

PSU and AAUP Collective Bargaining Agreement

12/1/2015-11/30/2019



Overview

- The recently completed contract between PSU and AAUP contains significant changes in several areas. This presentation provides information about the following changes:
- NTTF - new employment types - Continuous Appointment and Fixed Term, Evaluation processes
- Academic Professionals (AP) - Classification and Compensation study, workload review process and trial service period
- Professional development - new, individual accounts for TT, NTTF and APs
- Economics - Across the board increases, equity pools and post tenure review



Article 17 - Academic Professionals

- ▶ An academic professional classification/compensation study to establish promotional pathways and new pay structures for this employee group.
Reminder - Job descriptions are due to HR!
 - ▶ Study is expected to take 18-24 months
 - Promotional pathways, consistent titling, FLSA compliance and internal equity are a few of the goals.
- ▶ Provide clarity on and an appeals process for academic professional workloads.
- ▶ 6-month trial service period at time of hire. Following completion of the trial service period appointments may be terminated only through Article 22 (RETRENCHMENT), Article 27 (IMPOSITION OF PROGRESSIVE SANCTIONS), or due to a change in departmental needs or program requirements.



Article 17 - Academic Professionals *continued*

- ▶ Internal Postings - Internal Posting of Academic Professional positions- all AP positions will be posted internally for at least ten (10) working days before being posted for external candidates.
 - ▶ Any current Academic Professional who meets the minimum required qualifications for an open Academic Professional position and who applies within the required time period will be afforded a first round interview for the open position.



Article 18 - Instructional NTTF Continuous Appointments

- ▶ NTTF will be employed on annual contracts during the first six years of employment.
- ▶ Notice of non-renewal of an annual contract during the probationary period must be provided by April 1 of the first year of the probationary period and by January 1 of the second through fifth years of the probationary period, effective at the end of that academic year.
- ▶ Annual evaluations during years 1 through 5 of the probationary period.
- ▶ In year 6 of the probationary period, non-tenure track instructional faculty members are to be evaluated for continuous appointment. Prior to the end of the final academic year of the probationary period, a non-tenure track instructional faculty member is to be awarded a continuous appointment or provided twelve (12) months' notice of termination of employment.



Article 18 - Instructional NTTF Continuous Appointments *continued*

For AY 16-17:

- ▶ Current NTTF may be eligible to convert to a continuous appointment subject to the terms contained in the LOA #12 of the CBA.
 - ▶ Current NTTF completed 4 years and successfully promoted
 - ▶ Current NTTF completed 6 years and 4 most recent satisfactory evaluations
 - ▶ More than 4 years and has not been evaluated, may apply for CA.
 - ▶ Thus, units will need temporary evaluation guidelines to convert to Continuous Appointment.



Article 18 - Instructional NTTF

Continuous Appointments *continued*

- ▶ For purposes of this Article, a "continuous appointment" is an indefinite appointment that can be terminated only under the following circumstances:
 - ▶ Pursuant to Article 22 (Retrenchment).
 - ▶ When a sanction of termination is warranted and imposed pursuant to Article 27 (Imposition of Progressive Sanctions).
 - ▶ Due to a change in curricular needs or programmatic requirements made in accordance with applicable shared governance procedures.



Article 18 - Instructional NTTF

Fixed Term - Instructional

- ▶ Fixed term appointments are appropriate for visiting faculty, to fill a temporary vacancy (such as a vacancy caused by another employee being on leave or pending a search for a vacant position), when a program is newly established or expanded, when the specific funding for the position is time-limited, or for a specific assignment or to fill a discrete need that is not expected to be ongoing.



Article 18 - NTTF Research - Ongoing and Fixed Term

- ▶ NTTF Research faculty - The language will clarify that the University, in its discretion, may employ research NTTF on fixed term contracts, on contracts that run the length of a grant, or on an ongoing basis (without a fixed end date). Will automatically renew contingent on the continued availability of funding, provided that early termination of employment always requires at least 30 days' notice.
- ▶ Pilot Bridge Funding program to cover temporary funding gaps for NTTF research faculty.
 - \$70,000 in one time funding has been set aside for a pilot bridge funding program.

Article 19 - Professional Development

- ▶ Individual professional development accounts (IPDA) will be maintained for each member. At the beginning of the fiscal year, each IPDA will be credited (prorated by FTE) as follows:

July 1, 2016		July 1, 2018	
Tenure/tenure track	\$1000	Tenure/tenure track	\$1100
NTTF/Fixed Term (continuous/ongoing)	\$600	NTTF/Fixed Term (continuous/ongoing)	\$600
AP	\$500	AP	\$500

A member may utilize funds in an IPDA for activities that support the job-related professional development. Funds may roll over for four years, unused funds may be used by the college for other professional activities.

Article 30 - Major Changes

	Tenure related	NTTF	Academic Professionals
FY16	Across the Board (ATB) 2% PTR Q2	ATB 2%	ATB 2%
FY17	Equity Market Pool (External) effective Jan/Feb.0.75% PTR Q3	Equity Pool (Internal) Effective Jan/Feb.0.75%	Length of Service adjustment, no adjustment if at range max. 3-5 yrs. - \$500 5-7 yrs. - \$1200 7-10 yrs. - \$1600 10-15 yrs. - \$1800 15+ yrs. - \$2000
FY18	Equity Market Pool (External) effective Jan/Feb.0.8% Market PTR Q4	Equity Market Pool (Internal and External) effective Jan/Feb.0.8%	0.8 ATB or pool for implementation of class/comp study
FY19	Equity Market Pool (External) effective Jan/Feb.0.9% Market PTR Q5	Equity Market Pool (External) effective Jan/Feb.0.9% Market	0.9 ATB or pool for implementation of class/comp study

Article 30 - Across the board increases and PTR continued

- ▶ Annual Cost of living increases pegged to the CPI-U for Portland/Salem metropolitan area.
- ▶ Post-tenure review (PTR) pay increases of \$4396 will continue for Q2 and will then be increased by the CPI-U above for Q3-Q5.
- ▶ Economic agreements could be renegotiated if there is a fundamental change in the budget picture at PSU.

Other Major Changes

- ▶ Establishment of a Donated Sick Leave Bank.
 - ▶ Article 32 - up to three hours of sick leave may be donated during open enrollment or when the bank is depleted. AAUP members who have exhausted their own sick leave may apply to the bank for additional hours.
- ▶ Summer session minimum salary rates.
 - ▶ Article 30 - Nine-month faculty employed to teach during Summer Term will be paid for Summer Term teaching at a per-credit-hour rate that is no less than 2.5% of the member's base nine-month salary rate.
- ▶ Sabbatical pay rate increases.
 - ▶ Article 30 -Effective 9/16/2017 for 9-month and (7/1/2017 for 12-month) academic-ranked faculty members on approved sabbatical leave will be paid as follows while on leave:
 - ▶ One term (four month): 85% of base salary
 - ▶ Two term (eight months): 80% of base salary
 - ▶ Three term (twelve- months) 75% of base salary
- ▶ Use of vacation days during PSU closures will no longer be required.



Immediate Action Needed

- ▶ Must determine what constitutes a positive review for those NTTF who have been here 6 years or more
- ▶ Must establish guidelines and processes to convert faculty to continuous appointment for AY 16-17
- ▶ Consider what is meant by "Job Related Duties" for IPDA as this may need to be in place before Bylaws are approved.



Aligning Departmental Governance Documents With New CBAs

Questions?