failure to provide a written explanation may be filed directly at Step 3 of the grievance procedure under Article 5.

#### F. Past Practice

Rules, regulations, policies or practices relating to wages, hours and terms and conditions of employment now existing and not in conflict with this Agreement shall remain in effect unless modified, amended or eliminated in the same manner as they had been adopted. The provisions of this section of this Article shall be subject to the provisions of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION, but only with respect to whether the procedure used to modify, amend or eliminate the rules, regulations, policies or practices was the same as was used to establish the rules, regulations, policies or practices.

#### G. Academic Advising and Student Scheduling

1. The parties recognize that academic advising is a role of the faculty, and that no change in the involvement of faculty in academic advising is intended by this statement.

2. Advising is among the most significant determinants of student success. Holistic advising goes beyond academic advising focusing on the student as a whole person. In order to support the full range of a student's advising needs, UNIVERSITIES may assign other personnel (who may not be members of the bargaining unit) to work with the faculty advisor of record and the department chairperson (as needed) in the following activities:

- a. informing students of degree, major field, distribution and track requirements (including by making referrals to appropriate faculty to discuss majors);
- b. implementing the department's educational plan (program templates or prototypes);
- c. implementing the academic advisor's recommendations;

- d. assisting to eliminate barriers to meet educational goals;
  - e. assisting students in gaining access to recommended courses (but not recommending specific instructors), scheduling, and registration;
  - f. maintaining and communicating the schedule of current and future course offerings (including special designation courses) by department; and
  - g. understanding the four-year structure of course offerings.
3. Other personnel supporting academic advising will keep the faculty advisor of record informed. Any department or center that houses academic advising services shall have a faculty member or faculty advisory board serving to provide guidance and support for the work of the department or center containing other student success personnel.
4. The parties recognize that holistic advising incorporates other aspects of university life including professional and personal interests and may include support from other areas including, but not limited to, resident life, financial aid, career development, and counseling centers.
5. Management shall be responsible to ensure training and/or professional development opportunities for faculty advisors.

#### H. Contractual Deadlines

All contractual deadlines that occur on a Saturday, Sunday or any day when the UNIVERSITY's administrative offices are closed shall be extended to the next regular business day.

### **Article 32**

#### TRAVEL EXPENSES

A FACULTY MEMBER who is authorized by the STATE SYSTEM/UNIVERSITIES to travel on official business shall be paid for expenses actually incurred in accordance with the STATE SYSTEM'S Travel and Subsistence Allowance Regulations. Allowances under these Regulations shall not be reduced during the term of this Agreement, except that the mileage allowance shall be the General Services Administration rate. If the General Services Administration of the Federal Government increases or decreases the mileage allowance for employees under its jurisdiction, the mileage allowance for FACULTY MEMBERS will be increased or decreased on the effective date of the General Services Administration change. If a FACULTY MEMBER wishes to use their own vehicle, and is authorized to travel, they shall be reimbursed pursuant to these Regulations.

Every reasonable effort will be made to process travel expenses promptly.

Travel expenses incurred by FACULTY MEMBERS when traveling or attending "Meet and Discuss" or other APSCUF related matters shall not be reimbursed by the STATE SYSTEM/UNIVERSITIES.

## **Article 33**

### AGREEMENT AGAINST STRIKES AND LOCK-OUTS

- A. During the term of this Agreement there shall be no strike, as that term is defined in the Public Employee Relations Act, by any FACULTY MEMBER. It is also understood that no officer, representative or official of APSCUF shall in any fashion authorize, assist or encourage any such strike during the term of this Agreement.
- B. Neither the STATE SYSTEM nor the UNIVERSITIES shall lock-out any FACULTY MEMBER(S) during the term of this Agreement.
- C. Should a strike occur during the term of this Agreement, APSCUF shall, within twenty-four (24) hours of the start of such strike or at the request of the STATE SYSTEM/UNIVERSITIES:
1. Publicly disavow the strike action by the FACULTY MEMBERS in all available communications media;
  2. Advise the STATE SYSTEM/UNIVERSITIES in writing that such FACULTY MEMBERS' action has not been authorized or sanctioned by APSCUF;
  3. Advise FACULTY MEMBERS at the UNIVERSITIES where the strike is taking place that it has not sanctioned and has disapproved of the strike action; and APSCUF shall instruct the FACULTY MEMBERS to return to work immediately.
- D. The STATE SYSTEM/UNIVERSITIES reserve the right in their sole discretion to discipline, suspend or discharge any FACULTY MEMBER(S) who violate the provisions of Section A. of this Article.
- E. Compliance with the foregoing provisions of this Article shall be deemed full compliance with APSCUF's obligations under this Article. APSCUF shall have no other obligations or liabilities to the STATE SYSTEM/UNIVERSITIES under this Article.

## **Article 34**

### INTER-UNIVERSITY TRANSFERS

- A. Among other purposes, it is the intent of this Article to assist in alleviating potential staffing problems at the UNIVERSITIES by providing for the voluntary transfer of REGULAR FACULTY MEMBERS among the UNIVERSITIES. It is specifically understood that the provisions of this Article are intended to deal solely with inter-University transfers and that they do not convey any other powers to the STATE SYSTEM/UNIVERSITIES that it does not already have. The terms of this Article shall not apply to a FACULTY MEMBER who has been retrenched from their University. When a FACULTY MEMBER has been retrenched, the provisions of Article 29, RETRENCHMENT, shall apply, and shall be considered prior to any transfers under this Article.

B. Faculty Initiated Transfers – Where a tenured FACULTY MEMBER seeks to transfer to another STATE SYSTEM UNIVERSITY, the following process shall be followed:

1. The Office of the Chancellor shall maintain an electronic clearinghouse of REGULAR FACULTY vacancies across the STATE SYSTEM that shall be accessible to all REGULAR FACULTY MEMBERS. A REGULAR tenured FACULTY MEMBER must apply within fourteen (14) calendar days from the date a vacancy is posted in order to receive consideration under this Article.
2. The FACULTY MEMBER shall send their application materials for the vacancy to the President of the receiving UNIVERSITY. Within five (5) business days from the conclusion of the application period, the President/designee of the receiving UNIVERSITY shall determine if the application materials should be sent to the receiving department for consideration. The decision of the President or/designee shall not be subject to the provisions of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION, of this Agreement.
3. The receiving department and department chairperson shall follow the process outlined in Article 11, Section A.1. through A.3. and Section B. and provide notice in accordance with Article 11, Section C. to the President/designee within fourteen (14) calendar days of receipt of the application materials.
4. If an applicant is not recommended by the department FACULTY MEMBERS, the reasons therefore shall be given in writing to the President/designee within the fourteen (14) calendar day period referenced in Section 3. above.
5. The President/designee shall make a decision on the application within five (5) business days of either a positive recommendation from the department or five (5) business days after receipt of the reasons for rejection referenced in Section 4. above.

C. Management Initiated Transfers – Where a UNIVERSITY seeks to alleviate staffing problems through voluntary transfers the following process shall be followed:

1. The President of a UNIVERSITY from which transfers are contemplated (sending UNIVERSITY) shall request the department from which transfers are contemplated to provide written recommendations to the President regarding the effect of transfers on the quality and extent of existing programs. These recommendations shall be provided to the President/designee within fourteen (14) calendar days of the request.
2. The President of the sending UNIVERSITY will consult with Presidents of the other UNIVERSITIES to determine if there are REGULAR FACULTY MEMBER opportunities to transfer the relevant FACULTY MEMBERS.
3. The President of the receiving UNIVERSITY will consult with the receiving department regarding available REGULAR FACULTY opportunities. If the President of the receiving UNIVERSITY determines that there is an available opportunity, the department will use its normal procedures to develop the posting and provide it to the President/designee for approval. The President/designee of the receiving UNIVERSITY will send the opportunity to any FACULTY MEMBERS with retrenchment preferential hiring rights and the President of the

sending UNIVERSITY only. The President of the sending UNIVERSITY will provide the opportunity to the REGULAR FACULTY MEMBERS in the affected department.

4. The affected REGULAR FACULTY MEMBERS at the sending UNIVERSITY must apply within fourteen (14) calendar days from the date they receive the opportunity in order to receive consideration under this Section.

5. Within five (5) business days from the conclusion of the application period, the President/designee of the receiving UNIVERSITY shall determine if the application materials should be sent to the receiving department for consideration. In the event there are more than one applicant, the applicant with the most seniority from the sending UNIVERSITY shall be sent to the receiving department. The decision of the President/designee shall not be subject to the provisions of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION, of this Agreement.

6. The receiving department and department chairperson shall follow the process outlined in Article 11, Section A.1. through A.3. and Section B. and provide notice in accordance with Article 11, Section C. to the President/designee within fourteen (14) calendar days of receipt of the application materials.

7. If an applicant is not recommended by the department FACULTY MEMBERS, the reasons therefore shall be given in writing to the President/designee within the fourteen (14) calendar day period referenced in Section 6. above.

8. The President/designee shall make a decision on the application within five (5) business days of either a positive recommendation from the department or five (5) business days after receipt of the reasons for rejection referenced in Section 7. above. In the event of multiple applicants from a sending UNIVERSITY where the most senior applicant is not transferred, as determined by the President, the next applicant with the most seniority shall be forwarded to the department and the process may be repeated until an applicant is transferred from the sending UNIVERSITY or all applicants have been considered by the President.

9. When FACULTY MEMBERS are transferred in accordance with this section, the FACULTY MEMBER shall receive the expenses of moving their household goods to their new residence in accordance with applicable STATE SYSTEM rules and regulations. It is understood that the move by the FACULTY MEMBER shall be made within six (6) months, and the request for payment of moving expenses will be made no later than six (6) months from the date of acceptance of the transfer. Moving expenses shall be paid by the sending UNIVERSITY.

#### D. Status upon Transfer

1. If the FACULTY MEMBER is tenured, their tenure status shall be carried over to the receiving UNIVERSITY and they shall receive UNIVERSITY-wide seniority credit at the receiving UNIVERSITY of three (3) years or, where the President and the receiving department agree, additional UNIVERSITY-wide seniority may be granted, up to the full amount accrued at the former UNIVERSITY. When a tenured FACULTY MEMBER is transferred, they will be evaluated in their third academic year at the receiving UNIVERSITY in accordance with

ARTICLE 12, PERFORMANCE REVIEW AND EVALUATION OF FACULTY, and again every fifth year thereafter.

2. A probationary non-tenured FACULTY MEMBER shall receive full credit for prior service toward tenure but shall receive no UNIVERSITY-wide seniority credit, unless the President and the receiving department agree, in which case UNIVERSITY-wide seniority may be granted up to the full amount accrued at the former UNIVERSITY.

3. A FACULTY MEMBER will be transferred at the same rank and step. Sabbatical leaves shall be granted, and credit for sabbatical leaves shall be earned in accordance with Article 18, LEAVES OF ABSENCE, Section A. In addition, the FACULTY MEMBER shall retain accumulated leave and they shall not be considered a new employee for purposes of fringe benefits or other benefits provided to FACULTY MEMBERS covered by this Agreement.

E. Upon the request of either of the parties to this Agreement, the parties shall meet and discuss aspects of this Article that are of mutual interest.

### **Article 35**

#### LEGISLATIVE ACTION

A. In the event that any provision of this Agreement requires legislative action to become effective, including, but not limited to, amendment of existing statutes, the adoption of new legislation, the passage of the STATE SYSTEM budget or the granting of other appropriations, the provision shall become effective only if such legislative action is taken. The parties, however, mutually agree that each will make such appropriate but separate recommendations to the Legislature which each deems necessary to give force and effect to the provisions of this Agreement. It is agreed by the parties that the provisions of this Section shall not be subject to the provisions of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION, of this Agreement.

B. The STATE SYSTEM and APSCUF shall each separately and in good faith attempt to have introduced and support legislation which each party independently deems is necessary to implement a provision of this Agreement. Where the parties mutually agree upon the need for implementing legislation and the form and language of that legislation, they will lend full support to the introduction and passage of such mutually agreed upon legislation. It is agreed by the parties that the provisions of this Section shall not be subject to the provisions of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION, of this Agreement.

C. In the event that legislation, which both parties mutually agree is necessary, is not passed with respect to a specific subject matter, the parties hereto shall have the right to re-negotiate regarding the subject matter.

## **Article 36**

### SEPARABILITY

In the event that any provision of this Agreement is found to be inconsistent with statutes or ordinances, the provisions of such statutes or ordinances shall prevail and, if any provision herein is determined to be invalid and unenforceable by a court or other authority having jurisdiction, such provision shall be considered void, but all other valid provisions hereof shall remain in full force and effect.

## **Article 37**

### TOTALITY OF AGREEMENT

The parties acknowledge that this Agreement represents the results of collective negotiations between said parties conducted under and in accordance with the provisions of Act 195 and constitutes the entire Agreement between the parties for the term of said Agreement or any extensions thereof. Each party waives their right to bargain collectively with the other with reference to any other subject, matter, issue or thing, whether specifically covered here or wholly omitted herefrom, whether or not said subject was mentioned or discussed during the negotiations preceding the execution of this Agreement.

## **Article 38**

### SUCCESSORS

This Agreement shall be binding upon the parties hereto, and their heirs, executors, administrators, successors and assigns of each, in accordance with applicable labor law. The STATE SYSTEM shall notify APSCUF in writing at least thirty (30) days in advance of any sale, lease, transfer or assignment of any of the UNIVERSITIES to political subdivisions or bodies, corporations or persons.

## **Article 39**

### INTELLECTUAL PROPERTY

#### A. Intent

The intent of this Article is to establish the procedures for determining the rights and ownership of Intellectual Property produced at or for the STATE SYSTEM/UNIVERSITIES by FACULTY MEMBERS.

#### B. Policy

1. As an incentive to encourage scholarly growth, the STATE SYSTEM/UNIVERSITIES shall not claim any ownership or share of the proceeds in Intellectual Property created without substantial use of STATE SYSTEM/UNIVERSITIES resources/support/facilities.

2. In keeping with academic tradition, the STATE SYSTEM/UNIVERSITIES will not claim any ownership, interest, or share of the proceeds in the following types of Intellectual Property which are used or created for instructional purposes or as a result of scholarly activities: (a) publications, (b) textbooks, (c) educational courseware, (d) lectures, (e) recordings [video or audio], (f) original works of art, (g) fiction, including popular fiction, novels, poems, dramatic works, (h) motion pictures and other similar audio-visual works, (i), musical compositions, or (j) computer software.
3. The STATE SYSTEM/UNIVERSITIES will not claim ownership, interest, or share of the proceeds in Intellectual Property created while on sabbatical leave unless there was substantial use of STATE SYSTEM/UNIVERSITIES resources/support/facilities as defined herein.
4. All Intellectual Property developed in conjunction with organizations in partnership with the STATE SYSTEM/UNIVERSITIES resources/support/facilities shall be governed by the provisions of this Article.
5. This Article also applies to any Intellectual Property in which the STATE SYSTEM/UNIVERSITIES has an interest under the terms of grants or other agreements.
6. The provisions of this Article are subject to any applicable laws, regulations or provisions of grants or contracts, which affect the rights of Intellectual Property, made in connection with the activity.
7. All Intellectual Property developed by FACULTY MEMBERS with support from a sponsor outside the STATE SYSTEM/UNIVERSITIES shall be governed by the provisions regarding ownership in the sponsorship agreement, grant or contract. In the absence of such terms, the ownership of such Intellectual Property shall be determined by this Article.
8. Intellectual Property that is the subject of a specific agreement between the STATE SYSTEM/UNIVERSITIES and the creator(s) thereof shall be owned as provided in such agreement.
9. Ownership and creative control of works made for hire will be governed by an agreement to be made prior to commencement of work between the STATE SYSTEM/UNIVERSITIES and the creator. The creator is one who receives payment from the STATE SYSTEM/UNIVERSITIES for the particular work.

#### C. Definitions

For the purpose of this Agreement, the following definitions shall apply:

1. Intellectual Property - includes any invention, whether patentable or not, materials, data, software, information, works, whether copyrightable or not, subject matter, any trademarks, trade secrets, creations, publications, compositions, discoveries, inventions, improvements, developments and all other results of work performed by FACULTY MEMBER(s)/CREATOR(s) during the course of their employment with the STATE

SYSTEM/UNIVERSITIES, as well as all intellectual property therein, including patents, trademarks and copyright registrations and trade protections.

2. Creator - any FACULTY MEMBER creating an item of Intellectual Property.
3. Net Income - the total income generated by the licensing, sale, distribution, or other commercialization of Intellectual Property, less the direct and indirect expenses incurred by the STATE SYSTEM/UNIVERSITIES for:
  - a. Substantial use of STATE SYSTEM/UNIVERSITIES resources/support/facilities. (See Section C.4. below.)
  - b. The sale or licensing of Intellectual Property.
  - c. The production, development, maintenance, and distribution of Intellectual Property.
  - d. Litigation and other steps to obtain, maintain, enforce, or defend the patent/copyright/trademark/trade secret/license rights of Intellectual Property.
4. Resources/Support/Facilities
  - a. Use of STATE SYSTEM/UNIVERSITIES resources/support/facilities will be considered substantial if the use of such resources/support/facilities is important to the creation of Intellectual Property and STATE SYSTEM/UNIVERSITIES aid exceeds a cumulative total of \$40,000 per project, for any combination of the items listed below over a three-year period. Examples of such support items include but are not limited to the following:
    - (1) Alternate assignment, and/or special assignment for a specific project or task.
    - (2) Use of STATE SYSTEM/UNIVERSITIES funds designated for a specific project or task.
    - (3) Use of STATE SYSTEM/UNIVERSITIES-owned, administered, leased equipment, facilities, materials or technological information.
    - (4) Support provided by other public or private organizations, when it is arranged, administered, or controlled by the STATE SYSTEM/UNIVERSITIES.
    - (5) Assistance of one or more STATE SYSTEM/UNIVERSITIES' employees or students, or others who are assigned to a project or task.
    - (6) Cash investments or cash purchases.

b. Examples of such support does not include the following:

(1) Mere incidental use of STATE SYSTEM/UNIVERSITIES resources/support/facilities.

(2) Normal academic use of facilities commonly available to FACULTY MEMBERS, staff, or the public, such as libraries, offices, office equipment, or Internet services.

(3) Use of University sabbatical leave, unless Section B. 3. is applicable.

D. Procedures

1. In the event that the STATE SYSTEM/UNIVERSITIES provides substantial support under Section C.4. above, the STATE SYSTEM/UNIVERSITIES and FACULTY MEMBER(S) involved shall enter into an agreement, which shall set out ownership rights in any product developed. Such document shall provide at a minimum that the FACULTY MEMBER(S) involved shall receive no less than sixty percent (60%) of the net income until the agreed substantial support of the project is repaid to the STATE SYSTEM/UNIVERSITIES and no less than seventy percent (70%) of the net income thereafter. The parties agree that a model of the agreement referenced in this subsection will be agreed upon by the parties at State Meet and Discuss. This model shall include definitions of net income and direct and indirect costs to be used in calculating project support.

2. Should the STATE SYSTEM/UNIVERSITIES wish to evaluate its ownership interests, the FACULTY MEMBER(S) and APSCUF shall work cooperatively with the STATE SYSTEM/UNIVERSITIES and with anyone to whom the STATE SYSTEM/UNIVERSITIES may refer the Intellectual Property in question for evaluation.

3. The STATE SYSTEM/UNIVERSITIES, the FACULTY MEMBER and APSCUF shall not commit any act which would tend to defeat the STATE SYSTEM/UNIVERSITIES' or FACULTY MEMBERS' interest in Intellectual Property and shall take any necessary steps to protect such interest.

4. The STATE SYSTEM/UNIVERSITIES and FACULTY MEMBERS shall promptly execute all contracts, assignments, waivers, or other legal documents necessary to delineate and effect the transfer of rights in Intellectual Property under this Article, and to obtain and enforce Intellectual Property rights.

5. Should the STATE SYSTEM/UNIVERSITIES decide to abandon or not to pursue its ownership rights, it shall assign the rights to the creator(s).

6. Except where limited by other sections of this Article, the Creator of any Intellectual Property may, with the written permission of the STATE SYSTEM/UNIVERSITIES, choose to place Intellectual Property in the public domain. In such cases, both the Creator and the STATE SYSTEM/UNIVERSITIES waive all ownership rights to said Intellectual Property. Creators wishing to place Intellectual Property in the public domain are responsible for ascertaining that the right to public dedication of that Intellectual Property is not limited by any sponsorship

agreement, grant, contract, term of employment, or specific agreement between the Creator and the STATE SYSTEM/UNIVERSITIES as described herein.

7. The STATE SYSTEM/UNIVERSITIES and FACULTY MEMBERS are prohibited from signing any agreement with outside persons which may abrogate or otherwise affect the STATE SYSTEM/UNIVERSITIES' or FACULTY MEMBERS' rights and interests in this Article or which otherwise conflict with this Article.

E. Dispute Resolutions

1. Any dispute regarding the interpretation and application of the provisions of this Article shall be subject to the grievance and arbitration provisions of Article 5 of this Agreement.

2. Upon submission of a timely request for arbitration by either party, the Office of the Chancellor or APSCUF shall submit the dispute to the American Arbitration Association for the appointment of an arbitrator pursuant to the provisions of Article 5, Section D. of this Agreement, with the exception that the arbitrators suggested by the American Arbitration Association shall be required to have had experience with and be knowledgeable about issues involving the resolution of Intellectual Property disputes.

## Article 40

### BRANCH CAMPUSES AND OTHER TEACHING LOCATIONS

A. Branch Campuses

1. The University may appoint FACULTY MEMBERS whose entire workload will consist of assignments at a branch campus if this condition of employment is included in the FACULTY MEMBER'S letter of appointment.

2. The University may appoint a FACULTY MEMBER to teach a portion of their workload at both the main campus and a branch campus if this condition of employment is included in the FACULTY MEMBER'S letter of appointment. The Employer must designate either the main campus or branch campus as the primary work location for the purpose of determining travel expenses in accordance with Section 5. below.

3. Except as provided elsewhere in this Section, FACULTY MEMBERS employed at the main campus may teach at a branch campus only on a voluntary basis.

4. Except as provided elsewhere in this Section, FACULTY MEMBERS employed at a branch campus may teach at the main campus or at another branch campus only on a voluntary basis.

5. FACULTY MEMBERS will be reimbursed for travel and other expenses pursuant to Article 32, TRAVEL EXPENSES, of this Agreement.

B. Any Other Teaching Locations

1. When the STATE SYSTEM/UNIVERSITIES consider offering a course(s) and/or program(s) at other teaching locations including those leased or owned, it shall notify the affected department(s). The STATE SYSTEM/UNIVERSITIES may staff the course(s) or program(s) with volunteers and/or with FACULTY hired with the expectation of teaching at other locations stated in their letter of appointment. A faculty member who is hired to teach at other locations as stated in their letter of appointment shall not be eligible for the incentive payments under 3. below. Additionally, the Employer must designate a primary work location for the purpose of determining eligibility for travel expenses in accordance with 4. below. Alternatively, the STATE SYSTEM/UNIVERSITIES may seek written agreement from the affected department(s) to provide FACULTY MEMBERS to staff the course(s) or program(s). The department(s) may develop a rotation system to staff the course(s), which shall be approved by the department(s).

2. If a department(s) that has made such a written commitment to staff courses is unable to provide a FACULTY MEMBER to another teaching location, the University shall attempt to appoint a temporary FACULTY MEMBER to teach the course. In the event a temporary FACULTY MEMBER cannot be appointed, the University may assign another FACULTY MEMBER to teach the course.

3. In addition to their regular compensation under this Agreement, FACULTY MEMBERS who volunteer to teach at other teaching locations or are assigned in accordance with 2. above may elect one of the following incentives, except that no incentive shall be paid for teaching locations within fifteen (15) miles of the FACULTY MEMBER’S home or the University, whichever is closer:

<u>Total Cumulative Miles Traveled</u>	<u>Cash Incentive</u>	<u>Professional Development Incentive</u>
500 miles or less	0	0
501-1,500 miles	\$375	\$500
1,501 – 3000 miles	\$750	\$1,000
Over 3,000 miles	\$1,125	\$1,500

a. The cash incentive is not subject to employee or employer retirement contributions nor to retirement earnings. No additional costs shall be incurred by UNIVERSITIES offering courses should this option be selected by FACULTY MEMBERS other than mandated employer benefit contributions.

b. FACULTY MEMBERS accepting teaching assignments at other teaching locations may also be granted campus-based scheduling preferences.

c. Professional development funds in this Section are funds which are credited to an account on behalf of the FACULTY MEMBER rendering services at other teaching locations and shall be non-lapsing funds. These funds may be used to support professional development activities including, but not limited to, research, equipment, scholarships, tuition reimbursement, travel, seminar/conference/workshop registration

fees or other professional development activities. A FACULTY MEMBER may draw from their professional development account by written notification to the President or their designee. The FACULTY MEMBER should include documentation verifying the activity for which the funds have been requested.

d. The cash incentive shall be paid or the professional development incentive shall be credited to the FACULTY MEMBER'S account at the end of the semester upon submission of appropriate documentation verifying the total cumulative miles traveled for the semester.

e. Where multiple FACULTY MEMBERS are jointly teaching a course at any other teaching location, the incentive to each FACULTY MEMBER shall be the FACULTY MEMBER'S pro rata share of the incentive determined by dividing the total incentive that would be provided based on the cumulative miles traveled by the FACULTY MEMBERS based upon their respective share of the workload for the course.

4. FACULTY MEMBERS will be reimbursed for travel and other expenses pursuant to Article 32, TRAVEL EXPENSES, of this Agreement.

C. This Article does not apply to a CAMPUS, except as provided in Article 45, CONSOLIDATED UNIVERSITIES.

## **Article 41**

### **DISTANCE EDUCATION**

A. Preamble

1. The purpose of distance education is to increase access to and the availability of quality curriculum offerings and educational experiences at STATE SYSTEM/UNIVERSITIES.

2. The parties agree that meeting students' needs and expanding access, not cost efficiencies, are the primary drivers of distance education, and that the availability of distance education options will not diminish the recognized value of classroom instruction. The parties further agree that faculty disciplinary expertise is crucial to evaluating the appropriate use and effectiveness of distance education.

3. During the term of this Agreement, the STATE SYSTEM agrees not to retrench a FACULTY MEMBER teaching in a department where distance education is being used, when retrenchment is a direct result of distance education. This sub-section applies only to the University at which the retrenched FACULTY MEMBER is employed.

4. Distance education is a part of the approved curriculum and evaluated pursuant to Section E.

## B. Definitions

### 1. Distance Education

a. Distance Education is an educational process in which some or all of the instruction occurs with the instructor and student in different locations. Distance Education makes use of one or more technologies to deliver the instruction for the course to students who are physically separated from the instructor and to support interaction between the students and the instructor synchronously and/or asynchronously.

b. For purposes of compensation, distance education courses must have eighty percent (80%) or more of the instruction delivered online or via other remote technology. In-person and/or proctored exams and field experiences are excluded when determining the percent of the course that is delivered via distance education.

Beginning with the Fall 2024 semester, where the instruction in a course is delivered via two or more modalities at the same time, the determination of the percentage of instruction delivered online or via other remote technology shall be based upon a calculation that subtracts the number of class periods delivered solely through face-to-face instruction from the total number of class periods. For example, a multi-classroom synchronous course is delivered one hundred percent (100%) online or via other remote technology because some of the students in the course are participating remotely in each class period. On the other hand, when an instructor in a face-to-face class with a total of thirty 30 class periods schedules three class periods to be held by videoconference, that course has only ten percent (10%) of instruction delivered online or via other remote technology, and so would be ineligible for distance education compensation.

c. Distance education shall not include instruction at multiple locations on the same campus for a consolidated UNIVERSITY or at the same UNIVERSITY for a non-consolidated UNIVERSITY.

### 2. Modes of Instruction (Beginning with the Fall 2024 semester)

“Face-to-face instruction” is delivery of instruction in real time, with the FACULTY MEMBER and students physically present in the same classroom. Face-to-face instruction is the default mode of instruction. A FACULTY MEMBER may incorporate distance education elements into a face-to-face course, provided that the amount of instructional time conducted via distance education does not exceed twenty-five percent (25%) and is for pedagogical reasons, exams or to accommodate other approved work responsibilities and/or approved leave.

“Synchronous distance education” is the remote delivery of all instruction to individual students who participate simultaneously, in real time.

“Multi-classroom synchronous” is a course delivered simultaneously to multiple locations to students who are in a classroom(s) on a different campus/other teaching location participating via remote technology (for example, ITV, Zoom+, Teams,

WeConnect, etc.), in real time while the FACULTY MEMBER may be teaching other students present in the same classroom.

“Asynchronous distance education” is a course delivered remotely in which the FACULTY MEMBER and all students participate entirely remotely, but not simultaneously (for example, recorded lectures, message boards, etc.)

“Blended/Hybrid” is a course that combines face-to-face instruction with distance education elements, provided that more than thirty percent (30%) of the instructional time is conducted via distance education and is specified in the course syllabus.

“Simultaneous modalities” is a course that is offered via two (2) or more modalities, and students select the specific modality by which they will attend the entire course by no later than the end of the drop/add period.

“Hyflex” is a course offered via two or more modalities, and students may choose modalities for each class period. The parties agree that use of Hyflex must be strictly limited to unique circumstances requiring student flexibility, based upon a student population’s requirements and not mere convenience. Such unique circumstances include, for example, courses targeted to students who are working professionals enrolled in graduate programs.

“Mixed remote” is a course delivered entirely by distance education, using a combination of non-simultaneous, synchronous and asynchronous instruction, as indicated in the course syllabus (for example, a course that meets synchronously for 2/3 of the course with the remaining course time being conducted asynchronously).

### 3. Home Site

Home site means the site at which the distance education originates. There may be more than one (1) home site for a distance education course, if more than one (1) FACULTY MEMBER is involved.

### 4. Remote Site

A remote site is any site physically separate from the home site at which a distance education course is received. There may be more than one (1) remote site for a course. Individual website users shall not be considered individual remote sites.

### 5. Originating FACULTY MEMBER(S)

The originating FACULTY MEMBER(S) may be one (1) or more FACULTY MEMBER(S) who develop and teach a distance education course.

6. Instructor of Record

For credit-bearing University courses, the instructor of record is the FACULTY MEMBER(S) who has the task of grading students and otherwise supervising the offering of a distance education course. In no event shall a person who is not a FACULTY MEMBER be the instructor of record, except as provided for under Article 7, PERFORMANCE OF BARGAINING UNIT WORK.

C. FACULTY Participation and Training

1. Except where specifically stated in a letter of appointment for a FACULTY MEMBER describing their job expectations, teaching through distance education technologies shall be voluntary. The assignment of distance education courses to those faculty members who volunteer to teach through distance education shall be made in accordance with Article 6. Section A. of this agreement.
2. Prior to teaching a distance education course, University officials may require FACULTY MEMBERS identified in C.1. to complete appropriate training in distance education instruction or the use of a technology. A FACULTY MEMBER may suggest appropriate distance education training in consultation with their department and will be subject to approval by the appropriate University official(s).
3. Training completed by a FACULTY MEMBER at one UNIVERSITY shall satisfy a requirement for similar training at another UNIVERSITY.
4. The UNIVERSITIES and local APSCUF shall establish procedures for FACULTY MEMBERS' input into the design of training and the periodic assessment of training effectiveness. The results of such assessments shall be shared with the Distance Education Advisory Committee noted in Section C. 5. below.
5. The STATE SYSTEM shall encourage FACULTY participation in the distance education planning process. The STATE SYSTEM has established a Distance Education Advisory Committee and APSCUF may appoint three (3) APSCUF representatives to this committee or its successor.

D. Technical and Instructional Support

1. The University/State System shall assure the availability of technical support professional(s) and instructional design professional(s) and materials appropriate to the principal technology and consistent with the FACULTY MEMBER'S prior training and experience. This support shall be available regarding all approved instructional technology for all FACULTY MEMBERS regardless of the mode of instruction. Effective, fall 2023, failure of a University/State System to provide such technical support and instructional design professional(s) shall result in continuation and/or restoration of development and redevelopment fees for FACULTY MEMBERS teaching distance education taught at that University in accordance with Section G.3. and 4., below. Disputes concerning the sufficiency or adequacy of the support provided shall be presented, in the first instance, for resolution at local meet and

discuss. If the issue is not resolved at local meet and discuss, a grievance may be initiated under Article 5, GRIEVANCE PROCEDURE AND ARBITRATION.

2. The University shall assure the means for students at remote sites to interact with FACULTY MEMBER(S) (e.g. site visits, voice mail, e-mail, and other technological methods of communication).

3. The University shall insure that textbooks and other course materials are available to students at remote sites. Additionally, arrangements shall be made for library access, either through technology or physical access, as appropriate.

#### E. Course Approval

1. In approving distance education courses, the following criteria shall be applicable: (a) course approval through the traditional academic process; (b) a qualified instructor; (c) use of suitable technology as a substitute for the traditional classroom; (d) suitable opportunity for interaction between instructor and student; (e) suitable evaluation of student achievement by the instructor; and (f) integrity of the evaluation methods used.

2. In accordance with Article 31.E., new credit bearing courses, which may be offered through distance education, must be approved through the normal course approval procedure at the University.

3. Existing credit bearing courses, which may be offered through distance education, shall be reviewed by the department and University curriculum committee, which shall each provide its recommendation to the President/designee. Each University shall develop an expedited procedure to complete this review within thirty (30) days. Such procedure shall be reviewed with APSCUF at local meet and discuss prior to implementation.

4. Beginning with the fall 2024 semester, a course taught in a combination of instructional modes (Multi-Classroom Synchronous, Simultaneous Modalities, and Hyflex as defined in Section B.2, above) must be approved in accordance with Article 31.E. for delivery via distance education and for delivery via a combination of instructional modes.

#### F. Intellectual Property

Ownership of Intellectual Property created through distance education shall be governed by the provisions of Article 39, INTELLECTUAL PROPERTY.

#### G. Compensation

##### 1. Base Compensation

Credit-bearing courses taught via distance education during the academic year shall be included in the workload hours pursuant to either Article 23, WORKLOAD AND WORKLOAD EQUIVALENTS, or Article 27, CONTINUING EDUCATION, as appropriate. Credit-bearing courses taught via distance education during the summer shall be paid at the appropriate summer school rate.

2. Compensation Per Student

a. A FACULTY MEMBER teaching a distance education course during the academic year shall receive their base compensation for teaching at the home site. A FACULTY MEMBER teaching a distance education course during the summer shall be paid at the appropriate summer school rate for teaching at the home site. Additionally, the FACULTY MEMBER shall receive \$15.00 for each student enrolled via distance education. Enrollment will be established the day after the last day of the add/drop period for that class for that semester.

Effective with the fall 2024 semester the compensation per student noted above will be \$10.00 for each student enrolled via distance education.

Effective with the fall 2025 semester, there shall be no compensation per student under this section.

b. A FACULTY MEMBER teaching a Multi-Modal course in the fall 2023, spring 2024 or summer 2024 semester, as defined in the 2019-2023 Collective Bargaining Agreement, will be compensated, if applicable, as follows:

(1) Faculty members will identify the students who are attending each class via distance education.

(2) At the end of the course, and no later than the deadline for submitting final grades, the faculty member shall submit to the appropriate Dean's Office a list of all students who attended the course more than eighty percent (80%) through distance education for review and approval. Any student meeting the requirements of Article 41.B.1. shall be designated as a Distance Education Student.

(3) The UNIVERSITY shall pay the faculty member under Article 41.G.2. for each student designated as a Distance Education Student.

c. Effective with the Fall 2024 semester, a FACULTY MEMBER teaching a Hyflex course will be compensated per student, if applicable, as follows:

(1) Faculty members will identify the students who are attending each class in person. All remaining students on the course roster (as verified at the conclusion of the course) are counted as attending the class via distance education.

(2) At the end of the course, and no later than the deadline for submitting final grades, the faculty member shall submit to the appropriate Dean's Office a list of all students who attended the course for less than twenty percent (20%) in person for review and approval. All such students shall be designated as Distance Education Students.

(3) The UNIVERSITY shall pay the faculty member under Article 41.G.2. for each student designated as a Distance Education Student.

3. Course Development Compensation

a. In addition to the compensation required above, a distance education course development payment of \$800.00 per credit shall be paid the first time any distance education course is developed and initially taught beginning with the fall 2007 semester. Course development compensation is to be paid the first time a FACULTY MEMBER teaches a distance education course. Notwithstanding Section C (1), the FACULTY MEMBER may be required to teach the distance education course up to three (3) additional times during the next four (4) year period.

b. FACULTY MEMBERS who are hired on or after July 1, 2007, solely for the purpose of teaching via distance education, or for the purpose of teaching courses in a program(s) delivered via distance education, shall not be eligible for the course development payment.

c. Effective for distance education courses taught in fall 2014 and thereafter, no course development compensation shall be paid, except as provided for in Section D.1. of this Article.

4. Course Re-development Compensation

a. A distance education course re-development payment shall be paid every five (5) years if a given distance education course has been taught at least four (4) times during that period by the FACULTY MEMBER and the FACULTY MEMBER is able to document appropriate professional development experiences. Course re-development compensation for revisions in online/web-based courses are as follows: \$100.00 per credit to be paid the first time the FACULTY MEMBER teaches a re-developed distance education course and up to three (3) additional times the course is taught by the same FACULTY MEMBER during the next five (5) year period.

b. A distance education course re-development payment shall also be paid to a FACULTY MEMBER who assumes responsibility for a section of a distance education course developed by another FACULTY MEMBER. Course re-development compensation for revisions in distance education courses are as follows: \$100.00 per credit to be paid the first time the FACULTY MEMBER teaches a distance education course and up to three (3) additional times the course is taught by the same FACULTY MEMBER during a five (5) year period.

c. Effective for distance education courses taught in fall, 2014 and thereafter, no course re-development compensation shall be paid, except as provided for in Section D.1. of this Article.

5. Travel

If it is necessary for a FACULTY MEMBER to travel to a remote site(s) for orientations or other academic purposes, travel expenses shall be reimbursed pursuant to Article 32, TRAVEL EXPENSES.

6. The following shall be voluntary for the FACULTY MEMBER.

- a. Teaching a third modality for a Simultaneous modality or Hyflex course.
- b. Teaching in another modality for a Multi-classroom synchronous course.

7. Any FACULTY MEMBER who teaches a Simultaneous modality or Hyflex course shall be compensated at a flat rate of \$700.00 for each course inclusive within an academic year.

Example 1: A faculty member teaches XXX301, a Hyflex course, in the fall semester. The faculty member teaches XXX301 in the spring semester of the same academic year. This faculty member will be compensated a total of \$700.00 for the academic year.

Example 2: A faculty member teaches two 2 sections of XXX401, a Simultaneous modality course in the spring semester. This faculty member will be compensated a total of \$700.00 for the academic year.

H. Distance Education Report

1. The STATE SYSTEM will provide a report at the end of every semester, including summer and winter, of the total number of FACULTY MEMBERS by employment status and the total compensation received at each UNIVERSITY, pursuant to the per head compensation listed in Section G.2. above.

## Article 42

### INVESTIGATION OF COMPLAINTS AGAINST FACULTY MEMBERS

The STATE SYSTEM and APSCUF recognize that it may be necessary to investigate complaints against FACULTY MEMBERS prior to making a disciplinary decision. When appropriate, attempts should be made to resolve complaints informally. In those cases in which complaints are not resolved informally, the principles below shall apply:

- A. If the University determines to conduct an investigation of a complaint, either verbal or written, it shall be initiated and concluded within a reasonable amount of time. Absent unusual circumstances, the decision to conduct a formal investigation shall be made within twenty (20) days of receipt of the complaint.
- B. The FACULTY MEMBER accused of wrongdoing must receive a copy of the written complaint prior to the commencement of an investigatory interview or pre-disciplinary conference. In the event a written complaint is not submitted, the individual assigned to conduct the investigation shall

prepare a written summary and provide a copy of the summary to the FACULTY MEMBER prior to commencing an investigatory interview or pre-disciplinary conference. The FACULTY MEMBER may provide APSCUF a copy of the written complaint or summary if they so desire. If the FACULTY MEMBER has obtained APSCUF representation and the FACULTY MEMBER has no objection, a copy of the complaint or the written summary shall be provided to APSCUF. Upon receipt of the complaint by the FACULTY MEMBER and/or APSCUF, it shall be treated as confidential by all parties and may only be shared with those persons necessary to prepare a response to the complaint.

C. The FACULTY MEMBER must be provided notice at least one (1) week in advance of a pre-disciplinary conference, except in cases in which the nature of the complaint requires that pre-disciplinary conference be conducted more quickly. In the event that the pre-disciplinary conference must be conducted with less than one (1) weeks' notice, the UNIVERSITY will provide the reasons for the shortened notice period in writing to the FACULTY MEMBER prior to the pre-disciplinary conference.

D. At the conclusion of the pre-disciplinary conference, the President will provide the FACULTY MEMBER written notice of the anticipated date for a decision. Should an extension of the deadline be necessary, the President or their designee shall provide the FACULTY MEMBER with written notice to that effect, which shall include a new anticipated date for the decision.

E. Upon request, a FACULTY MEMBER shall be entitled to an APSCUF representative during any meeting in which allegations are to be made, which the FACULTY MEMBER reasonably believes could lead to discipline.

F. If the complainant is a student in the FACULTY MEMBER'S class, the investigation may be deferred and the complainant's name need not be disclosed until after submission of the final grade.

G. If an investigation is expanded beyond its original scope, the FACULTY MEMBER shall be advised immediately. APSCUF shall also be advised if the FACULTY MEMBER has obtained APSCUF representation and has no objection.

H. The FACULTY MEMBER accused of wrongdoing shall be advised that they are prohibited from taking retaliatory action against the complainant or any other person and that such action may result in a separate disciplinary action.

I. This Article shall supplement and by no means shall diminish the rights of any FACULTY MEMBER, APSCUF, or the STATE SYSTEM/UNIVERSITIES under any law, including the Pennsylvania Public Employee Relations Act.

### **Article 43**

#### **FACULTY PROFESSIONAL DEVELOPMENT PROGRAM**

A. The STATE SYSTEM will provide the Professional Development Council with funding for the enhancement of professional development of FACULTY MEMBERS in accordance with Board of Governors Policy 1985-06-A (Faculty Professional Development Program).

B. The Professional Development Council

The Professional Development Council and all substructures shall continue to remain in effect under the present guidelines, makeup and operations. On annual basis, the Professional Development Council will review the Professional Development guidelines and bring any recommendations to State Meet and Discuss.

C. Professional Development Fund

1. For the 2023-24, 2024-25, 2025-26 and 2026-27 fiscal years, the STATE SYSTEM shall provide the Professional Development Council \$375,000 per fiscal year to support a Professional Development Fund that shall be utilized for FACULTY professional development programs and activities approved by the Council.

2. Any unexpended funds shall be carried into the next fiscal year for utilization by the Council.

D. On an annual basis, the Professional Development Council shall provide a report to State Meet and Discuss that details the grants awarded, funds rolled over, faculty development outcomes achieved, and other relevant information.

## Article 44

### REGULAR PART-TIME FACULTY

A. Regular part-time faculty (RPT) are defined as regular part-time positions with non-tenure-track status. RPT FACULTY positions are to be used to fulfill a role requiring specialized qualifications. Before posting an RPT position, the Provost will consult with the department chairperson of the affected department and explain the rationale for the specialized qualifications. To the extent that such positions filled prior to the ratification of the 2019-2020 to 2022-2023 Collective Bargaining Agreement have been used to fulfill more generalized needs, the RPT FACULTY MEMBER holding any such position shall continue in RPT status until they separate from the position.

B. RPT FACULTY positions may be filled in two (2) ways:

1. by conducting a search using faculty search procedures; or

2. a department may recommend a temporary FACULTY MEMBER for RPT status. The recommendation shall include a description of the area in which the FACULTY MEMBER is qualified to teach (area of qualification) and for which they are being recommended for RPT status, as well as the proposed RPT workload. The recommendation as to the area of qualification shall be approved by local APSCUF prior to action by the President.

C. If the President accepts a department's recommendation, or an RPT is hired after a search, the President shall designate a workload, giving consideration to the department's recommendation, which shall not exceed six (6) workload hours per semester.

- D. Once approved, an RPT FACULTY MEMBER may be rehired continuously in the designated area of qualification without going through the hiring procedures as set forth in Article 11, APPOINTMENT OF FACULTY. The President/designee may increase the designated workload up to but not exceeding six (6) workload hours per semester.
- E. The workload of an RPT FACULTY MEMBER may be increased on a temporary basis, but in no event shall the RPT FACULTY MEMBER be assigned to work in excess of six (6) workload hours per semester beyond two (2) consecutive years.
- F. Should a RPT FACULTY MEMBER decline assignments within their designated workload and area of qualification on a basis other than inability to work due to approved leave, the RPT FACULTY MEMBER'S continued RPT status may be terminated by the President/designee.
- G. RPT FACULTY MEMBERS shall have the same rights and responsibilities for teaching and advising pro-rated in proportion to their workload.
- H. 1. During the first five (5) years of service, an RPT FACULTY MEMBER shall be subject to renewal or non-renewal on an annual basis. In addition, each RPT FACULTY MEMBER shall be evaluated annually pursuant to Article 12. The major emphasis of the performance review shall be effective teaching and service. All RPT FACULTY MEMBERS shall be encouraged to engage in scholarly growth. Each performance review shall contain a recommendation regarding renewal or non-renewal.
2. After five (5) consecutive years of service as a RPT FACULTY MEMBER, the RPT FACULTY MEMBER shall be reappointed for a term of three (3) years subject to Sections I., J., and K. below.
3. Notice of non-renewal shall be provided, in writing, by the President/designee no later than April 15. Non-renewals shall be effective at the end of the academic year in which the non-renewal notice is given.
4. Reasons for the non-renewal will be supplied, if requested by the RPT FACULTY MEMBER.
5. A RPT FACULTY MEMBER may grieve a notice of their non-renewal only with respect to failure to observe the procedures set forth above or where the decision is arbitrary and capricious, or is discriminatory in violation of Article 3.A.
- I. 1. After five (5) consecutive years of service as a RPT FACULTY MEMBER, performance evaluations shall be completed every third year pursuant to Article 12. The major emphasis of the performance review shall be on effective teaching and service. All RPT FACULTY MEMBERS shall be encouraged to engage in scholarly growth.
2. The performance review will be conducted using the procedure contained in Article 12.B. and C. except as modified by 1. above.
3. Each performance review will contain a recommendation concerning renewal or non-renewal.

4. Notice of non-renewal shall be provided, in writing, by the President/designee no later than April 15. Non-renewals shall be effective at the end of the academic year in which the non-renewal notice is given.
  5. A RPT FACULTY MEMBER may grieve a notice of their non-renewal only with respect to failure to observe the procedures set forth above or where the decision is arbitrary and capricious, or is discriminatory in violation of Article 3.A.
- J.
1. In the event the need for services of the RPT FACULTY MEMBER does not exist in a given semester, as determined by the Dean after consultation with the department, the RPT FACULTY MEMBER will not be employed in that semester. The RPT FACULTY MEMBER shall be notified of non-employment in a given semester as soon as possible. The provisions of Article 29, RETRENCHMENT, shall not be applicable in such cases.
  2. In the event the need for services of the RPT FACULTY MEMBER is reduced in a given semester, as determined by the Dean after consultation with the department, the RPT FACULTY MEMBER will be notified as soon as possible but no later than the start of classes in that semester. The provisions of Article 29, RETRENCHMENT, shall not be applicable in such cases.
  3. The RPT FACULTY MEMBER retains the right to be employed in the next semester in which the need for services exists.
  4. If the need for services does not exist for four (4) consecutive semesters, the RPT designation for the individual FACULTY MEMBER may be terminated after consultation with the department.
- K.
1. A RPT FACULTY MEMBER who has completed five (5) consecutive years of service as a RPT FACULTY MEMBER may be terminated or suspended at any time. The President/designee shall give written notice to the affected RPT FACULTY MEMBER specifying the reasons therefore. A copy of the written notice shall be sent to the local APSCUF President.
  2. The RPT FACULTY MEMBER shall have the right to grieve only to the extent that the RPT FACULTY MEMBER asserts that the termination or suspension is discriminatory or arbitrary and capricious.
  3. A RPT FACULTY MEMBER shall have the right to due process as set forth in the provisions of Article 42, INVESTIGATIONS OF COMPLAINTS AGAINST FACULTY MEMBERS.
- L. RPT FACULTY MEMBERS shall have the opportunity to be integrated into the academic life and operations of the department to the extent possible. However, RPT FACULTY MEMBERS may not participate in faculty personnel matters except where specifically provided for in the collective bargaining agreement.
- M.
1. RPT FACULTY MEMBERS shall be eligible for an increment upon the completion of each twenty-four (24) credit hour workload assignment or two (2) consecutive academic years,

not including summer school. RPT FACULTY MEMBERS hired prior to July 1, 2007, will continue to receive increments based upon the schedule utilized at their university, if more frequent than provided in this provision.

2. The increment shall be effective in the semester following completion of the service set forth in M.1.

N. All RPT FACULTY MEMBERS who are tenured as of July 1, 2007 shall retain their tenure and all RPT FACULTY MEMBERS who are in tenure-track status as of July 1, 2007 shall remain eligible for tenure in accordance with the provisions of Article 15. In addition, any RPT FACULTY MEMBERS who would have been eligible for tenure based upon letters of appointment issued prior to July 1, 2007, shall be considered for tenure.

O. All local agreements regarding RPT FACULTY MEMBERS are null and void.

## **Article 45**

### CONSOLIDATED UNIVERSITIES

A. Home Campus

Each FACULTY MEMBER employed at Commonwealth University or Pennsylvania Western (“PennWest”) University shall be assigned a “home campus” in accordance with the following:

1. A home campus shall be the campus within the consolidated UNIVERSITY to which the FACULTY MEMBER is assigned in their appointment letter or, for existing FACULTY MEMBERS, the campus to which they are assigned as of ratification of this Agreement, except as limited by any pre-retrenchment agreement entered into prior thereto. The home campus shall not be changed, unless the FACULTY MEMBER elects to transfer their home campus under the terms of this Article.

2. Beginning with the first full semester following ratification of this Agreement, any FACULTY MEMBER appointed at Commonwealth or PennWest University shall be assigned a home campus as follows: Except as provided herein, a new or vacant position shall be assigned a single home campus within the consolidated UNIVERSITY. The department may, based upon a majority vote of the regular FACULTY, recommend that the position be assigned to teach at two campuses, and may recommend which of the two campuses shall be the home campus for the position. The department’s recommendation is subject to approval by the President/designee. The posting for the position shall identify the home campus and any other campus assignments, as applicable, for the position within a single department. The FACULTY MEMBER selected for appointment shall be assigned to the home campus and other campus(es) assignments, as applicable, identified in the posting.

3. Any FACULTY MEMBER who is appointed to work at more than one campus shall receive the incentives and payments set forth in Article 40, Section B.3. and 4. on the same basis as if their additional campus assignment(s) constituted other teaching locations within the meaning of Article 40.

B. Voluntary Reassignment of Home Campus

1. Starting with the 2024-2025 academic year, FACULTY MEMBERS at Commonwealth or PennWest may request reassignment to a different home campus, to be effective at the start of the Fall semester of any academic year.
2. The FACULTY MEMBER must email the request to their Dean/Director by no later than December 1 of the preceding academic year in which the requested reassignment would be effective. A copy of the request must be simultaneously emailed to the FACULTY MEMBER's department chair and to the State APSCUF President.
3. The request is subject to the approval of the FACULTY MEMBER's department, by majority secret ballot electronic vote of the regular (tenured-tenure track) department faculty, by State APSCUF, and by the Provost of the consolidated UNIVERSITY. The department chairperson must forward the result of the vote to the State APSCUF President, and State APSCUF's decision must occur no later than December 16. The department chair and State APSCUF shall immediately provide notice of the department/State APSCUF decisions to the Provost of the applicable UNIVERSITY by email.
4. If the department and State APSCUF approve the request, the Provost must approve/disapprove the request within five (5) business days of notice of approval from the department and State APSCUF.
5. The Provost will immediately send notice of approval/disapproval of the request to the faculty member, with a copy to State APSCUF and the department chair. The decisions of the department, State APSCUF and/or the Provost shall not be subject to the provisions of Article 5, GRIEVANCE PROCEDURE AND ARBITRATION.
6. If the request is approved, the reassignment shall have no impact upon the faculty member's salary, benefits, seniority, progress toward tenure, tenure, schedule for evaluation, or status within the department other than their home campus.
7. If the request is approved, the State System is not responsible for any relocation costs incurred by the faculty member.

C. Voluntary Assignment to a Location Other than Home Campus

1. No FACULTY MEMBER at a consolidated UNIVERSITY may be required to work at a campus other than their home campus, unless that campus was identified in the job posting for their position and in their letter of appointment. A FACULTY MEMBER may voluntarily seek assignment to a different campus at the same consolidated UNIVERSITY on a temporary basis under the terms of this Section.
2. If the department determines that there is a staffing need at a campus within a consolidated UNIVERSITY that cannot be met with the regular workload of FACULTY for whom such campus is their home campus, the department chair may consult with department FACULTY at other campuses to solicit volunteer(s) to work at the campus where the need exists, on a part-time or full-time basis for that academic term.

3. The department chair shall submit the draft schedule to the Dean for approval in the normal course of developing the schedule. If the schedule is approved by the Dean with the volunteer assigned to work at the campus where the need exists, the FACULTY MEMBER who volunteers to work at a campus other than their home campus shall be entitled to the incentives and payments set forth in Article 40, Section B.3. and 4. on the same basis as if their additional campus assignment(s) constituted other teaching locations within the meaning of Article 40.

#### D. Retrenchment Process

1. In the event that the processes in Article 29, Section A. do not eliminate the need for retrenchments at a consolidated UNIVERSITY, the contractual processes for determining the order of retrenchment, based upon seniority, shall apply, except as follows:

a. Home campus assignment shall not be a factor in determining which regular FACULTY MEMBER is issued a letter of retrenchment, except as provided in subsection b., below. In circumstances where the available work in the department is located at the campus where the least senior FACULTY MEMBER(S) are assigned, senior FACULTY MEMBER(S) at other campuses will be afforded the following options to fill out their workload, on a voluntary basis, in addition to any other opportunities identified in the ordinary meet and discuss process under Article 29:

- i. Accepting assignment to teach distance education courses where such courses are available or where existing face-to-face courses could appropriately be offered through distance education;
- ii. Accepting assignment to teach currently scheduled or anticipated winter session courses;
- iii. Accepting full- or part-time transfer to a different department on their home campus in accordance with Article 7., Section B.1. or 2., or the Side Letter re: Interdepartmental Transfers, if applicable.

b. In the event that no other options are available or accepted to fill out a senior FACULTY MEMBER's workload, the senior FACULTY MEMBER(S) will be offered the option to transfer their home campus, or to accept partial assignment to another campus within the consolidated UNIVERSITY, in order to fill out their workload. Where a senior FACULTY MEMBER accepts assignment to more than one campus, the provisions of Section A.3. of this Article shall apply.

c. If a senior FACULTY MEMBER chooses not to accept any of the options in subsection a. or b., above, they may be issued a notice of retrenchment in accordance with the schedule set forth in Article 12, Section C.

2. A Consolidated UNIVERSITY shall not appoint/reappoint temporary FACULTY in a department where retrenchment is occurring unless there is no regular FACULTY MEMBER in the department qualified to perform the duties or willing to transfer their home campus that the temporary FACULTY MEMBER would be appointed/reappointed to perform.

## Article 46

### TERM OF AGREEMENT

A. This Agreement shall be effective as of July 1, 2023 and shall remain in full force and effect to and including June 30, 2027. This Agreement shall automatically be renewed from year to year thereafter unless either party shall notify the other party in writing of their intent to renegotiate all or parts of this contract by such time as would permit the parties to comply with the collective bargaining schedule established in the Public Employee Relations Act.

B. Prior agreements and/or understandings that were established on or after July 1, 1989, shall expire at the end of the tenth year of the agreements and/or understandings, unless the agreements and/or understandings have been reviewed and reaffirmed at local meet and discuss, or negotiated in the case of summer school, promotion policies and procedures, and continuing education. Only the Chancellor/University President and the State/local APSCUF President have the authority to establish/reaffirm agreements and/or understandings. Before any local agreement or understanding becomes null and void, it will be referred to State Meet and Discuss for resolution. If not resolved at State Meet and Discuss, the agreement or understanding shall expire as described above. (This procedure does not apply to past practices and local/state agreements settling grievances.)

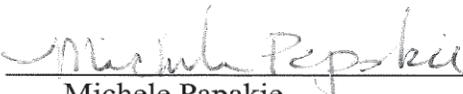
In Witness Whereof, the parties to this Agreement intending to be legally bound by its provisions have signed and executed this Agreement on April 11, 2024.

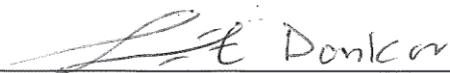
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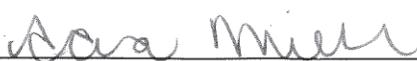
By   
Kenneth M. Mash  
President

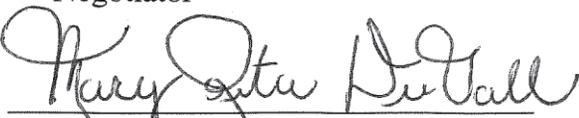
  
Christopher P. Hallen  
Negotiations Team Chairperson

  
Marc Sylvester  
Negotiator

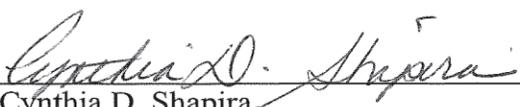
  
Michele Papakie  
Negotiator

  
Martha Donkor  
Negotiator

  
Sara Miller  
Negotiator

  
Mary Rita DuVall  
Negotiator

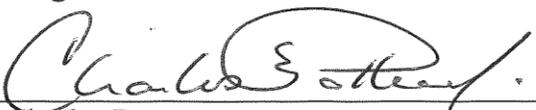
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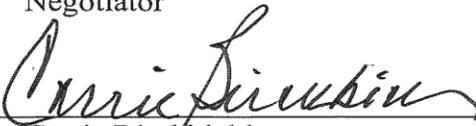
By   
Cynthia D. Shapira  
Chair  
Board of Governors

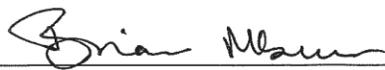
  
Daniel I. Greenstein  
Chancellor  
State System of Higher Education

  
Christopher Fiorentino  
Negotiator

  
James Delle  
Negotiator

  
Charles Patterson  
Negotiator

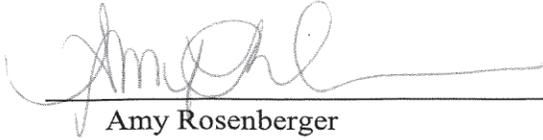
  
Carrie Birckbichler  
Negotiator

  
Brian A. Mbuu  
Negotiator



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Michelle Devitt  
Negotiator



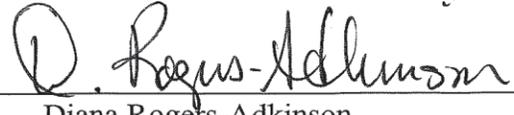
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Amy Rosenberger  
Negotiator



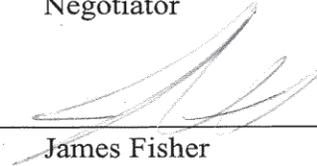
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Lara Luetkehans  
Negotiator



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Diana Rogers-Adkinson  
Negotiator



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James Fisher  
Negotiator



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Gretchen Love  
Negotiator

**ASSOCIATION OF PENNSYLVANIA STATE COLLEGE AND UNIVERSITY FACULTIES  
and  
STATE SYSTEM OF HIGHER EDUCATION**

**SENIORITY POLICY**

- I. A uniform seniority reporting system to be applied at each university should be easy to understand and to administer and consistent with the Collective Bargaining Agreement.
- II. A positive accrual system be used in reporting seniority. Specifically, each time a seniority list is prepared, additional seniority credit must be added to the previous listings.
- III. Semesters of service be the smallest unit of seniority credit. A faculty member will accrue one unit of credit for each semester completed according to the terms of Item IV. Each faculty member will earn a maximum of two units of credit per year. Summer sessions will not count for additional seniority credit.
- IV. The following method be used to determine whether a faculty member accrues seniority credit for a partial semester of service:
  - A. Completion of less than five full pay periods--no credit.
  - B. Completion of five or more full pay periods--1 credit.
- V. The tie-breaker system is to be employed as follows:
  - A. For faculty with different original appointment dates but the same length of service, the individual with the earliest appointment date would have the most seniority and be ranked ahead of others with the same length of service.
  - B. All regular, full-time faculty members hired after May 31, 1984 will have a six (6) digit seniority number which will be the number used as the third tie-breaker when two faculty members have the same seniority credit and the same date of appointment. The seniority number will be derived as follows:
    1. The first two (2) digits of any faculty member's seniority number will reflect the last two (2) digits of the calendar year of their initial date of appointment on the University's payroll.
    2. The last four (4) digits of any faculty member's seniority number will be determined by a computer-generated random number. The lowest four (4) digit number will be the most senior faculty member appointed that year, and the highest four (4) digit number will be the least senior faculty member appointed for that year.
    3. The computer will be programmed to reject any duplicate numbers and substitute a new random number.

4. The local APSCUF president will designate a member of the faculty and the University President shall designate a member of their administration to observe the computer-generation of the random numbers for the last four (4) digits of the faculty members' seniority numbers.

C. When it is necessary to insert a person into an existing department, an insertion drawing will be held.

VI. The format found in Appendix A be used for reporting seniority at each UNIVERSITY.

VII. Guidelines for preparing seniority lists are described in Appendix B.

VIII. The rules for determining seniority are described in Appendix C.

## APPENDIX A

Millersville University  
Seniority List  
November 1, 1990

Name	Seniority Number	Academic Dept.	Appointment Date University	Dept.	Seniority Credit	Notes
A. Jones		English	8/24/70	8/24/70	40	
B. Smith		English	8/22/72	8/17/75	34	a
M. Clark	84-3268	English	8/18/84	8/18/84	12	
D. Allan	90-1527	English	8/11/90	8/11/90	0	
P. Taylor	90-7214	English	8/11/90	8/11/90	0	
<hr/>						
J. Black		History	6/24/67	6/24/67	46	
P. Williams		History	8/27/67	8/27/67	46	
T. Davis		History	8/24/70	8/24/70	38	b
H. Duncan	85-1234	History	8/17/85	8/17/85	10	c
C. Dunlap	87-4217	History	8/15/87	8/15/87	6	
J. Adams	89-5700	History	1/12/89	1/12/89	3	
M. Wilson	90-3113	History	8/11/90	8/11/90	0	

### Legend--Notes

a--Leave Without Pay--1973-74 academic year

b--Educational Leave Without Pay--1978-79 academic year

c--Educational Leave Without Pay--Spring 1987 (1 credit granted)

## APPENDIX B

### Guidelines for Preparing Seniority Lists

#### I. Retroactive Applications

A. The most recent date of appointment presently listed in the UNIVERSITY seniority list for each faculty member will remain unless it has been formally contested prior to January 1, 1983.

Explanation: Adoption of this Guideline will settle finally this date for all faculty currently employed.

B. All seniority credit for full-time temporary and regular service accrued from the most recent date of appointment prior to the 1971 fall semester shall count. (Note: Educational leaves without pay granted prior to August 1, 1970, shall accrue seniority credit.)

Explanation: Adoption of this Guideline will cut through the tangle of temporary and regular service appointments made prior to the implementation of the Collective Bargaining Agreement (CBA).

C. Beginning with the 1971 fall semester, only regular, full-time service from the most recent date of appointment will count for accrual of full-time seniority credit.

Explanation: This Guideline is based on terms of the CBA which went into effect in the 1971 fall semester and does not conflict with the provisions for tenure found in Article 15, Section B. of the CBA.

D. Any local APSCUF/Management agreement made prior to July 1, 1981, recognizing departmental seniority as opposed to college/university-wide seniority for retrenchment purposes shall be recognized when verified by appropriate documentation. Beginning July 1, 1981, the provisions of the applicable CBA shall apply.

Explanation: This Guideline resolves the problem created by such good-faith agreements even though they may have modified the terms of the CBA prior to July 1, 1981. It recognizes the good-faith in these arrangements and avoids the trauma and hardship that would result from reversing these actions.

E. Any local APSCUF/Management agreement made prior to September 1, 1983, granting a full-time, regular faculty member a partial leave of absence without pay to minimize retrenchment of faculty at the college/university will not result in a reduction in the seniority credit for the faculty member taking the leave. These agreements must be verified by appropriate documentation. Effective September 1, 1983, the provisions of the CBA shall apply.

Explanation: This Guideline protects faculty who took such leaves to help colleagues from the loss of seniority credit and the possible penalty that might result from this reduction in service credit.

## II. Prospective Application

Effective with the 1983-84 academic year, the original date of appointment and the accrual of seniority credit will begin with the first day on the payroll in regular, full-time status during the academic year.

Explanation: This Guideline establishes a uniform starting date for all future faculty throughout the State System of Higher Education.

## APPENDIX C

### Rules for Determining Seniority

#### A. Leave Without Pay

1. Seniority normally does not accrue during a period of leave without pay (LWOP), except as specifically provided in this Policy.
2. A regular, full-time faculty member who has taken a partial LWOP prior to fall 1985 shall receive pro-rated seniority credit, if the faculty member was in regular full-time status prior to the leave and completed five or more pay periods during the semester. The pro-rated seniority credit for that semester will be equated to the proportion of the normal workload which the faculty member worked. For example, a faculty member who worked a one-half (1/2) workload and took a one-half (1/2) LWOP would earn one-half (1/2) credit for that semester.
3. Beginning in the fall of 1985, a full seniority credit will be granted for up to eight (8) semesters for any semester that a regular, full-time faculty member is on a full or partial LWOP granted by the President of their University.
4. After a regular, full-time faculty member uses their allotment of eight (8) seniority credits for eight (8) different semesters of full or partial LWOP as described above, the faculty member will receive a partial seniority credit for any subsequent semester they are on a partial LWOP granted by the President of their University. Such partial seniority credit shall be calculated pursuant to paragraph 2 of this Section.
5. Beginning in the fall of 1993, any faculty member employed at any State System of Higher Education University, who accepts a leave without pay from their institution and then accepts employment as a manager at any of the universities in the State System of Higher Education or the Office of the Chancellor, will accrue one-half (1/2) seniority credit per semester during the time period as a manager.

B. Educational Leave Without Pay--Seniority does accrue for ELWOP granted prior to August 1, 1970 and subsequent to fall 1985 pursuant to Section A. above.

C. Military Leave--Seniority does accrue during periods of military leave.

Exception: Faculty members who are/have been separated from military service by "discharge under other than honorable condition," "bad conduct discharge" or "dishonorable discharge" shall not be entitled to seniority credit for such military service.

D. Suspension--Seniority does not accrue for suspensions.

E. Part-time Service--Seniority does not accrue for part-time service.

F. Work-Related Disability Leave--Seniority does accrue during periods of approved work-related disability leave.

- G. Sabbatical Leave--Seniority does accrue as if the faculty member is in regular full-time daily attendance.
- H. Child Rearing Leave--Seniority does not accrue during periods of child-rearing leave, except as provided in Section A. above.
- I. Leave Due to Pregnancy--Seniority does accrue for a faculty member during the period they are unable to work and uses accrued sick leave for medical reasons as certified by a physician.
- J. Parental Leave Without Pay--Seniority does not accrue during periods of parental leave without pay, except as provided in Section A. above. Effective with the beginning of the first full pay period of the 2020 leave calendar year (January 4, 2020), seniority does accrue during FMLA leave and during the leave without pay extension period.
- K. APSCUF Service--Seniority does not accrue for service as an elected or appointed official or representatives of APSCUF.
- Exception: Seniority does accrue for service as State President of APSCUF.
- L. Managers Returning to Former Departments
1. Seniority does accrue for all prior time spent in the bargaining unit for a manager who returns to the bargaining unit within three (3) years of their appointment to a management position.
  2. Seniority does not accrue for the time spent as a manager.
  3. A faculty member who has served three (3) or more years as a manager shall begin their service in the bargaining unit with no seniority credit. This manager will also receive a date of appointment corresponding to their first day on the payroll as a faculty member subsequent to their service as a manager and will also receive an appropriate seniority number for that year.
  4. Seniority does accrue for service as an acting manager.
- M. Resignation--Seniority terminates upon resignation.
- N. Retirement--Seniority terminates upon retirement.
- O. Discharge--Seniority terminates upon discharge.
- P. Inter-University Transfer--Tenured Faculty Members--A faculty member shall receive seniority (length of service) credit at the receiving University of three (3) years or, where the President and the receiving department agree, additional seniority (length of service) credit may be granted up to the full amount accrued at the former University.

- Q. Inter-University Transfer--Non-Tenured Faculty Members--A probationary non-tenured faculty member shall receive no seniority (length of service) credit unless the President and the receiving department agree, in which case seniority credit may be granted up to the full amount accrued at the former University.

## **APPENDIX D**

### Footnote

If a faculty member did not accrue a seniority credit for any semester since that faculty member's date of appointment, that faculty member will receive a footnote which will:

1. Indicate the reason for non-accrual of the service credit(s); and
2. List the semester(s) and academic year(s) in question.

## APPENDIX E

### DISABILITY RETIREMENT DETERMINATION PROCEDURE FOR ALTERNATIVE RETIREMENT PLAN (SEE ARTICLE 20.C) PARTICIPANTS

This procedure is adopted to implement the disability retirement determination standard created by Article 17, Section E.3.b., and Article 21, Section A.10.f.(2) of the Collective Bargaining Agreement.

1. To determine if an Alternative Retirement Plan participant qualifies for the benefits granted under the above-referenced Articles, all relevant evidence shall be submitted to a physician selected by mutual agreement of the parties. The physician's determination shall be based on the standards utilized by the State Employees' Retirement System (SERS) in determining eligibility for disability retirement. The physician's determination shall be issued to the employee, the State System, and State APSCUF.
2. In the event an employee is dissatisfied with the physician's determination under paragraph 1. above, the employee or APSCUF may appeal that determination to final and binding arbitration to be conducted before and decided by one of the arbitrators selected by mutual agreement of the parties under this procedure and not by an arbitrator selected under Article 5. The arbitrator shall apply the standards used by the SERS in determining eligibility for disability retirement.
3. The physician and arbitrators chosen at the time of making this Agreement have been chosen because of their experience in making determinations under SERS standards. Should it be necessary to select additional physicians or arbitrators during the term of this contract, the parties agree that they shall attempt to select people with similar qualifications.
4. The arbitrator's fees and expenses shall be shared equally by APSCUF/FACULTY MEMBER and the STATE SYSTEM/UNIVERSITIES, but each party shall bear its own cost of preparing and presenting its case to the arbitrator.
5. Disputes arising under this side letter shall be not be subject to the Grievance and Arbitration provisions of Article 5 of the Collective Bargaining Agreement.

**APPENDIX F**

2023 SUMMER PAY SCHEDULE

PAY STEP		PAY RANGE	PAY RANGE	PAY RANGE	PAY RANGE
		Q01	Q02	Q03	Q04
1	PER WORKLOAD HOUR	\$1,199.65	\$1,388.75	\$1,607.66	\$1,954.12
2	PER WORKLOAD HOUR	\$1,259.64	\$1,458.19	\$1,688.04	\$2,051.83
3	PER WORKLOAD HOUR	\$1,322.62	\$1,531.10	\$1,772.44	\$2,154.42
4	PER WORKLOAD HOUR	\$1,388.75	\$1,607.66	\$1,861.06	\$2,262.14
5	PER WORKLOAD HOUR	\$1,458.19	\$1,688.04	\$1,954.12	\$2,375.25
6	PER WORKLOAD HOUR	\$1,494.64	\$1,730.24	\$2,002.97	\$2,434.63
7	PER WORKLOAD HOUR	\$1,531.10	\$1,772.44	\$2,051.83	\$2,494.01
8	PER WORKLOAD HOUR	\$1,569.38	\$1,816.76	\$2,103.12	\$2,556.36
9	PER WORKLOAD HOUR	\$1,607.66	\$1,861.06	\$2,154.42	\$2,618.71
10	PER WORKLOAD HOUR	\$1,647.85	\$1,907.59	\$2,208.28	\$2,684.18
11	PER WORKLOAD HOUR	\$1,688.04	\$1,954.12	\$2,262.14	\$2,749.65
12	PER WORKLOAD HOUR	\$1,730.24	\$2,002.97	\$2,318.69	\$2,818.39
13	PER WORKLOAD HOUR	\$1,773.49	\$2,053.04	\$2,376.66	\$2,888.85

**APPENDIX G**

2024 SUMMER PAY SCHEDULE  
(BASED ON PAY SCHEDULE A)

PAY STEP		PAY RANGE	PAY RANGE	PAY RANGE	PAY RANGE
		Q01	Q02	Q03	Q04
1	PER WORKLOAD HOUR	\$1,247.64	\$1,444.31	\$1,671.96	\$2,032.28
2	PER WORKLOAD HOUR	\$1,310.02	\$1,516.52	\$1,755.56	\$2,133.90
3	PER WORKLOAD HOUR	\$1,375.53	\$1,592.34	\$1,843.34	\$2,240.60
4	PER WORKLOAD HOUR	\$1,444.31	\$1,671.96	\$1,935.50	\$2,352.63
5	PER WORKLOAD HOUR	\$1,516.52	\$1,755.56	\$2,032.28	\$2,470.26
6	PER WORKLOAD HOUR	\$1,554.43	\$1,799.45	\$2,083.09	\$2,532.01
7	PER WORKLOAD HOUR	\$1,592.34	\$1,843.34	\$2,133.90	\$2,593.77
8	PER WORKLOAD HOUR	\$1,632.15	\$1,889.43	\$2,187.24	\$2,658.61
9	PER WORKLOAD HOUR	\$1,671.96	\$1,935.50	\$2,240.60	\$2,723.46
10	PER WORKLOAD HOUR	\$1,713.76	\$1,983.89	\$2,296.61	\$2,791.55
11	PER WORKLOAD HOUR	\$1,755.56	\$2,032.28	\$2,352.63	\$2,859.63
12	PER WORKLOAD HOUR	\$1,799.45	\$2,083.09	\$2,411.44	\$2,931.13
13	PER WORKLOAD HOUR	\$1,844.43	\$2,135.16	\$2,471.72	\$3,004.40

**APPENDIX H**

2025 SUMMER PAY SCHEDULE  
(BASED ON PAY SCHEDULE B)

PAY STEP		PAY RANGE	PAY RANGE	PAY RANGE	PAY RANGE
		Q01	Q02	Q03	Q04
1	PER WORKLOAD HOUR	\$1,272.59	\$1,473.19	\$1,705.40	\$2,072.93
2	PER WORKLOAD HOUR	\$1,336.22	\$1,546.85	\$1,790.67	\$2,176.58
3	PER WORKLOAD HOUR	\$1,403.04	\$1,624.19	\$1,880.21	\$2,285.41
4	PER WORKLOAD HOUR	\$1,473.19	\$1,705.40	\$1,974.21	\$2,399.68
5	PER WORKLOAD HOUR	\$1,546.85	\$1,790.67	\$2,072.93	\$2,519.66
6	PER WORKLOAD HOUR	\$1,585.52	\$1,835.43	\$2,124.75	\$2,582.65
7	PER WORKLOAD HOUR	\$1,624.19	\$1,880.21	\$2,176.58	\$2,645.65
8	PER WORKLOAD HOUR	\$1,664.79	\$1,927.21	\$2,230.99	\$2,711.78
9	PER WORKLOAD HOUR	\$1,705.40	\$1,974.21	\$2,285.41	\$2,777.93
10	PER WORKLOAD HOUR	\$1,748.04	\$2,023.57	\$2,342.54	\$2,847.38
11	PER WORKLOAD HOUR	\$1,790.67	\$2,072.93	\$2,399.68	\$2,916.83
12	PER WORKLOAD HOUR	\$1,835.43	\$2,124.75	\$2,459.67	\$2,989.75
13	PER WORKLOAD HOUR	\$1,881.32	\$2,177.87	\$2,521.16	\$3,064.49

**APPENDIX I**

2026 SUMMER PAY SCHEDULE  
(BASED ON PAY SCHEDULE C)

PAY STEP		PAY RANGE	PAY RANGE	PAY RANGE	PAY RANGE
		Q01	Q02	Q03	Q04
1	PER WORKLOAD HOUR	\$1,288.50	\$1,491.61	\$1,726.72	\$2,098.84
2	PER WORKLOAD HOUR	\$1,352.93	\$1,566.18	\$1,813.05	\$2,203.78
3	PER WORKLOAD HOUR	\$1,420.58	\$1,644.49	\$1,903.71	\$2,313.97
4	PER WORKLOAD HOUR	\$1,491.61	\$1,726.72	\$1,998.89	\$2,429.67
5	PER WORKLOAD HOUR	\$1,566.18	\$1,813.05	\$2,098.84	\$2,551.16
6	PER WORKLOAD HOUR	\$1,605.34	\$1,858.38	\$2,151.31	\$2,614.93
7	PER WORKLOAD HOUR	\$1,644.49	\$1,903.71	\$2,203.78	\$2,678.72
8	PER WORKLOAD HOUR	\$1,685.60	\$1,951.30	\$2,258.88	\$2,745.68
9	PER WORKLOAD HOUR	\$1,726.72	\$1,998.89	\$2,313.97	\$2,812.65
10	PER WORKLOAD HOUR	\$1,769.89	\$2,048.86	\$2,371.82	\$2,882.97
11	PER WORKLOAD HOUR	\$1,813.05	\$2,098.84	\$2,429.67	\$2,953.29
12	PER WORKLOAD HOUR	\$1,858.38	\$2,151.31	\$2,490.41	\$3,027.12
13	PER WORKLOAD HOUR	\$1,904.84	\$2,205.09	\$2,552.67	\$3,102.80

**APPENDIX J**

2027 SUMMER PAY SCHEDULE  
(BASED ON PAY SCHEDULE D)

PAY STEP		PAY RANGE	PAY RANGE	PAY RANGE	PAY RANGE
		Q01	Q02	Q03	Q04
1	PER WORKLOAD HOUR	\$1,327.16	\$1,536.35	\$1,778.52	\$2,161.80
2	PER WORKLOAD HOUR	\$1,393.51	\$1,613.17	\$1,867.44	\$2,269.90
3	PER WORKLOAD HOUR	\$1,463.19	\$1,693.83	\$1,960.82	\$2,383.39
4	PER WORKLOAD HOUR	\$1,536.35	\$1,778.52	\$2,058.86	\$2,502.56
5	PER WORKLOAD HOUR	\$1,613.17	\$1,867.44	\$2,161.80	\$2,627.69
6	PER WORKLOAD HOUR	\$1,653.50	\$1,914.13	\$2,215.85	\$2,693.38
7	PER WORKLOAD HOUR	\$1,694.83	\$1,961.98	\$2,271.24	\$2,760.72
8	PER WORKLOAD HOUR	\$1,737.21	\$2,011.03	\$2,328.02	\$2,829.73
9	PER WORKLOAD HOUR	\$1,780.64	\$2,061.31	\$2,386.23	\$2,900.48
10	PER WORKLOAD HOUR	\$1,825.15	\$2,112.84	\$2,445.88	\$2,972.99
11	PER WORKLOAD HOUR	\$1,870.78	\$2,165.66	\$2,507.03	\$3,047.31
12	PER WORKLOAD HOUR	\$1,917.55	\$2,219.80	\$2,569.70	\$3,123.50
13	PER WORKLOAD HOUR	\$1,965.49	\$2,275.30	\$2,633.95	\$3,201.58

**APPENDIX K**

Fall 2023, Spring 2024, Fall 2024 OVERLOAD PAY SCHEDULE  
(BASED ON PAY SCHEDULE A)

PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	PER WORKLOAD HOUR	\$1,542.54	\$1,785.69	\$2,067.15	\$2,512.64
2	PER WORKLOAD HOUR	\$1,619.66	\$1,874.97	\$2,170.51	\$2,638.27
3	PER WORKLOAD HOUR	\$1,700.65	\$1,968.71	\$2,279.04	\$2,770.19
4	PER WORKLOAD HOUR	\$1,785.69	\$2,067.15	\$2,392.99	\$2,908.70
5	PER WORKLOAD HOUR	\$1,874.97	\$2,170.51	\$2,512.64	\$3,054.14
6	PER WORKLOAD HOUR	\$1,921.84	\$2,224.77	\$2,575.45	\$3,130.49
7	PER WORKLOAD HOUR	\$1,968.71	\$2,279.04	\$2,638.28	\$3,206.84
8	PER WORKLOAD HOUR	\$2,017.93	\$2,336.02	\$2,704.23	\$3,287.01
9	PER WORKLOAD HOUR	\$2,067.15	\$2,392.99	\$2,770.19	\$3,367.19
10	PER WORKLOAD HOUR	\$2,118.83	\$2,452.81	\$2,839.44	\$3,451.37
11	PER WORKLOAD HOUR	\$2,170.51	\$2,512.64	\$2,908.70	\$3,535.55
12	PER WORKLOAD HOUR	\$2,224.77	\$2,575.45	\$2,981.41	\$3,623.94
13	PER WORKLOAD HOUR	\$2,280.39	\$2,639.84	\$3,055.95	\$3,714.53

**APPENDIX L**

Spring 2025, Fall 2025 OVERLOAD PAY SCHEDULE  
(BASED ON PAY SCHEDULE B)

PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	PER WORKLOAD HOUR	\$1,573.39	\$1,821.40	\$2,108.50	\$2,562.89
2	PER WORKLOAD HOUR	\$1,652.06	\$1,912.47	\$2,213.92	\$2,691.04
3	PER WORKLOAD HOUR	\$1,734.66	\$2,008.09	\$2,324.62	\$2,825.59
4	PER WORKLOAD HOUR	\$1,821.40	\$2,108.50	\$2,440.85	\$2,966.87
5	PER WORKLOAD HOUR	\$1,912.47	\$2,213.92	\$2,562.89	\$3,115.22
6	PER WORKLOAD HOUR	\$1,960.28	\$2,269.26	\$2,626.96	\$3,193.10
7	PER WORKLOAD HOUR	\$2,008.09	\$2,324.62	\$2,691.04	\$3,270.98
8	PER WORKLOAD HOUR	\$2,058.29	\$2,382.74	\$2,758.31	\$3,352.75
9	PER WORKLOAD HOUR	\$2,108.50	\$2,440.85	\$2,825.59	\$3,434.53
10	PER WORKLOAD HOUR	\$2,161.21	\$2,501.87	\$2,896.23	\$3,520.40
11	PER WORKLOAD HOUR	\$2,213.92	\$2,562.89	\$2,966.87	\$3,606.26
12	PER WORKLOAD HOUR	\$2,269.26	\$2,626.96	\$3,041.04	\$3,696.42
13	PER WORKLOAD HOUR	\$2,326.00	\$2,692.64	\$3,117.07	\$3,788.83

**APPENDIX M**

Spring 2026, Fall 2026 OVERLOAD PAY SCHEDULE  
(BASED ON PAY SCHEDULE C)

PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	PER WORKLOAD HOUR	\$1,593.06	\$1,844.17	\$2,134.85	\$2,594.93
2	PER WORKLOAD HOUR	\$1,672.71	\$1,936.37	\$2,241.59	\$2,724.68
3	PER WORKLOAD HOUR	\$1,756.35	\$2,033.19	\$2,353.68	\$2,860.91
4	PER WORKLOAD HOUR	\$1,844.17	\$2,134.85	\$2,471.36	\$3,003.96
5	PER WORKLOAD HOUR	\$1,936.37	\$2,241.59	\$2,594.93	\$3,154.16
6	PER WORKLOAD HOUR	\$1,984.78	\$2,297.63	\$2,659.80	\$3,233.01
7	PER WORKLOAD HOUR	\$2,033.19	\$2,353.68	\$2,724.68	\$3,311.87
8	PER WORKLOAD HOUR	\$2,084.02	\$2,412.52	\$2,792.79	\$3,394.66
9	PER WORKLOAD HOUR	\$2,134.85	\$2,471.36	\$2,860.91	\$3,477.46
10	PER WORKLOAD HOUR	\$2,188.23	\$2,533.14	\$2,932.43	\$3,564.40
11	PER WORKLOAD HOUR	\$2,241.59	\$2,594.93	\$3,003.96	\$3,651.34
12	PER WORKLOAD HOUR	\$2,297.63	\$2,659.80	\$3,079.06	\$3,742.62
13	PER WORKLOAD HOUR	\$2,355.07	\$2,726.29	\$3,156.03	\$3,836.19

**APPENDIX N**

**Spring 2027 OVERLOAD PAY SCHEDULE  
(BASED ON PAY SCHEDULE D)**

PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	PER WORKLOAD HOUR	\$1,640.85	\$1,899.49	\$2,198.90	\$2,672.78
2	PER WORKLOAD HOUR	\$1,722.89	\$1,994.46	\$2,308.84	\$2,806.42
3	PER WORKLOAD HOUR	\$1,809.04	\$2,094.18	\$2,424.29	\$2,946.74
4	PER WORKLOAD HOUR	\$1,899.49	\$2,198.90	\$2,545.50	\$3,094.08
5	PER WORKLOAD HOUR	\$1,994.46	\$2,308.84	\$2,672.78	\$3,248.78
6	PER WORKLOAD HOUR	\$2,044.32	\$2,366.56	\$2,739.59	\$3,330.00
7	PER WORKLOAD HOUR	\$2,095.43	\$2,425.72	\$2,808.08	\$3,413.25
8	PER WORKLOAD HOUR	\$2,147.82	\$2,486.37	\$2,878.29	\$3,498.58
9	PER WORKLOAD HOUR	\$2,201.51	\$2,548.52	\$2,950.24	\$3,586.05
10	PER WORKLOAD HOUR	\$2,256.55	\$2,612.24	\$3,024.00	\$3,675.70
11	PER WORKLOAD HOUR	\$2,312.96	\$2,677.54	\$3,099.60	\$3,767.59
12	PER WORKLOAD HOUR	\$2,370.79	\$2,744.48	\$3,177.09	\$3,861.78
13	PER WORKLOAD HOUR	\$2,430.06	\$2,813.09	\$3,256.52	\$3,958.32

### APPENDIX O - Through 12-31-2023 PPO Blue Benefit Summary

The chart below reflects what the plan pays for specific services. A member may be responsible for a facility fee, clinic charge or similar fee or charge (in addition to any professional fees) if the office visit or service is provided at a location that qualifies as a hospital department or a satellite building of a hospital.

Benefit	Network	Out-of-Network
<b>General Provisions</b>		
Benefit Period(1)	Calendar Year	
Deductible (per benefit period)		
Individual	\$400	\$800
Family	\$800	\$1,600
Plan Pays – payment based on the plan allowance	100% after deductible	80% after deductible
Out-of-Pocket Maximums (Once met, plan pays 100% for the rest of the benefit period)		
Individual	Not Applicable	\$3,200
Family		\$6,400
Total Maximum Out-of-Pocket (includes deductible, copays, prescription drug cost sharing and other qualified medical expenses, Network only) (2) Once met, the plan pays 100% of covered services for the rest of the benefit period.		
Individual	\$7,150	None
Family	\$14,300	None
<b>Office/Clinic/Urgent Care Visits</b>		
Retail Clinic Visits & Virtual Visits (7)	100% after \$25 copayment	80% after deductible
Primary Care Provider Office Visits & Virtual Visits (7)	100% after \$20 copayment	80% after deductible
Specialist Office Visits & Virtual Visits (8)	(July 1, 2019 – June 30, 2020) 100% after \$45 copayment (Effective July 1, 2020) 100% after \$30 copayment	80% after deductible
Virtual Visit Originating Site Fee (8)	100% after deductible	80% after deductible
Urgent Care Center Visits	100% after \$50 copayment	80% after deductible
<b>Preventive Care(4)</b>		
<b>Routine Adult</b>		
Physical exams	100% no deductible	80% after deductible
Adult immunizations	100% no deductible	80% after deductible
Colorectal cancer screening	100% no deductible	80% after deductible
Routine gynecological exams, including a Pap Test	100% no deductible	80% no deductible
Mammograms, annual routine and medically necessary	100% no deductible	80% after deductible
Diagnostic services and procedures	100% no deductible	80% after deductible
Routine PSA Screening	100% no deductible	80% after deductible
<b>Routine Pediatric</b>		
Physical exams	100% no deductible	80% after deductible
Pediatric immunizations	100% no deductible	80% no deductible
Diagnostic services and procedures	100% no deductible	80% after deductible
<b>Hospital and Medical/Surgical Expenses (including maternity)</b>		
Hospital Inpatient	100% after deductible	80% after deductible
Hospital Outpatient	100% after deductible	80% after deductible
Maternity (non-preventive facility & professional services)	100% after deductible	80% after deductible
Medical Care (except office visits) Includes Inpatient Visits and Consultations	100% after deductible	80% after deductible
Surgical Expenses (except office visits) Includes Assistant Surgery, Anesthesia, Sterilization and Reversal Procedures. Excludes Neonatal Circumcision	100% after deductible	80% after deductible
<b>Emergency Services</b>		
Emergency Room Services	100% after \$200 copayment (waived if admitted)	
Ambulance (emergency)	100% no deductible	
Ambulance (non-emergency)	100% after deductible	80% after deductible
<b>Mental Health/Substance Abuse</b>		
Inpatient Mental Health	100% after deductible	80% after deductible
Inpatient Detoxification/Rehabilitation	100% after deductible	80% after deductible
Outpatient Mental Health includes Virtual Behavioral Health Visits	(July 1, 2019 – June 30, 2020) 100% after \$45 copayment (Effective July 1, 2020) 100% after \$30 copayment	80% after deductible

Outpatient Substance Abuse includes Virtual Behavioral Health Visits	(July 1, 2019 – June 30, 2020) 100% after \$45 copayment (Effective July 1, 2020) 100% after \$30 copayment	80% after deductible
<b>Benefit</b>	<b>Network</b>	<b>Out-of-Network</b>
<b>Therapy and Rehabilitation Services</b>		
Physical Medicine Outpatient	(July 1, 2019 – June 30, 2020) 100% after \$45 copayment (Effective July 1, 2020) 100% after \$30 copayment	80% after deductible
	Unlimited	
Respiratory Therapy	100% after deductible	80% after deductible
Spinal Manipulations	(July 1, 2019 – June 30, 2020) 100% after \$45 copayment (Effective July 1, 2020) 100% after \$30 copayment	80% after deductible
	30 visits/benefit period	
Speech & Occupational Therapy Outpatient	(July 1, 2019 – June 30, 2020) 100% after \$45 copayment (Effective July 1, 2020) 100% after \$30 copayment	80% after deductible
	30 visits per therapy/benefit period	
Other Therapy Services - Cardiac Rehabilitation, Chemotherapy, Radiation Therapy, Dialysis and Infusion Therapy	100% after deductible	80% after deductible
<b>Other Services</b>		
Allergy Extracts and Injections	100% after deductible	80% after deductible
Applied Behavior Analysis for ASD (3)	100% after deductible	80% after deductible
Assisted Fertilization Procedures	Not Covered	
Dental Services Related to Accidental Injury	100% after deductible	80% after deductible
Diabetes Treatment	100% after deductible	80% after deductible
<b>Diagnostic Services</b>		
Advanced Imaging (MRI, CAT, PET scan, etc.)	100% after deductible	80% after deductible
Basic Diagnostic Services (standard imaging, diagnostic medical, lab/pathology, allergy testing)	100% after deductible	80% after deductible
Durable Medical Equipment, Orthotics and Prosthetics	100% after deductible	80% after deductible
Elective Abortion	Not Covered (except in cases of rape, incest, or to avert death of the mother)	
Home Health Care (Excludes Respite Care)	100% after deductible	80% after deductible
	60 visits/benefit period	
Hospice (Includes Respite Care)	100% after deductible	80% after deductible
	180 days/benefit period	
Infertility Counseling, Testing and Treatment(5)	100% after deductible	80% after deductible
Oral Surgery	100% after deductible	80% after deductible
Private Duty Nursing	100% after deductible	80% after deductible
	240 hours/benefit period	
Skilled Nursing Facility Care	100% after deductible	80% after deductible
	100 days/benefit period	
Transplant Services	100% after deductible	80% after deductible
Precertification Requirements(6)	Yes	

(1) The group's benefit period is based on a Calendar Year

(2) The Network Total Maximum Out-of-Pocket (TMOOP) is mandated by the federal government, TMOOP must include deductible, coinsurance, copays, prescription drug cost share and any qualified medical expenses. Effective with plan years beginning on or after January 1, 2017 the TMOOP cannot exceed \$7,150 for individual and \$14,300 for two or more persons.

(3) Coverage for eligible members to age 21. Services will be paid according to the benefit category (e.g. speech therapy). Treatment for autism spectrum disorders does not reduce visit/day limits.

(4) Services are limited to those listed on the Highmark Preventive Schedule and Women's Health Preventive Schedule. Gender, age and frequency limits may apply.

(5) Treatment includes coverage for the correction of a physical or medical problem associated with infertility. Infertility drug therapy may or may not be covered depending on your group's prescription drug program.

(6) Highmark Medical Management & Policy (MM&P) must be contacted prior to a planned inpatient admission or within 48 hours of an emergency or maternity-related inpatient admission. Be sure to verify that your provider is contacting MM&P for precertification. If not, you are responsible for contacting MM&P. If this does not occur and it is later determined that all or part of the inpatient stay was not medically necessary or appropriate, you will be responsible for payment of any costs not covered.

(7) Virtual Retail & Behavioral Health Virtual Visits – the purpose of this benefit is to allow a member to have a virtual visit through the use of secure telecommunications technology. The secure telecommunications technology must provide both audio and video streams. Virtual visits can be conducted for initial, follow-up, or maintenance care. The member's responsibility is the copayment that would normally apply for an in-person primary care, retail or behavioral visit.

(8) Virtual Specialist Office Visit – the purpose of this benefit is to allow a member to have a virtual follow-up visit with a specialist that may be located a significant distance away. The member's responsibility is the copayment that would normally apply for an in-person specialist visit and a fee from the "originating site". The PCP's office or clinic that provides access to the video conferencing equipment may also charge a fee. The originating fee will be applied to the deductible and/or coinsurance as determined by the member's specific benefit plan design.

**State System of Higher Education – Faculty - Effective 1-1-2024**

On the chart below, you'll see what your plan pays for specific services. You may be responsible for a facility fee, clinic charge or similar fee or charge (in addition to any professional fees) if your office visit or service is provided at a location that qualifies as a hospital department or a satellite building of a hospital.

Benefit	Group Numbers: 02507900, -06	
	In Network	Out of Network
<b>General Provisions</b>		
Effective Date	January 1, 2024	
Benefit Period (1)	Calendar Year	
Deductible (per benefit period)		
Individual	\$400	\$800
Family	\$800	\$1,600
Plan Pays – payment based on the plan allowance	100% after deductible	80% after deductible
Out-of-Pocket Limit (Includes coinsurance. Once met, plan pays 100% coinsurance for the rest of the benefit period)		
Individual	None	\$3,200
Family	None	\$6,400
Total Maximum Out-of-Pocket (Includes deductible, coinsurance, copays, prescription drug cost sharing and other qualified medical expenses, Network only) (2) Once met, the plan pays 100% of covered services for the rest of the benefit period.		
Individual	\$9,450	Not Applicable
Family	\$18,900	Not Applicable
<b>Office/Clinic/Urgent Care Visits</b>		
Retail Clinic Visits & Virtual Visits	100% after \$25 copay	80% after deductible
Primary Care Provider (PCP) Office Visits & Virtual Visits	100% after \$20 copay	80% after deductible
Specialist Office Visits & Virtual Visits	100% after \$30 copay	80% after deductible
Virtual Visit Provider Originating Site Fee	100% after deductible	80% after deductible
Urgent Care Center Visits	100% after \$50 copay	80% after deductible
	copay, if any, does not apply to urgent care center visits prescribed for the treatment of mental health or substance abuse	
Telemedicine Services (3)	100% after \$10 copay	Not Covered
<b>Preventive Care with Enhancements (4)</b>		
<b>Routine Adult</b>		
Physical Exams	100% (deductible does not apply)	80% after deductible
Adult Immunizations	100% (deductible does not apply)	80% after deductible
Routine Gynecological Exams, including a Pap Test	100% (deductible does not apply)	80% (deductible does not apply)
Mammograms, Annual Routine	100% (deductible does not apply)	80% after deductible
Mammograms, Medically Necessary	100% (deductible does not apply)	80% after deductible
Diagnostic Services and Procedures	100% (deductible does not apply)	80% after deductible
Routine Prostate Cancer Screening (Males age 19 and older)	100% (deductible does not apply)	80% after deductible
<b>Routine Pediatric</b>		
Physical Exams	100% (deductible does not apply)	80% after deductible
Pediatric Immunizations	100% (deductible does not apply)	80% (deductible does not apply)
Diagnostic Services and Procedures	100% (deductible does not apply)	80% after deductible
<b>Emergency Services</b>		
Emergency Room Services (5)	100% after \$200 copay (waived if admitted)	
Ambulance - Emergency and Non-Emergency (6)	100% (deductible does not apply) for emergency services; 100% after deductible for non-emergencies	100% (deductible does not apply) for emergency services; 80% after deductible for non-emergencies
<b>Hospital and Medical / Surgical Expenses (including maternity) (5)</b>		
Hospital Inpatient	100% after deductible	80% after deductible
	Limit: 365 days/admission	
Hospital Outpatient	100% after deductible	80% after deductible
Maternity (non-preventive facility & professional services) including dependent daughter	100% after deductible	80% after deductible
Medical Care (including inpatient visits and consultations)	100% after deductible	80% after deductible

<b>Benefit</b>	<b>In Network</b>	<b>Out of Network</b>
Surgical Expenses (except office visits) Includes Assistant Surgery, Anesthesia, Sterilization and Reversal Procedures, excludes neonatal circumcisions	100% after deductible	80% after deductible
<b>Therapy and Rehabilitation Services</b>		
Physical Medicine	100% after \$30 copay	80% after deductible
Respiratory Therapy	100% after deductible	80% after deductible
Speech and Occupational Therapy	100% after \$30 copay	80% after deductible
	Limit: 30 visit/per type of therapy/benefit period - limit does not apply when therapy services are prescribed for the treatment of mental health or substance abuse	
Spinal Manipulations	100% after \$30 copay	80% after deductible
	Limit: 30 visits/benefit period	
Other Therapy Services (Cardiac Rehab, Infusion Therapy, Chemotherapy, Radiation Therapy and Dialysis)	100% after deductible	80% after deductible
<b>Mental Health / Substance Abuse</b>		
Inpatient Mental Health Services	100% after deductible	80% after deductible
Inpatient Detoxification / Rehabilitation	100% after deductible	80% after deductible
Outpatient Mental Health Services (includes virtual behavioral health visits)	100% after \$30 copay	80% after deductible
Outpatient Substance Abuse Services	100% after \$30 copay	80% after deductible
<b>Other Services</b>		
Allergy Extracts and Injections	100% after deductible	80% after deductible
Applied Behavior Analysis for Autism Spectrum Disorder (7)	100% after deductible	80% after deductible
Assisted Fertilization Procedures	Not Covered	Not Covered
Dental Services Related to Accidental Injury	100% after deductible	80% after deductible
<b>Diagnostic Services</b>		
Advanced Imaging (MRI, CAT, PET scan, etc.)	100% after deductible	80% after deductible
Basic Diagnostic Services (standard imaging, diagnostic medical, lab/pathology, allergy testing)	100% after deductible	80% after deductible
Durable Medical Equipment, Orthotics and Prosthetics	100% after deductible	80% after deductible
Home Health Care	100% after deductible	80% after deductible
	Limit: 60 visits/benefit period aggregate with visiting nurse	
Hospice	100% after deductible	80% after deductible
	Limit: 180 days/benefit period	
Infertility Counseling, Testing and Treatment (8)	100% after deductible	80% after deductible
Private Duty Nursing	100% after deductible	80% after deductible
	Limit: 240 hours/benefit period	
Skilled Nursing Facility Care	100% after deductible	80% after deductible
	Limit: 100 days/benefit period	
Transplant Services	100% after deductible	80% after deductible
Precertification/Authorization Requirements (9)	Yes	Yes
<b>Prescription Drugs</b>		
Prescription Drug Deductible Individual/Family	None	
Prescription Drug Program (10) SensibleRx Choice Defined by the National Pharmacy Network - Not Physician Network.  OON Rx Claims – Member Files  Your plan uses the Comprehensive Formulary with an Incentive Benefit Design	<b>Retail Drugs (30-day Supply)</b> \$10 Formulary and Non-Formulary generic copay \$30 Formulary brand copay \$50 Non-Formulary brand copay <b>Maintenance Drugs through Mail Order (90-day Supply)</b> \$20 Formulary and Non-Formulary generic copay \$60 Formulary brand copay \$100 Non-Formulary brand copay	

This is not a contract. This benefits summary presents plan highlights only. Please refer to the policy/ plan documents, as limitations and exclusions apply. The policy/ plan documents control in the event of a conflict with this benefits summary.

(1) Your group's benefit period is based on a Calendar Year which runs from January 1 to December 31.

(2) The Network Total Maximum Out-of-Pocket (TMOOP) is mandated by the federal government. TMOOP must include deductible, coinsurance, copays, prescription drug cost share and any qualified medical expense.

(3) Telemedicine Services (acute care for minor illnesses available on-demand 24/7) must be performed by a Highmark Designated Telemedicine Provider. Additional services provided by a Designated Telemedicine Provider are paid according to the benefit category that they fall under (e.g. PCP is eligible under the PCP Office Visit benefit, Behavioral Health is eligible under the Outpatient Mental Health Services benefit).

- (4) Services are limited to those listed on the Highmark Preventive Schedule with Enhancements (Women's Health Preventive Schedule may apply).
- (5) Benefits for Emergency Care Services rendered by an Out-of-Network Provider will be paid at the Network services level. Benefits for Hospital Services or Medical Care Services rendered by an Out-of-Network Provider to a member requiring an inpatient admission or observation immediately following receipt of Emergency Care Services will be paid at the Network services level. The member will not be responsible for any amounts billed by the Out-of-Network Provider that are in excess of the plan allowance for such services.
- (6) Air Ambulance services rendered by out-of-network providers will be covered at the highest network level of benefits.
- (7) After initial evaluation, Applied Behavioral Analysis will be covered as specified above. All other Covered Services for the treatment of Autism Spectrum Disorders will be covered according to the benefit category (e.g. speech therapy, diagnostic services). Treatment for Autism Spectrum Disorders does not reduce visit/day limits.
- (8) Treatment includes coverage for the correction of a physical or medical problem associated with infertility. Infertility drug therapy may or may not be covered depending on your group's prescription drug program.
- (9) If you receive services from an out-of-area provider or an out-of-network provider, you must contact Highmark Utilization Management prior to a planned inpatient admission, prior to receiving certain outpatient services or within 48 hours of an emergency or unplanned inpatient admission to obtain any required precertification. If precertification is not obtained and it is later determined that all or part of the services received were not medically necessary or appropriate, you will be responsible for the payment of any costs not covered by your health plan.
- (10) The Highmark formulary is an extensive list of Food and Drug Administration (FDA) approved prescription drugs selected for their quality, safety and effectiveness. The formulary was developed by Highmark Pharmacy Services and approved by the Highmark Pharmacy and Therapeutics Committee made up of clinical pharmacists and physicians. All plan formularies include products in every major therapeutic category. Plan formularies vary by the number of different drugs they cover and in the cost-sharing requirements. Your program includes coverage for both formulary and non-formulary drugs at the copayment or coinsurance amounts listed above. Under SensibleRx Choice, when you purchase a brand drug that has a generic equivalent, you will be responsible for the brand-drug copayment plus the difference in cost between the brand and generic drugs, unless your doctor requests that the brand drug be dispensed. Your plan requires that you use Accredo specialty pharmacy for select specialty medications. The Copay Armor program helps members to afford high cost medications (mostly specialty) by leveraging manufacturer coupon dollars. Members will not need to change where prescriptions are filled and will be contacted by Pillar Rx for cost savings enrollment.

Highmark Blue Shield is an Independent Licensee of the Blue Cross and Blue Shield Association.

## APPENDIX P

### HEALTH CARE MANAGEMENT PROGRAM (WELLNESS PROGRAM)

The following elements shall be included in a health care management program (wellness program).

1. PASSHE shall continue to make a wellness program available in accordance with Article 21, Section A.3.c. of the Collective Bargaining Agreement.
2. There shall be no pre-existing condition exclusion for participation in the wellness program.
3. The wellness program shall be made available to active faculty members and covered spouses in the PPO.
4. New faculty members enrolled in the PPO plan and hired (not date of acceptance of contract) less than 30 days prior to the cut off date(s) for completion of the healthcare management program requirements will automatically contribute at the participant level as set forth in Article 21, Section A.3.a. and Section A.5.a. The faculty member and covered spouse must complete the health care management program requirements by the next cut off date in order to continue to contribute at the participant level for the next fiscal year.

Faculty and covered spouses who elect not to complete the health care management program requirements will be eligible to contribute at the participant level as set forth in Article 21, Section A.3.a, and Section A.5.a in subsequent fiscal years provided that they complete the requirements by the completion cut off date.

5. Personal health information provided through the wellness program shall be protected by the Health Insurance Portability and Accountability Act (HIPAA).

## APPENDIX Q

### SIDE LETTER

#### Faculty Premium Contribution Reconciliation

In accordance with Article 21.A.3.g. of the Collective Bargaining Agreement between the Association of Pennsylvania State College and University Faculties (APSCUF) and the Pennsylvania State System of Higher Education (STATE SYSTEM), APSCUF and the STATE SYSTEM agree to the following process for reconciling faculty premium contributions:

While the STATE SYSTEM health plan is funded in a self-funded arrangement, there will be an annual reconciliation process which occurs approximately six (6) months after the end of the plan year. Upon receipt from the health plan administrator of a preliminary annual report reflecting all plan expenses applicable to faculty members and their dependents enrolled in the active employee health plan (including, but not limited to, all claims that were incurred during the plan year [including claims paid during the plan year as well as claims paid after the end of the plan year and estimated outstanding claims], administrative costs, reinsurance premiums, taxes and other regulatory fees, and any other expenses properly classified as plan expenses), the STATE SYSTEM shall provide a copy of the preliminary report to State APSCUF, with applicable supporting documentation. Thereafter, the STATE SYSTEM shall provide State APSCUF with an opportunity to meet with the STATE SYSTEM and a representative(s) of the health plan administrator to ask questions and request additional information prior to issuance of the final reconciliation report. Following such meeting(s), a copy of the final reconciliation report shall be provided to State APSCUF.

The STATE SYSTEM shall establish a premium contribution reconciliation accounting system for faculty employee premium contributions beginning with the 2018-19 plan year reconciliation. For purposes of this policy, the term “standard” premium share or employee contributions will refer to the premium share as defined by the collective bargaining agreement prior to any impact of this policy to faculty premium share for a particular plan year.

- A. If the final settlement of the active employee plan costs for faculty (as outlined above) is less than the expected costs upon which standard employee contributions were calculated for the year, the difference between the expected and actual costs shall be determined (“the overpayment”). The overall average faculty premium share percentage will be determined for that plan year, based on the standard faculty premium share amounts, and that percentage shall be applied to the overpayment to determine the actual amount that faculty overpaid toward healthcare coverage for that plan year.

Faculty shall be given credit for their share of the overpayment when determining faculty premium share for the next plan year following the reconciliation (e.g. credit for overpayment in the 2018-2019 plan year will be applied to the premium share during the 2020-21 plan year), as follows:

- (1) An estimate of the total expected standard active faculty premium share will be developed.

(2) The active faculty overpayment from the reconciliation shall be divided by the figure in #1 above to determine an overall percentage reduction in premium share for the next plan year following the reconciliation.

(3) The percentage reduction in premium share for faculty in #2 above shall be used to calculate adjusted premium share amounts for all plans and types of contracts on which the active faculty premium share will be based.

- B. If the final settlement of the active employee plan costs for faculty (as outlined above) is more than the expected costs upon which standard employee contributions were calculated for the year, the difference between the expected and actual costs shall be determined (“the underpayment”). The overall average faculty premium share percentage will be determined for that plan year, based on the standard faculty premium share amounts, and that percentage shall be applied to the underpayment to determine the actual amount that faculty underpaid toward healthcare coverage for that plan year.

For plan years in which an underpayment is calculated, there will exist a premium reconciliation credit balance. This credit balance will be used to offset the portion of the underpayment that faculty underpaid toward healthcare coverage, and the active faculty premium share for the next plan year following the reconciliation will be the standard premium share calculation. For this purpose, the premium reconciliation credit balance will begin (as of the settlement for the 2018-19 plan year) with \$3.5 million. For each plan year for which an underpayment exists, the amount determined above as the actual amount that faculty underpaid toward healthcare coverage will reduce this credit balance.

At such time when this credit balance has been drawn down to \$0, all future premium share amounts will be based on the standard premium share calculations per the collective bargaining agreement, and this reconciliation process will cease until such time as a new process can be agreed upon in the case of an underpayment.

An example of the calculation process is illustrated below:

The annual reconciliation report indicates that actual active employee plan costs for faculty were \$7.5 million less than projected for that year (the “overpayment”). The faculty member share of that amount, based upon the average standard contribution level for the year being settled (at 18%, 28% or 57.5% of premium) is 20%. The amount to be credited to the faculty premium share in the next plan year following the reconciliation is \$1.5 million (20% of \$7.5 million).

If expected faculty premiums for the next plan year following the reconciliation are estimated to be \$15 million in the aggregate, that \$15 million would be reduced by the \$1.5 million overpayment from the faculty, which would result in a 10 percent reduction of the faculty premium contribution, applied pro-rata across all tiers of coverage. For example, if the faculty 26 pay single coverage standard premium contribution would have been \$60.00/biweekly, the faculty 26 pay single coverage premium contribution after application of the excess from the faculty premium reconciliation would be \$54.00/biweekly (\$60.00/biweekly less the 10% adjustment).

In contrast, assume the annual reconciliation report indicates that actual active employee plan costs for faculty were \$7.5 million more than projected for that year (the “underpayment”). The faculty member share of that amount, based upon average contribution level for the year being settled (at 18%, 28% or 57.5% of premium) is 20%. The amount that faculty then underpaid toward healthcare coverage for that plan year is \$1.5 million (20% of \$7.5 million), which will then be deducted from the premium reconciliation credit balance. Assuming this is the first year with an underpayment, the beginning balance of \$3.5 million in the premium reconciliation credit account would be reduced by \$1.5 million, leaving a credit balance of \$2 million.

The process outlined in this Agreement will not be applicable to any health benefits that are provided on a fully-insured prospectively rated basis, where the insurance provider retains all the risk for the program.

Note that the adjusted premium share after application of any overpayment resulting from a prior plan year does not apply to any retiree contributions, either retrospectively or prospectively for employees that retire in that plan year, or that retired in a prior plan year. All applicable retiree contributions will be based on the standard premium share amounts prior to any adjustments.

**SIDE LETTERS**

**BETWEEN**

**ASSOCIATION OF PENNSYLVANIA  
STATE COLLEGE AND  
UNIVERSITY FACULTIES  
(APSCUF)**

**AND**

**THE PENNSYLVANIA  
STATE SYSTEM OF HIGHER EDUCATION  
(STATE SYSTEM)**

**July 1, 2023 to June 30, 2027**

## GRIEVANCE ARBITRATION PILOT PROGRAM

### A. Arbitration Panel

1. Panel Size. The Parties will agree upon a panel of up to ten (10) arbitrators, who will actively hear and decide arbitration cases, prior to this agreement becoming effective.
2. Effective Date. The panel shall become effective on January 1, 2012, or such later date on which agreement is reached on the make-up of the panel, and be effective until December 31 of that year.
3. Continuation of Panel. The panel as originally constituted shall continue in effect from calendar year to calendar year unless:
  - a) An arbitrator resigns from the panel;
  - b) An arbitrator dies;
  - c) An arbitrator is removed by agreement of the parties; or
  - d) One party gives notice to the other party that a panel member is unacceptable for renewal no later than November 1 of any year. Removal shall be effective as of January 1 of the year after which notice is given.

A vacancy in a position on the panel shall be filled by agreement of the parties within 30 days after the vacancy occurs. If the parties have failed to agree on a replacement within 30 days, the panel chair shall appoint a replacement, who shall be (1) a member of the National Academy of Arbitrators and (2) have an office in Pennsylvania, New York, New Jersey, Maryland, Ohio, Delaware or the District of Columbia. If the vacancy is in the position of panel chair, the replacement arbitrator shall be designated by the Director of the Pennsylvania Bureau of Mediation using the above criteria.

4. Order of Panel. Arbitrators selected for the panel shall be placed on a list numbered one to ten in alphabetical order. One arbitrator shall be designated as panel chair by agreement of the parties. The chair shall have authority to decide any controversy regarding assignment of grievances to individual arbitrators, and his/her decision shall be absolutely final and binding and shall not be challenged before another arbitrator or appealable to any court.
5. Discontinuation of Panel System. Either party has the right to discontinue the Pilot Program at any time, by submitting written notice of discontinuance to the other party. In such event, all cases which are scheduled at the time of the notice of discontinuance will proceed as scheduled under this Agreement. All

grievances moved to arbitration after the date of the notice of discontinuance will be governed by the process set forth at Article 5 of the 2011 Collective Bargaining Agreement ("CBA").

6. Assignment of Arbitrators. When APSCUF gives notice to PASSHE that a grievance is approved to arbitration, the grievance shall be assigned to the arbitrator on the list immediately below the last arbitrator to whom a grievance was last assigned. If more than one grievance is noticed to PASSHE for arbitration on a given day, the grievances shall be assigned to arbitrators in chronological order of the grievance filing dates.
7. Scheduling of Hearings. Grievances shall be scheduled for arbitration promptly thereafter by conference call with the arbitrator. If an arbitrator is unable to offer dates within four months for a discharge, non-renewal or tenure denial grievance in which back pay liability is accruing or will accrue if not decided promptly, the case will be assigned to the next arbitrator in the list who can offer dates within four months. An arbitrator shall have authority to fix dates for hearing without the agreement of the parties should he/she, in his/her discretion, determine that such action is necessary.
8. Arbitrator Fees. Parties will normally split the Arbitrator's fees. However, the party that requests and secures a cancellation will bear the entire cancellation fee, if the Arbitrator charges such a fee. The Arbitrator will resolve any disputes over the assessment of fees.
9. Fees for Panel Chair. The panel chair shall be compensated for services at an hourly rate agreed to with the parties. Parties will normally split the chair's fees.
10. Cancellation or Postponement. Arbitrations may be cancelled or postponed by mutual agreement of the parties or for good cause. Neither party has the right to unilaterally cancel or postpone an arbitration. In the event of a dispute over cancellation or postponement, the parties will schedule a conference call with the Arbitrator assigned to the case as soon as possible, and the Arbitrator will resolve the dispute.

**B. Arbitration Hearings**

1. Location. The parties, in consultation with the Arbitrator, will agree upon the location of the hearing at the time that the grievance is assigned to a hearing date. If a dispute arises, the Arbitrator shall determine the hearing location.
2. Extended Hearings. If an arbitration is extended beyond one day of hearing, the parties will secure additional dates from the Arbitrator in order to complete the arbitration as soon as possible.

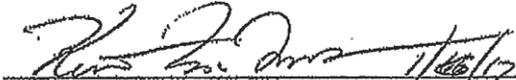
3. Information Requests. Information requests will be in writing. The Arbitrator will resolve any disputes concerning the production of information in response to a written request.

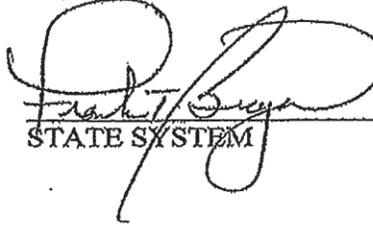
**C. Labor Arbitration Rules**

In regard to issues not addressed in this Agreement, the parties hereby adopt the procedures utilized for labor arbitrations conducted under the auspices of the American Arbitration Association (Voluntary Labor Arbitration Rules).

**D. Acknowledgement**

1. Mutual Desire for Efficient Process. The parties acknowledge that the Pilot Program outlined in this Agreement has been developed with the intention to provide a fair and expeditious process for the resolution of grievances and to encourage an environment of labor-management cooperation.
2. Deviation from Express Terms. The parties acknowledge that any or all of the provisions of this Agreement may be revised by mutual consent.

  
APSCUF \_\_\_\_\_  
Date

  
STATE SYSTEM \_\_\_\_\_  
Date



**Pennsylvania State System of Higher Education**

Office of the Chancellor Dixon University Center 2986 North Second Street, Harrisburg, PA 17110-1201  
717-720-4000 www.passhe.edu

May 28, 2013

Ms. Mary Rita DuVall-Quinn  
Head of Contract Department  
Association of Pennsylvania State College and University Faculties  
319 North Front Street  
Harrisburg PA 17101

RE: PASSHE #2010-ST-004-F  
Majority of Secret Ballot of All Regular FT Faculty  
APSCUF #2010-006ST

LR #2004-ED-52-F  
Part Time Teaching In Another Department  
Edinboro University of Pennsylvania  
APSCUF #2004-005ED

PASSHE #2007-MA-039-F  
Appointment of Faculty  
Mansfield University of Pennsylvania  
APSCUF #2007-002MA

PASSHE # 2011-CH-004-F  
Department Chairperson  
Cheyney University of Pennsylvania  
APSCUF #2011-006CH

PASSHE #2010-CH-115-F  
Department Chairpersons  
Cheyney University of Pennsylvania  
APSCUF #2011-001CH

Dear Ms. DuVall-Quinn:

The parties, the Association of Pennsylvania State College and University Faculties (APSCUF) and the Pennsylvania State System of Higher Education (PASSHE) agree to the following as a full and complete resolution of the above referenced grievances:

"MAJORITY VOTE" or "MAJORITY SECRET BALLOT VOTE" - Shall be determined as follows: The number of regular faculty or regular full-time faculty in the department shall be the denominator. The numerator shall represent the number of regular or regular full-time faculty voting in the

**Universities of the Pennsylvania State System of Higher Education**

Bloomsburg California Cheyney Clarion East Stroudsburg Edinboro Indiana  
Kutztown Lock Haven Mansfield Millersville Shippensburg Slippery Rock West Chester

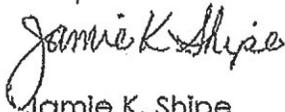
Ms. Mary Rita DuVall-Quinn  
May 28, 2013  
Page 2

affirmative or in favor of the person. The fraction will be converted to a percent. "Majority" shall mean the number of votes cast in the affirmative and in excess of 50% (in favor of a person). Thus, if the number of regular faculty in the department is 10, at least 6 people must vote in favor of the person for there to be a majority ( $6/10=60\%$ ). If the number of regular faculty in the department is 7, at least 4 must vote in favor ( $4/7=57\%$ ).

Given this understanding, the above referenced grievances are withdrawn.

Please signify your concurrence with the above stated terms by signing below and returning a copy to this office.

Sincerely,



Jamie K. Shipe  
Relationship Manager-Labor Relations

JKS/mlk

c: Michael Mottola, Assistant Vice Chancellor for Labor Relations  
Sid Booker, Associate Vice President for Human Resources and Faculty Relations  
Dia Carleton, Executive Director for Employee and Leadership Services  
Jo-Anne Harris, Director of Human Resources  
Office of the Chancellor Labor Relations Staff



Mary Rita DuVall-Quinn  
On behalf of APSCUF

6-18-13  
Date

Agreement on Identity Protection for Highmark Members

Between

Association of Pennsylvania State College and University Faculties

And

Pennsylvania's State System of Higher Education

January 29, 2016

Highmark Blue Shield notified Pennsylvania's State System of Higher Education (State System) of the availability of identification protection services for all eligible Highmark Blue Shield members at no cost to the member or the employer. The State System has determined via notice from the Internal Revenue Service (IRS) that identification protection services, like those provided by Highmark Blue Shield, are not a taxable benefit.

Based on the above:

1. The State System and the Association for Pennsylvania State College and University Faculty (APSCUF) agree upon the execution of this agreement that the State System will authorize Highmark Blue Shield to make identity protection services available to APSCUF members enrolled in a Highmark Blue Shield health plan.
2. This benefit, identity protection services, is only provided by Highmark Blue Shield and the State System, provided the conditions stated above remain in effect. At any time, should this benefit entail an additional cost to either the employer or the member, Highmark Blue Shield cease offering this service, the State System change healthcare providers, or should the IRS determine identity protection services constitute a taxable benefit, the terms of this agreement shall terminate and the State System shall have no further obligation to continue to provide pre-breach identity protection services to APSCUF members.
3. The provisions of this agreement, the continued availability of, or any matters concerning Highmark Blue Shields' identity protection services are not subject to Article 5 (Grievance Procedure and Arbitration) of the parties Collective Bargaining Agreement.
4. Either party may terminate this agreement given ten (10) calendar days' notice. Either party may request a meet and discuss regarding the termination of this agreement. Requests for meet and discuss shall not extend the timeline, ten (10) calendar days, related to the termination of this agreement.

  
\_\_\_\_\_  
Lisa A. Sanno  
On behalf of the State System

  
\_\_\_\_\_  
Mary Rita DuVall  
On behalf of APSCUF

**SIDE LETTER**

**Compensation for Sponsored Activities**

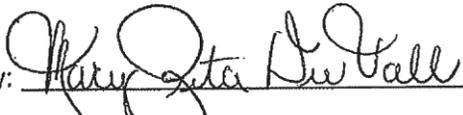
The undersigned agree that:

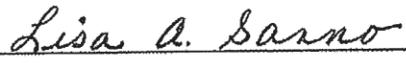
When a faculty member performs research, educational services or other activities that are funded by sponsored agreements ("sponsored activity") outside of the Academic Year, defined as the two (2) academic terms of fifteen (15) teaching weeks each, the faculty member may be issued an extension to his/her regular Academic Year appointment to cover the period of time performing work in the sponsored activity. For example, a faculty member could be issued an extension to work additional weeks or months outside of the Academic Year.

An extension of a faculty member's academic year appointment for the purpose of performing work in the sponsored activity must be approved by the President, or his/her designee. Acceptance of the extension shall be voluntary on the part of the faculty member. A faculty member approved to perform work on a sponsored activity outside of the Academic Year must be paid in accordance with Article 22, Salaries, of the Collective Bargaining Agreement.

For Association of Pennsylvania State  
College and University Faculties ("APSCUF")

For Pennsylvania State System of Higher  
Education ("PASSHE")

By:   
Date: 11-10-17

By:   
Date: 10-8-17

**Side Letter  
between  
APSCUF and PASSHE**

**Voluntary Phased Retirement Pilot Program**

The Pennsylvania State System of Higher Education (“State System”) and the Association of State College and University Professionals (“APSCUF”) agree to implement a Voluntary Phased Retirement Program (“the Program”), on a pilot basis, to address the needs of faculty members in an APSCUF-represented bargaining unit who wish to transition into full retirement while continuing to provide service to the State System. The Program allows participants to reduce their work commitment over a defined period at a reduced compensation level pursuant to an approved Phased Retirement Arrangement (“Arrangement”).

**A. Program Commencement, Evaluation, Adjustment and/or Discontinuation**

1. Eligible faculty members may participate in the Program pursuant to the terms of an approved Arrangement beginning in the Fall Semester 2019, or beginning with any Fall semester thereafter unless and until the Program is adjusted or discontinued in accordance with the terms of this Side Letter.
2. By no later than August 1, 2022, the State System and APSCUF will evaluate and assess the Program for continuation or adjustment. Any adjustment to the Program will be memorialized in an amended Side Letter, subject to any required ratification or other approval process.
3. The State System or APSCUF may discontinue the Program with 60 days’ advance written notice to the other party. Upon such notice, the parties will negotiate the terms of the discontinuation of the Program. If no agreement on the terms of discontinuance is reached within the 60 days, then no new Arrangements may be submitted for approval after expiration of the 60-day period. Any Arrangement submitted prior to the expiration of the 60-day period will conclude at the end of the approved Arrangement period.
4. Any faculty member with an approved Arrangement as of the date of adjustment or discontinuation of the Program may continue to participate under the terms of their approved Arrangement. Any adjustment or discontinuation shall have only prospective impact.
5. Immediately upon ratification of this Side Letter, the State System shall amend its Alternative Retirement Plan (ARP) plan document to allow participants in the Program to withdraw a portion of their ARP account prior to retirement. The amendment shall require that a minimum amount of \$25,000 must remain in the ARP account while the faculty member is participating in the Program.

6. Immediately upon ratification of this Side Letter, the parties will jointly recommend to the Pennsylvania Faculty Health and Welfare Fund (“Fund”) Trustees that the eligibility rules be adjusted to allow faculty participating in the Program to continue to receive Fund benefits at the full-time level.

**B. Eligibility**

1. Participation in the Program is limited to regular full-time faculty members.
2. Eligibility for participation in the Program will be based upon meeting the majority paid annuitant healthcare eligibility under the Collective Bargaining Agreement (age 60 with 10 years of service if hired prior to Fall 1997, age 60 with 15 years of service if hired Fall 1997 to June 2004, age 60 with 20 years of service if hired after July 1, 2004, or 25 years of service regardless of age) as follows:
  - a. Meeting the required years of service at the beginning of the phased retirement period established in the approved Arrangement.
  - b. Meeting the required age by the conclusion of the phased retirement period established in the approved Arrangement.

University human resources will utilize a checklist to verify the eligibility of the participant.

**C. Individual Faculty Member Phased Retirement Arrangement**

1. An individual Arrangement must be initiated by the faculty member, and is subject to review and approval by the respective Dean or other appropriate manager and the university President (or his/her designee). Both the faculty member and the university President (or his/her designee) will execute a formal agreement outlining the specifics of the faculty member’s approved Arrangement. Once the Arrangement is fully executed, it is irrevocable.
2. The faculty member must submit the proposed Arrangement to his or her Dean or other appropriate manager, with a copy to his or her Department Chair and the University President (or his/her designee), no later than 90 days prior to the proposed start of the Arrangement, for Arrangements proposed to begin with the Fall 2019 semester. Thereafter, the proposed Arrangement must be submitted no later than 120 days prior to the proposed start of the Arrangement.
3. Within 30 days after submission of the proposed Arrangement, the university President (or his/her designee) will notify the faculty member whether the proposed Arrangement is: (a) approved; (b) provisionally approved with modification(s); or (c) disapproved. A notice of provisional approval with modification(s) shall specify the modification(s) required for approval. Following receipt of a provisional approval with modification(s), the faculty

member may agree to the modification(s) or decline to participate in the Program based on the modified terms. A notice of disapproval shall include an explanation of the reason for disapproval. The decision by the President (or his/her designee) to disapprove a proposed Arrangement is only subject to challenge through the grievance procedure where the individual faculty member asserts the decision was discriminatory or arbitrary and capricious.

4. The final approved Arrangement must be executed by the faculty member and the University President at least 45 days prior to the start of the semester for Arrangements proposed to begin with the Fall 2019 semester. Thereafter, the final approved Arrangement must be executed at least 60 days prior to the start of the semester in which the Arrangement begins.
5. The proposed Arrangement will provide for a phasing timeframe from one to three years, provided, however, that a University President (or his/her designee) may approve a longer timeframe on an exception basis.
6. The proposed Arrangement must provide for the faculty member to work at a reduced workload at any increment between 50% and 99% of the full-time workload, except during the final year of phasing, when the proposed Arrangement may provide a reduced workload of between 25% and 99% of the full-time workload. The reduced workload for each year must be identified in the proposed Arrangement.
7. Workload for Program participants may be front-loaded in the academic year (e.g. a faculty member with a reduced workload of 50% may teach four undergraduate classes in the fall semester, and no classes in the spring semester), but may not be back-loaded (e.g. a faculty member with a reduced workload of 50% would not be permitted to submit an Arrangement with no classes in the fall semester and four undergraduate classes in the spring semester of that academic year).
8. An approved Arrangement may not be extended unless approved by the University President (or his/her designee) on an exception basis, but may be accelerated at the election of the faculty member, with notice given at least 60 days before the start of any semester.

**D. Terms of Employment During Participation in the Program**

1. Faculty members participating in the Program will continue to be considered full-time for purposes of healthcare eligibility (if they pay the employee healthcare premiums applicable to full-time faculty members) and for purposes of health and welfare fund contributions.
2. The participating faculty member's base salary (including any applicable lump sums paid to faculty at the top of the scale), and any benefits that are based upon

salary, including life insurance and retirement plan contributions, will be prorated based upon the salary applicable to the reduced phased retirement workload. The employee benefits impact of the reduction in salary will be included in the human resources checklist, identified in item B.2. of this Side Letter.

3. Faculty members participating in the Program are generally ineligible for additional workload assignments during the academic year, beyond the workload provided in the approved Arrangement, except as authorized by the University President (or his/her designee) and agreed to by the faculty member.
4. Faculty members participating in the Program are expected to perform the duties and responsibilities of their faculty position commensurate with the approved FTE of their Arrangement.
5. Department chairs who elect to participate in the Program must relinquish their chair role prior to commencing the phased retirement Arrangement, except as authorized by the University President (or his/her designee) and agreed to by the faculty member.
6. Program participants are ineligible for sabbaticals during the phased retirement Arrangement, after the phased retirement Arrangement, and for the calendar year immediately preceding the phased time Arrangement.

#### **E. Impact on other Articles within the Collective Bargaining Agreement**

1. For Universities that use an FTE calculation to determine department size, a faculty member participating in the Program will be counted based upon the FTE noted in their Arrangement, for the respective academic year, for purposes of workload equivalents and stipends for department chairpersons. Any faculty member(s) hired to back-fill the participant's reduced workload will likewise be counted based upon their assigned workload for this purpose.
2. The workload of any temporary faculty member(s) hired to fill the reduced workload of a faculty member participating in an approved Arrangement will not be counted in the numerator of the calculation identified in Article 11, Section F.1. of the collective bargaining agreement. In addition, the workload of any temporary faculty member(s) hired to fill the reduced workload of a faculty member participating in an approved Arrangement, shall not be counted in the department review under Article 11, Section H.1.

After the Arrangement is completed and the participating faculty member has retired, any faculty hired to replace the retired faculty member will be counted in the Article 11, Section F.1. calculation. In addition, after the Arrangement is completed and the participating faculty member has retired, any temporary faculty member hired to replace the retired faculty member will have their

workload counted in the department review under Article 11, Section H.1, unless excluded under the provisions of Article 11, Section H.5.

3. The checklist included in B.2. will include a review to determine if the faculty member's regular fifth year evaluation cycle noted in Article 12, Section G.1. falls within the requested time period of the Arrangement. If the fifth year review falls within the time period that is approved by the President (or his/her designee), the Dean, or other appropriate manager, will notify the affected faculty member and the department chairperson, that the faculty member is excused from the regular fifth year review.
4. Faculty members on approved Arrangements shall accrue sick leave in accordance with Article 17, Section A.1.c. for the duration of their Arrangement.
5. Faculty members on an approved Arrangement shall be charged for sick leave usage as a part time faculty member in accordance with the second sentence of Article 17, Section B.2.
6. Faculty members on approved Arrangements shall accrue personal leave as a regular part time faculty member in accordance with Article 21, Section F.1. for the duration of their Arrangement.
7. Faculty members on approved Arrangements will continue to be considered full-time for purposes of Article 21, Section H.
8. Faculty members on approved Arrangements will continue to be considered regular full time for any purposes of a "Majority" vote or "Majority Secret Ballot Vote" of the regular full-time faculty referenced within the collective bargaining agreement.
9. Faculty members on approved Arrangements will continue to be considered regular full-time for purposes of seniority and Article 29.

**AGREED on May 15, 2019:**

**STATE SYSTEM**

  
\_\_\_\_\_  
Daniel Greenstein, Chancellor

**APSCUF**

  
\_\_\_\_\_  
Kenneth M. Mash, President



**Voluntary Phased Retirement Pilot Program Extension**

APSCUF and the State System agree to extend the Voluntary Phased Retirement Pilot Program that was executed by the parties on May 15, 2019 with the following amendments:

**A. Program Commencement, Evaluation, Adjustment and/or Discontinuation**

- 2. By no later than August 1, 2025, the State System and APSCUF will evaluate and assess the Program for continuation or adjustment. Any adjustment to the Program will be memorialized in an amended Side Letter, subject to any required ratification or other approval process.

**AGREED:**

**STATE SYSTEM**

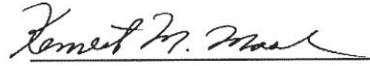


9/23/2022

Daniel Greenstein  
Chancellor

Date

**APSCUF**



9/23/2022

Kenneth M. Mash  
APSCUF President

Date



OFFICE OF THE CHANCELLOR

December 17, 2018

Ms. Mary Rita DuVall  
Head, Contract Department  
Association of Pennsylvania State College and University Faculties  
319 North Front Street  
Harrisburg, PA 17101

RE: Voluntary Contributions to Political Action Committee

Dear Ms. DuVall:

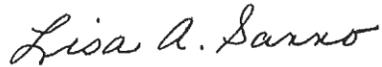
The parties, the Pennsylvania State System of Higher Education (State System) and the Association of Pennsylvania State College and University Faculties (APSCUF), agree to the following process for deduction of faculty and non-faculty athletic coaches voluntary contributions to APSCUF's political action committee (APSCUF/CAP):

1. APSCUF will, via an Excel spreadsheet, certify to the State System by the second Friday of each month new or updated voluntary APSCUF/CAP deductions. The Excel spreadsheet will contain the below information for each employee:
  - a. Employee First and Last Name
  - b. Personnel Number
  - c. University Name
  - d. Amount to be Deducted from the Bi-weekly Pay
2. The State System will process the deductions noted in 1. above by the next payroll processing date following the second Friday of each month.
3. This agreement is effective upon execution by the parties.
4. Either party has the right to discontinue this arrangement with 45 days written notice of the discontinuance to the other party.

Ms. Mary Rita DuVall, Head, Contract Department  
December 17, 2018  
Page 2

Please signify your concurrence with the above stated terms by signing below and returning a copy to this office.

Sincerely,

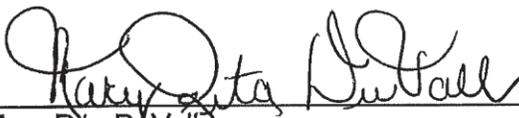


Lisa A. Sanno  
Assistant Vice Chancellor of Employee and Labor Relations

LAS/tlh

*By electronic mail*

c: Frank E. Lentz, Director, System Human Resources  
Human Resource Directors  
Labor Relations Managers



\_\_\_\_\_  
Mary Rita DuVall  
On behalf of APSCUF

12-17-18  
Date

## Side Letter re: Interdepartmental Transfers

For Universities who are in either Plan 2 or Plan 3 of the Sustainability Procedure and Standard 2019-40 adopted October 23, 2019 the President may invoke the following procedures for interdepartmental transfers beginning with Fall 2020 workload assignments. The President will exhibit good faith effort to only place FACULTY where there is a disciplinary match.

A. For full time transfers of Tenured FACULTY limited to one (1) Academic Year

1. Subject to the approval of the President and the majority secret ballot vote of the regular full-time FACULTY in the sending and receiving departments, FACULTY MEMBERS may be transferred full-time to another department within the bargaining unit(s).

The receiving department vote is only based upon the qualifications of the FACULTY MEMBER.

2. If either department does not have a positive vote for the transfer, the department will indicate the reasons why in writing to the President. The President may override the departmental vote(s). In that event, the President shall meet with the department chair within ten (10) business days and with local meet and discuss at the next scheduled meeting to explain their decision to override the department vote regarding the transfer.

3. In the event that the transferred FACULTY MEMBER is in their evaluation year, they will be evaluated in the sending department the first year following the transfer.

4. All other rights under the collective bargaining agreement shall be transferable to the new assignment.

B. For part time transfers of Regular FACULTY limited to one (1) Academic Year.

1. Subject to the approval of the President and the majority secret ballot vote of the regular full-time FACULTY in the sending and receiving departments, FACULTY MEMBERS may be transferred part-time to another department within the bargaining unit(s) for up to seventy-five percent (75%).

The receiving department vote is only based upon the qualifications of the FACULTY MEMBER.

2. If either department does not have a positive vote for the transfer, the department will indicate the reasons why in writing to the President. The President may override the departmental vote(s). In that event, the President shall meet with the department chair within ten (10) business days and with local meet and discuss at the next scheduled meeting to explain their decision to override the department vote regarding the transfer.

3. In the event that the transferred FACULTY MEMBER is a probationary FACULTY MEMBER, they will continue to be evaluated by the sending department. The FACULTY MEMBER may include student evaluations from the sending and receiving departments. However, student evaluations from the sending department will be sufficient.

4. In the event that the transferred FACULTY MEMBER is a tenured FACULTY MEMBER and is in their evaluation year, they will be evaluated in the sending department in the first year following the transfer.





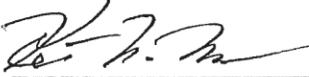


**SIDE LETTER ON COUNSELING SERVICES**

The State System and APSCUF agree to supplement after-hours counseling services (i.e., when the counseling center is not open) at the Universities, where necessary, as follows:

1. The parties agree that any after-hours counseling services available at a campus must first be offered each semester to existing counseling center faculty by email. Faculty will have five (5) business days to respond, and express interest in performing after-hours services. If there are not sufficient faculty to perform this work, a University may purchase services from third party providers to perform the remaining supplemental after-hours work.
2. Universities will provide to Local and State APSCUF any contracts with third party providers for mental health services beginning with the Fall 2024 semester and subsequently at the beginning of each academic year.
3. This side letter is only intended to address additional mental health services supplied and paid for by Universities, and does not impact the ability of students to independently seek counseling or mental health services from third party providers utilizing existing human service agencies or their own health/medical insurance.
4. This side letter will expire June 29, 2027.

  
\_\_\_\_\_  
For STATE SYSTEM                      May 15, 2024  
Date

 5/28/24  
\_\_\_\_\_  
For APSCUF    Date

### Concurrent Enrollment Side Letter

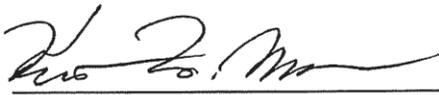
The parties agree that, during the course of the 2023-2027 collective bargaining agreement, any University may institute a concurrent enrollment program, provided that the pilot program satisfies the criteria listed below:

1. The purpose of any pilot concurrent enrollment program shall be to grow enrollment at the university and/or provide opportunities for disadvantaged secondary school students.
2. Concurrent enrollment programs may never be run with the intent of reducing faculty bargaining unit work or for finding cheaper instructors.
3. Concurrent enrollment programs typically take 3 forms: (A) university faculty offering courses at high schools, (B) high school students attending university courses on campus or via distance education, (C) high school faculty offering courses carrying university credit under the guidance of university faculty.
4. A concurrent enrollment program which includes university faculty teaching courses is the preferred method of delivery.
5. Courses offered through pilots under 3 (C) above will be restricted to those courses typically offered to first-year college students and will conform to the following provisions:
  - a. Academic quality must be explicitly addressed in all pilot programs. High school students who later matriculate at the university will be tracked to measure their academic success.
  - b. All pilots must integrate time at the university for tours, financial aid information, etc. Students completing a course will be offered assistance with completing the FAFSA, where applicable.
  - c. Pilot concurrent enrollment plans must be designed using the State System pilot process in Procedure and Standard 2019-42 adopted February 14, 2020.
  - d. Pilot must include existing baselines, definitions of success, and the operationalization of success in terms of the data to be collected and analyzed.
  - e. Pilots that result in fewer courses being run at a university must be discontinued.
  - f. Pilots may not run for more than three (3) years. At the conclusion of the pilot, the State System and APSCUF will review at State Meet and Discuss to determine whether the pilot should be ended, continued as a pilot, or continued on an ongoing basis under review by the State System and APSCUF. Notwithstanding, either the State System or APSCUF may end a pilot with notice given at least six (6) months prior to the start of a fall semester.
  - g. Pilots should be designed with the guidance of the academic department(s) from which the courses will be offered, and that department must approve the syllabus

and textbook selection for any courses not offered by university faculty. Students' work in courses taught by high school faculty must be made available for review by the department.

- h. High school faculty teaching courses must meet the minimum standards for an Instructor teaching at the university.
- i. In the event that a high school faculty member teaching the course is compensated less than a Step 1 Instructor in the CBA, the difference shall be made up to them by either the school district or by the university.
- j. Academic departments shall be responsible for the operation and academic integrity of the pilot program.
- k. Pilots must be approved by Local Meet and Discuss and by State Meet and Discuss. Compensation for department chairs and/or individual faculty involved in the operation of the pilot shall be recommended jointly by the university and the Local APSCUF chapter, but approval of all compensation models must be given by State Meet and Discuss. Guidance on pay structures may be gleaned from PASSHE Concurrent Enrollment Program, Academic Guidelines, Contractual and Compensation Issues, and Side Letters dated July 17, 2009.
- l. Should the pilot result in positive revenue stream for the university, some proceeds must be used to fund faculty professional development at the university. The funding of professional development may be earmarked for professional development related to the pilot or other concurrent enrollment projects, but in a case where there is a significant revenue stream, some proceeds should be used to fund general faculty professional development at the university.

  
\_\_\_\_\_  
For STATE SYSTEM                      May 15, 2024  
Date

  
\_\_\_\_\_  
For APSCUF                                      5/28/24  
Date

## SIDE LETTER

### DOMESTIC PARTNER REFERENCES IN AGREEMENT

The State System and APSCUF recognize that, the U.S. Supreme Court in *Obergefell v. Hodges* held that laws prohibiting same sex-marriage are unconstitutional. As a result, the parties have agreed to delete references to “domestic partners” from their collective bargaining agreement, because these references were intended to treat unmarried same sex domestic partners the same as married opposite-sex couples during a time when same-sex marriage was not permitted. However, the parties also recognize the potential that at some future time, the *Obergefell* decision may be overruled or undermined by the U.S. Supreme Court or other means. Therefore, the State System and APSCUF agree as follows:

1. Effective upon ratification of a new collective bargaining agreement, references to domestic partners and children of domestic partners will be deleted from the following sections of the agreement (citations refer to the 2019-2023 agreement):
  - a. Purpose
  - b. Article 11, Sections A.1., G.4.
  - c. Article 12, Section 12.C.1.c.(2) and (3)
  - d. Article 15, Section E.1.
  - e. Article 16, Section B.5.
  - f. Article 17, Sections B.7 and 8.
  - g. Article 18, Section I.1.
  - h. Article 21, Sections A.1.b. and d.; A.3.d. and e.; A.5.c. and d.; A.10.a.(2); and H.1., 2. and 3.
  - i. Article 30, Section B.
  - j. Appendix M, Sections 3 and 4.
2. The removal of these references will not impact those employees who continue to have domestic partner benefits as was previously negotiated between the parties.
3. In the event that the availability of marriage to same-sex couples is eliminated, whether by overruling *Obergefell* or otherwise, the parties agree to:
  - a. immediately reinstate the provisions referenced above in the analogous Articles and Sections of the collective bargaining agreement in effect at the time, to the extent permitted under the law in effect at that time and subject to the current contractual provisions applicable for health care benefits; and
  - b. immediately bargain over the impact of the change in the law upon any other provisions of the collective bargaining agreement in effect at the time to

ameliorate any effect of the change on the availability of spousal benefits to same-sex spouses/domestic partners.



For APSCUF

5/29/24

Date



For STATE SYSTEM

5-29-2024

Date

**SIDE LETTER**  
**Faculty Payroll Advances**

The State System and APSCUF enter into this side letter to provide an optional payroll advance to mitigate the financial impact to newly hired/rehired faculty at times when the first paycheck date occurs greater than four (4) weeks from the first day of classes of the Fall Semester at their respective university.

The parties agree that the State System shall implement Procedure/Standard Number 2020-46, "Faculty Payroll Advance," incorporated herein as Attachment A, beginning in the 2023-24 academic year. Thereafter, the State System will continue to provide such payroll advances according to the terms of Procedure/Standard 2020-46.

The provisions of this side letter shall continue in full force and effect at all UNIVERSITIES for the term of the collective bargaining agreement that takes effect July 1, 2023.

**AGREED:**

**APSCUF**

  
\_\_\_\_\_  
KENNETH M. MASH                      5/28/24  
Date

**STATE SYSTEM**

  
\_\_\_\_\_  
DANIEL GREENSTEIN                      5-17-2024  
Date

\*Attachment A – See State System Website

**INTERIM SIDE LETTER**  
**Article 6 – Department Chairpersons**

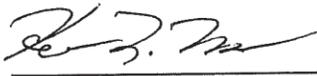
The State System and APSCUF agree to extend the provisions noted below of the Article 6 Interim Side Letter executed on July 24, 2023 to adapt the provisions of Article 6 of their collective bargaining agreement to the consolidated universities, Commonwealth University and Pennsylvania Western University (“PennWest”). This side letter is intended to apply only to the two consolidated universities, and shall not create a precedent for any other types of decisions related to these consolidations, nor to any future consolidation, merger, or reorganization of any sort involving other Universities within the State System. This side letter is extended through the expiration of the collective bargaining agreement which expires on June 30, 2027.

1. Assistant Department Chairs at Consolidated Universities

In addition to the duties that may otherwise be delegated to assistant department chairs, any department chair at Commonwealth University or PennWest in a department which has one or more assistant department chairs may delegate the below enumerated duties and responsibilities to the assistant department chair(s):

- a. Conduct classroom observations, as required by the collective bargaining agreement, which includes providing the feedback to the faculty member regarding the observation.
- b. Participate in the search process, in place of the department chairperson separate from the department search committee responsibilities.
- c. Participate in the formative evaluation of first year tenure-track faculty, as noted in the CBA, in place of the department chairperson.

  
\_\_\_\_\_  
For STATE SYSTEM                      May 15, 2024  
Date

 5/29/24  
\_\_\_\_\_  
For APSCUF    Date



**Letter of Understanding**

**Regarding Interim Side Letter**

**Article 12 – Performance Review and Evaluation of Faculty**

The State System and APSCUF enter into this Letter of Understanding (LOU) to supplement the Interim Side Letter signed by the parties in October 2021. The purpose of this LOU is to assist the local parties in implementing section 1.d. of the Interim Side Letter applicable to tenured faculty at the consolidated universities, Commonwealth University, and Pennsylvania Western University.

The local parties should determine through local meet and discuss, no later than the end of the Fall 2023 semester, how to restart five-year evaluations of tenured faculty members, giving consideration to the time commitment needed to perform an effective evaluation, and the number of faculty to be evaluated in a given year.

The local parties should agree to a timeline to evaluate tenured faculty. The local parties should also discuss the timeline for evaluation of newly elected department chairpersons.

 5/23/23  
For STATE SYSTEM                      Date

 5/23/23  
For APSCUF                                      Date

**Letter of Understanding – Application of Article 15, Section I.**

This letter of understanding acknowledges the parties' agreement regarding the application of Article 15, Section I., as follows:

1. The appointment of academic administrators pursuant to Article 15, Section I. is at-will, in accordance with Board of Governor's Policy 1984-14-A: Terms and Conditions of employment of Senior Policy Executives. The award of tenure to an academic administrator is understood as recognition that, if the President exercises their discretion to place the individual in a bargaining unit vacancy in accordance with Section 15.I., that position shall carry tenure.
2. Actions taken prior to the academic administrator's placement in a bargaining unit vacancy, including a decision not to place the individual in a bargaining unit vacancy, shall not be subject to challenge through the grievance and arbitration process in Article 5 of the Collective Bargaining Agreement.

  
\_\_\_\_\_  
For STATE SYSTEM                      May 15, 2024  
Date

 5/28/24  
\_\_\_\_\_  
For APSCUF    Date

Letter of Understanding Regarding Campus Culture

The State System and APSCUF, having reached a Tentative Agreement regarding Student Consultation Hours in Article 23.A.1.c. on October 13, 2023, agree to issue the following joint statement upon execution of said Tentative Agreement:

During the course of bargaining over the collective bargaining agreement dated July 1, 2023 to June 30, 2027, APSCUF and the State System of Higher Education shared their collective concerns about the impact of the COVID-19 pandemic and other factors on campus culture. The parties believe that it is in their best interests to work collaboratively to address campus culture issues in order to enhance the student experience and improve student, Faculty and Staff recruitment and retention.

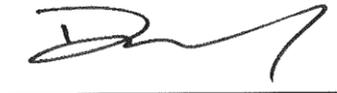
The parties recognize that the culture of each university or campus may have specific attributes such that a system-wide approach may dilute the uniqueness of the universities. To avoid any unanticipated consequences of new contractual obligations, the parties agreed to issue this statement reflecting their shared responsibility of participation in activities and events that contribute to a robust campus experience for students.

Universities are encouraged to form labor-management committees, meet and discuss subcommittees, or any other avenue to facilitate discussions on expectations for FACULTY MEMBERS relative to campus culture. These discussions may include the development of programs, events, meetings or designated facilities where FACULTY MEMBERS are encouraged to engage with the campus community and to participate in-person in collaborative projects with each other, to engage with students in non-classroom settings; to mentor students who are not advisees and other similar activities that perpetuate or enhance the university's campus culture.

 5/29/24

For APSCUF

Date



For STATE SYSTEM

5-29-2024

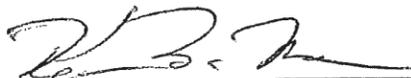
Date

**Letter of Understanding**  
**Regarding Faculty Health and Safety**

The State System and APSCUF enter into this Letter of Understanding (LOU) to confirm their common commitment to maintaining a safe work environment for faculty to carry out their job duties. Concerns related to faculty health and safety may be raised at state or local meet and discuss. In that context, appropriate precautions will be taken to ensure that personally identifiable health information will be protected against disclosure.

  
\_\_\_\_\_  
For STATE SYSTEM

12/20/23  
Date

  
\_\_\_\_\_  
For APSCUF

12/20/23  
Date





**Letter of Understanding**

**Retrenchment – Article 29**

This Letter of Understanding (LOU) rescinds and replaces: (1) the January 16, 2020 LOU (“Letter of Understanding – Retrenchment”); (2) the July 3, 2020 LOU (“Letter of Understanding – Retrenchment”); and, (3) the July 3, 2020 LOU “Triggers for sending the official notice of the possibility of retrenchment.”

1. It is recognized that the possibility of retrenchment due to changes in finances may have implications for program curtailment, elimination of courses, and elimination of duties or services provided by FACULTY whose basic responsibilities lie outside the classroom. In such cases, the parties agree that the notice of the possibility of retrenchment will follow the August 1 deadline, as specified in Article 29, Section B.1.a.



For STATE SYSTEM      Date



For APSCUF      Date

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