

PACE - UAFP

Successor Agreement Term Sheet

1. Duration -- July 1, 2018 – June 30, 2021
2. Joint Labor Management Committee – will meet up to 4 times per year to consider issues related to space and facilities.
3. Income replacement:

Effective Fall 2019

Eligibility An adjunct faculty member will be eligible for income replacement if they: (1) Have taught at least six credits for 10 consecutive semesters (Spring & Fall) and received an average rating of 4.0 or higher during that period of time

(2) Was assigned 3 credits less than average number of credits in 8 semesters with lowest number of credits over a 10 semester period of time.

Example: Over the course of 10 consecutive semesters an adjunct professor receives a 4 rating and the following credit load- 6, 6, 6, 6, 8, 6, 8, 6, 6 & 6. The following semester they were assigned only 3 credits. That adjunct professor would qualify for income replacement

Payment Up to six credits paid. After payment, eligibility criteria must be satisfied again.

4. Evaluations will be provided by August 15 or as soon thereafter as practicable. Merit increases will be provided to employees who receive above a three rating on their evaluation. (Each school has its own evaluation metrics).

5. Salary:

2018 -- 1.25 % guaranteed
Merit/Equity .75%

2019 -- Same increase as full time:
2/3 guaranteed
1/3 Merit/Equity

2020 -- Same increase as full time:
2/3 guaranteed
1/3 Merit/Equity

6. Minimums:

2019 -- \$35.00 per rank

2020 -- \$50.00 per rank