



[Message from the Chancellor](#) | [Information for parents and students](#) | [Negotiations fact sheet](#) | [FAQ](#)  
[Summary of contract proposals](#) | [State System proposals](#) | [Media information](#) | [State System home](#)

### ***State System proposals:***

The State System contract proposals currently include the following:

- [Article 6: Department Chairpersons \(tentative agreement\)](#)
- [Article 7: Performance of Bargaining Unit Work](#)
- [Article 11: Appointment of Faculty](#)
- [Article 12: Performance Review and Evaluation of Faculty](#)
- [Article 15: Tenure](#)
- [Article 16: Promotions](#)
- [Article 17: Sick Leave](#)
- [Article 21: Fringe Benefits](#)
- [Article 22: Salaries](#)
- [Article 23: Workload and Workload Equivalents](#)
- [Article 24: Summer Employment](#)
- [Article 25: Overload](#)
- [Article 27: Continuing Education](#)
- [Article 31: Miscellaneous Conditions](#)
- [Article 37: Totality of Agreement](#)
- [Article 42: Distance Education](#)
- [Article 44: Term of Agreement](#)

[Non-Faculty Athletic Trainer Provisions](#)



**Pennsylvania State System of Higher Education**  
2986 North Second Street ■ Harrisburg, PA 17110 ■ 717-720-4052 ■  
[feedback@sshechan.edu](mailto:feedback@sshechan.edu)

Last updated: 11/04/03



[Message from the Chancellor](#) | [Information for parents and students](#) | [Negotiations fact sheet](#) | [FAQ](#)  
[Summary of contract proposals](#) | [State System proposals](#) | [Media information](#) | [State System home](#)

### ***Summary of contract proposals:***

#### **Economic Proposal Highlights As of 8/29/03**

##### **Salaries**

<b>Year</b>	<b>Provision</b>
2003-04	No across the board increase, no service increment (step*)
2004-05	No across the board increase; 1 step for those below the top step*; Double the stipend for academic department chairs
2005-06	2.5% across the board increase; no service increment (step*)
2006-07	3% across the board increase; 1 step* for those below the top step

##### **Benefits**

<b>Year</b>	<b>Provision</b>
2003-04	No change from previous traditional indemnity plan entirely paid by employer.
2004-07	Base plan becomes Preferred Provider Organization (PPO) with employee paying <u>10% of the premium</u> ; \$15 office visit; no extra for doctor or hospital in-network; 20% for out-of-network visits. Employee to have option of pay difference between PPO and more expensive traditional indemnity plan or HMO.
2003-07	Tuition waiver for dependents retained

\* A service increment (step increase) is a negotiated annual pay increase for faculty that is granted solely on the basis of years of service. The steps in the State System's proposal include a 5% increase for faculty in the first five steps and a 2.5% increase for steps 6 through 12. A salary adjustment as a result of a step is in addition to any negotiated across the board increases in salary.