

Addendum to Agreement

Between Pennsylvania's State System of Higher Education

And

State College and University Professional Association (SCUPA)

The parties' collective bargaining agreement in effect from July 1, 2011 to June 30, 2015, is extended in full force and effective until June 30, 2016, except as modified below:

Article 10 – Salaries and Wages

- A. Employees covered by this Agreement who have been employed continuously by the State System since January 31, 2015, are in an active pay status and whose salary is below the maximum of the pay range assigned to his/her class will be eligible to receive a one-step service increment effective January 9, 2016.
- B. Nine (9) month employees on a 26-pay cycle shall not be improperly advantaged over nine (9) month employees on a 20-pay cycle when implementing the above one-step increment. (i.e. Effective January 9th of the 2015-16 academic year for employees on a 20-pay schedule and February 20th for employees on a 26-pay schedule)
- C. Employees who are at or above the maximum step of their pay range and are in an active pay status (not otherwise eligible for a step increment under A. above) shall receive a one-time cash payment of 2.5%.
- D. The provisions of Sections A. and B. shall not apply to professional employees in the Grant Funded Program Coordinator class series except as provided in Article 35, Section 4.

Article 39 – Term of Agreement

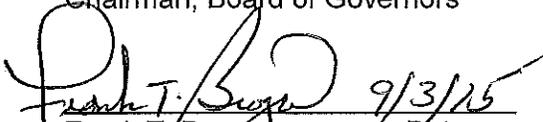
This Agreement shall be effective July 1, 2011 and shall continue in full force and effect up to and including June 30, 2016. This Agreement shall automatically renew itself from year to year thereafter unless either party shall notify the other in writing by such time as would permit the parties to comply with the collective bargaining schedule established under the Public Employee Relations Act.

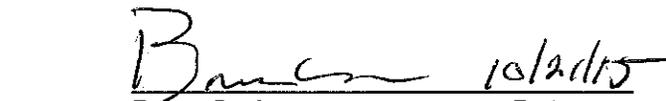
Pennsylvania's State System
Of Higher Education

State College and University Professional
Association

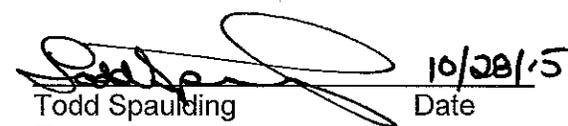

Guido M. Pichini Date
Chairman, Board of Governors

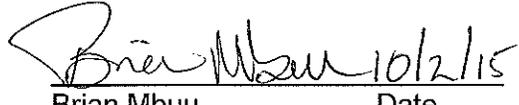

Frances Cortez Funk Date
President

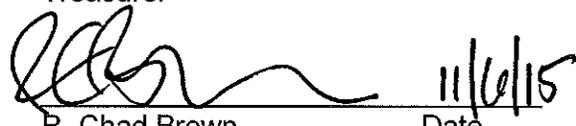

Frank T. Brogan Date
Chancellor

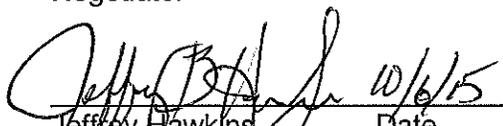

Brian Graham Date
Vice President

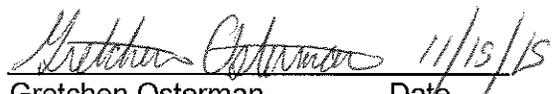

William Helzlsouer Date
Chief Negotiator


Todd Spaulding Date
Treasurer

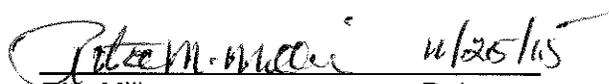

Brian Mbuu Date
Negotiator

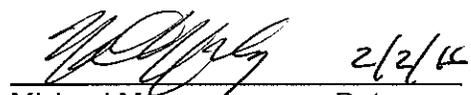

R. Chad Brown Date
Secretary


Jeffrey Hawkins Date
Negotiator


Gretchen Osterman Date
Negotiator


Roger Serr Date
Negotiator


Rita Miller Date
Negotiator


Michael Maloy Date
Negotiator


Sheleta Webb Date
Negotiator


Justin Kleemook Date
Negotiator