

Highlights of the Pace-UAFP Collective Bargaining Agreement

Term

Three year term- July 1, 2021- June 30, 2024.

Salary

Wage increases for all bargaining unit members.

1. Across the Board Increase- **Two (2%)** effective September 1, 2021.
2. Merit portion of pay reduced from $\frac{1}{3}$ to $\frac{1}{4}$ and reduced rating from 5 to 4 to receive full merit
2. New Per Credit Minimums*:
 - a) September 1, 2021, following the application of the September 1, 2021 two percent increases, the minimum per credit rate according to rank for those eligible adjunct faculty members teaching for-credit courses shall be:

Adjunct Instructor/ Lecturer: **\$1,110** per credit (current \$1035)

Adjunct Assistant Professor: **\$1,210** per credit (current \$1135)

Adjunct Associate Professor: **\$1,310** per credit (current \$1235)

Adjunct Professor: **\$1,510** per credit (current \$1435)

- b) September 1, 2022, following the application of the September 1, 2022 percentage increases agreed to for all faculty, the minimum per credit rate according to rank for those eligible adjunct faculty members teaching for-credit courses shall be:

Adjunct Instructor/Lecturer: **\$1,160** per credit

Adjunct Assistant Professor: **\$1,260** per credit

Adjunct Associate Professor: **\$1,360** per credit

Adjunct Professor: **\$1,560** per credit

- c) September 1, 2023, following the application of the September 1, 2023 percentage increases agreed to for all faculty, the minimum per credit rate according to rank for those eligible adjunct faculty members teaching for-credit courses shall be:

Adjunct Instructor/Lecturer: **\$1,210** per credit

Adjunct Assistant Professor: **\$1,310** per credit

Adjunct Associate Professor: **\$1,410** per credit

Adjunct Professor: **\$1,610** per credit

*These minimums represent 12%-17% (depending on rank) increases over the term of the agreement. These minimum increases affect 75% of the adjunct faculty.

3. COVID bonus from a pool of **\$60,000.00** provided by Pace

4. Added \$100.00 per credit increase for Adjunct Professors who reach **20 years** of service if they have taught at least 6 credits in each of the last 2 academic years.

Credit Limit

Increase in maximum credit hours to 11 (increased from 10).

Evaluations

Panel created to revise and update course evaluation process (With the goal being more equitable, consistent and teaching-based evaluations for all adjuncts).

Training Pay

Compensation at \$45.00 anytime bargaining unit members are required to undergo training by Pace.

Income Replacement

- Easier process to obtain decreased course load remedy.
- Extends over 8 semesters rather than 10
- Extended time frame to apply.
- Eliminated the 8 semester averaging requirement.
- Allows some leeway in regards to adjunct ratings over the 8 semesters