

**Summary of the Major Provisions of the
Tentative Faculty Collective Bargaining Agreement
Between Pennsylvania's State System of Higher Education and
the Association of Pennsylvania State College and University Faculties (APSCUF)
July 1, 2023 to June 30, 2027**

Term

The agreement will be effective July 1, 2023 and expire June 30, 2027.

Purpose Article

Updated to reflect changes in definitions of University and Campus as a result of consolidation for purposes of implementation of the CBA.

Salary Increases

Fiscal Year 2023-2024

- 4.0% general pay increase¹ effective at the start of the fall 2023 semester.
- Step increase² effective in the spring 2024 semester. Faculty at the top of the pay scale will receive a one-time cash payment of 2.5%.

Fiscal Year 2024-2025

- 2.0% general pay increase effective at the start of the spring 2025 semester.
- Step Increase effective in the spring 2025 semester. Faculty at the top of the pay scale will receive a one-time cash payment of 2.5%.

Fiscal Year 2025-2026

- 1.25% general pay increase effective at the start of the spring 2026 semester.
- Step Increase effective in the spring 2026 semester. Faculty at the top of the pay scale will receive a one-time cash payment of 2.5%.
- One-time payment for Athletic Director of \$1,600 and Assistant/Associate Athletic Director of \$1,100 in Fall 2025 semester.

Fiscal Year 2026-2027

- 3.0% general pay increase effective at the start of the spring 2027 semester.
- Step Increase effective in the spring 2027 semester. Faculty at the top of the pay scale will receive a one-time cash payment of 2.5%.
- One-time payment for Athletic Director of \$1,600 and Assistant/Associate Athletic Director of \$1,100 in fall 2026 semester.

Distance Education

- Updated definitions of different types of Distance Education instruction.
- Technical and instructional support can be provided at the University or State System level.

¹ A general pay increase represents a percentage change applied to the entire salary schedule.

² A step increase is movement one-step up on the 13-step salary schedule. Moving up from Steps 1 through 4 will be a 5% increase. Moving up from Steps 5 through 12 will be a 2.5% increase.

- Teaching more than 2 modalities will be voluntary for Faculty Members.
- Faculty that teach a Simultaneous modality or Hyflex course will receive a flat payment of \$700 for the academic year.
- Phase out of compensation per student
 - Fiscal Year 2023-2024 - No Change (currently \$15 per student)
 - Fiscal Year 2024-2025 - \$10 per student
 - Fiscal Year 2025-2026 - No payment per student

Professional Development

- The following is provided to the Professional Development Council: \$375,000 for each fiscal year of the CBA.

Leaves of Absence

- Faculty will receive regular pay for up to 30 consecutive days of FMLA leave for parental reasons.

Sick and Personal Leave

- Faculty whose primary duties lie outside of the classroom may take sick and personal leave in one hour increments for a partial day.
- If faculty whose primary duties lie outside of the classroom are assigned to cover classes without a reduction in their duties, they shall receive overload payment.

Bereavement Leave

- Added step-parent, step-child, grandparent, step-grandparent, grandchild, step-grandchild, step-sibling, child-in-law, sibling-in-law, grandparent-in-law, sibling of parent, foster child, child of sibling.
- Added up to an additional two days of sick leave usage for this purpose may be requested.

Advising

- Added language and clarity that holistic advising goes beyond academic advising and that other personnel outside the faculty bargaining unit may be assigned those duties.
- Added language that personnel support academic advising will keep the faculty advisor of record informed.
- Management will ensure training and professional development for faculty advisors.

Individualized Instruction and Independent Study

- Effective fall 2025 an increased payment from \$200 to \$225 per workload hour.

Performance Review and Evaluation of Faculty

- Included provisions that those evaluating faculty should avoid bias and personal attributes unrelated to performance of the faculty member. Additionally, language was also included to ensure that those evaluating faculty must recognize that different categories of faculty have alternative paths for completing the requirements of teaching and professional responsibilities, service, scholarly growth and professional development.
- Created a standing joint Labor/Management committee to develop a new systemwide student feedback instrument. Faculty members, administrators and student government leaders may propose questions for consideration.

- Updated Service category of performance review and evaluation to include activities that benefit the University Community, advising student clubs, contributing to student recruitment and retention, attendance and participation in student-run activities and activities towards underrepresented and at-risk members of the university community.
- University Presidents may offer an annual award to recognize faculty members for exceptional levels of service for activities towards underrepresented and at-risk members of the university community. The award may be either a monetary award, professional development, or a workload equivalent release for the next semester/summer term. The decision about the number and nature of awards is not grievable.

Department Chairperson

- Beginning with fall 2024 semester departments of 30 or more faculty will receive a minimum of one Assistant Chairperson. A department with 60 or more will receive a minimum of two Assistant Chairpersons.
- Beginning with the fall 2024 semester the following factors are recognized to support appointment of the additional Assistant Chairpersons at the discretion of the President:
 - Department advisee/faculty ratios of more than 25
 - Coordination of graduate programs
 - Program requiring coordination of clinical experiences, internships, field experiences or practicum loads
 - Overseeing program accreditation processes
 - Complex programs or facilities such as labs, studies, equipment
 - For Consolidated universities a campus with at least 4 faculty members or more than one major/discipline with at least 3 faculty members.
- Assistant Chairperson stipend increase by 20% to \$1,800.
- Increased release time for departments with 31 or more faculty by 3 workload hours.
- Chairperson Stipend increases by 20%:

Teaching Departments

| DEPT. SIZE | STIPEND |
|------------|-------------|
| 1-5 | \$ 1,800.00 |
| 6-10 | \$ 2,520.00 |
| 11-15 | \$ 3,240.00 |
| 16-20 | \$ 4,320.00 |
| 21-25 | \$ 5,040.00 |
| 26 or more | \$ 5,760.00 |

Departments with duties outside the classroom

| DEPT. SIZE | STIPEND | |
|------------|-------------|-------------|
| | 9 Month | 12 Month |
| 1-5 | \$ 5,250.00 | \$ 6,826.00 |
| 6-10 | \$ 6,000.00 | \$ 7,800.00 |
| 11-15 | \$ 6,750.00 | \$ 8,776.00 |
| 16-or more | \$ 7,500.00 | \$ 9,750.00 |

Library Department

| DEPT. SIZE | STIPEND |
|------------|-------------|
| 1-5 | \$ 750.00 |
| 6-10 | \$ 1,050.00 |
| 11-15 | \$ 1,350.00 |
| 16-20 | \$ 1,800.00 |
| 21-25 | \$ 2,100.00 |
| 26 or more | \$ 2,400.00 |

- Created meeting among Department Chairs, Provost and Local APSCUF President to discuss issues related to Chairpersons/Assistant Chairpersons

Tenure

- Granting of tenure to Provosts and Academic Deans will require notice to the union.
- Library Deans may be granted Tenure by the President.
- If a probationary faculty member is on a full leave for 3 or more days in a semester they can elect to have that semester count towards their probationary period if they can complete the necessary deadlines for evaluation and requirements for tenure/renewal. Otherwise, the semester does not count towards the required probationary period.

Retrenchment

- Parties updated the retrenchment article significantly to provide more clarity on the process including how faculty are evaluated when they are recalled. Additional opportunities for meet and discuss earlier in the process to explore alternatives to retrenchment was also included.
- Moving expenses and existing tuition waiver benefits are provided to faculty that are preferentially hired at another university.

Consolidation Article

A new article was created for consolidated universities to provide provisions for:

- Assignment of home campus and how that may change from one campus to another.
- Creation of new positions assigned to multiple campuses.
- Faculty appointed to work at more than one campus shall receive incentive payments of cash or professional development.
- Outline the process for retrenchment at a consolidated university.

Continuing Education

- Parties included definitions of credit and non-credit continuing education into the CBA.

Workload

- Universities will provide a report to APSCUF once a year of faculty that are teaching graduate and undergraduate course as part of their workload.
- Universities will provide a report of athletic funds raised to Athletic Directors.
- Beginning in Fall 2024 the parties established a standard for 40 hours a week for Athletic Trainers. Any hours beyond that must be preapproved and are tracked and the cumulative is paid as overload if applicable in the next term. Beginning with the fall 2026 semester Athletic Trainers will be scheduled for not more the 45 hours per week.
- Office hours rename to student consultation hours and they may be conducted virtually or in person based upon the needs of the student.
- Student teacher supervisors will not be required to travel more than 50 miles or 1 hour of drive time each way from their worksite or home.

Holidays

- Added Juneteenth and renamed Columbus Day to Indigenous Peoples' Day.

Reappointment of Temporary Faculty

- If a reappointed temporary faculty member's assigned workload is canceled with fewer than 7 days before the start of the semester, the university will pay into a professional development fund \$1,000 per faculty member whose workload was reduced. These professional development funds are only available to be used by temporary faculty.

Bargaining Unit Work

- If it is determined that there is a bargaining unit work violation professional development funds in the equivalent of the rank of Professor at pay step 1 of the salary scale (per workload hour) will be made available to the department.
- For faculty approved to teach part time in another department, that approval will sunset after 5 consecutive academic years unless renewed through the CBA process.

Side Letters

- Provided a mechanism for universities to supplement after hours counseling services with contracted third-party providers of mental health services for the term of the existing CBA.
- Extended the Interim Side Letter for Consolidated Universities that included provisions for Assistant Chairpersons to perform some duties of the Department Chairperson.
- Remove references to "domestic partners" within the collective bargaining agreement. The contractual provisions regarding "domestic partners" will be reinstated if the supreme court decision declaring laws prohibiting same-sex marriage as unconstitutional is overruled.
- Provided a mechanism for existing student feedback instruments to be used until new systemwide student feedback instruments are created.

- The first thirty (30) full, consecutive days of FMLA leave taken for parental reasons shall be paid at a COACH's regular salary.

Holidays

- Add Juneteenth as a recognized major holiday
- Rename Columbus Day to Indigenous Peoples' Day

Evaluations

- The parties revised the COACHES' evaluation document and created standard evaluation forms for student feedback and peer evaluations.
- The parties' created standard procedure by which student feedback will be obtained.
- The parties clarified when a COACH may bring a union representative to meetings concerning their evaluation.

Meet and Discuss

- The parties clarified the manner in which meet and discuss may be held at the consolidated universities.

Side Letters

- Remove references to "domestic partners" within the collective bargaining agreement. The contractual provisions regarding "domestic partners" will be reinstated if the supreme court decision declaring laws prohibiting same-sex marriage as unconstitutional is overruled.