

**Summary of the Major Provisions of the Tentative Agreement Between
Pennsylvania's State System of Higher Education and
the Association of Pennsylvania State College and University Faculties
Non-Faculty Coaches
July 1, 2023 to June 30, 2027**

Term

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

Compensation

Fiscal Year 2023-2024

- 4.0% Annual Salary Adjustment⁵ effective July 1, 2023
- Effective January 1, 2024
 - Minimum Salary for full-time head COACH shall be \$45,000
 - Minimum Salary for full-time assistant COACH shall be \$40,000
 - Minimum salary for part-time head and assistant COACH shall be a percentage of \$37,500 for head COACH and \$32,500 for assistant COACH
- 2.5% Annual Salary Adjustment effective April 1, 2024

Fiscal Year 2024-2025

- 2.0% Annual Salary Adjustment effective January 1, 2025
- 2.5% Annual Salary Adjustment effective April 1, 2025

Fiscal Year 2025-2026

- \$450 one-time cash payment for Regular Full-Time and Regular Part-Time COACHES with 2 years of service effective July 1, 2025
- 2.0% Annual Salary Adjustment effective January 1, 2026
- 2.5% Merit Pool⁶ effective April 1, 2026

Fiscal Year 2026-2027

- \$450 one-time cash payment for Regular Full-Time and Regular Part-Time COACHES with 2 years of service effective July 1, 2026
- 2.25% Annual Salary Adjustment effective January 1, 2027
- Effective January 1, 2027
 - Minimum Salary for full-time head COACH shall be \$47,500

⁵ Increase in base salary for all coaches as coaches do not have a salary schedule.

⁶ Merit pay adjustments are distributed based on a coach's individual performance level.

- Minimum Salary for full-time assistant COACH shall be \$42,500
- Minimum salary for part-time head and assistant COACH shall be a percentage of \$42,500 for head COACH and \$37,500 for assistant COACH
- 2.5% Merit Pool effective April 1, 2027

All COACHES are required to sign up for direct deposit of paychecks and authorized expense reimbursements.

Contracts of Employment

At the recommendation of the head COACH, a Regular Full-Time or Regular Part-Time Assistant COACH may be given the title “Associate Head Coach.” This title confers no additional duties, compensation, or benefits.

The president/designee may grant rollover contracts and annual extensions for a combined total of between three (3) and six (6) years for Regular Full-Time Head COACHES and two (2) and (4) years for Regular Full-Time Assistant COACHES.

Part-Time COACHES hired as Regular Full-Time COACHES at the university shall have up to three (3) years of time spent as a Part-Time COACH counted towards the requirement to complete (5) full consecutive years of employment at the university before attaining a rollover contract of employment.

Regular Full-Time Assistant COACHES (from same or other university) hired as Regular Full-Time Head COACHES during their first five (5) consecutive years of employment shall have up to three (3) years of time spent as an assistant coach counted toward the requirement to complete (5) full consecutive years of employment at the university before attaining a rollover contract of employment as a Head COACH.

Regular Full-Time Assistant COACHES (from same or other university) hired as Regular Full-Time Head COACHES after attaining a rollover contract of employment must complete one (1) full year of employment at the university before attaining a rollover contract of employment as a Head COACH.

Duties, Responsibilities and Workload

Universities will provide quarterly reports to COACHES regarding the funds raised and expenditures from their fundraising accounts beginning with the fall 2024 semester.

Leaves of Absences

- Foster child added to the list of relatives for which up to five (5) days of sick leave may be taken due to the relative’s illness causing an absence from work.
- Foster child added to the list of relatives for which up to five (5) days of sick leave may be taken due to the death of relative.
- Increase from three (3) to four (4) days the amount of sick leave that may be taken for the death of certain other relatives and add to that list the death of a step-brother, step-sister, child of a sibling, or any person with whom the COACH has made their home.

- 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.