

**ARTICLE 20  
SALARIES**

A. Salary Minima

1. The following annual salary minima shall apply to all faculty:

Lecturers:	\$40,000
Senior Lecturers:	\$45,000
Clinical Assistant	\$42,500
Clinical Associate	\$47,500
Clinical Professor:	\$57,500
Research Assistant	\$42,500
Research Associate	\$47,500
Research Professor:	\$57,500

2. The following salary minima shall apply to all librarians:

Grade L1:	\$36,500
Grade L2:	\$38,500
Grade L3:	\$41,500
Grade L4:	\$45,500

3. The following salary minima shall apply to all academic professionals:

Grade L7:	\$19,772
Grade L8:	\$21,333
Grade L9:	\$23,020
Grade L10:	\$24,889
Grade L11:	\$26,906
Grade L12:	\$29,084
Grade L13:	\$31,458
Grade L14:	\$34,002
Grade L15:	\$36,688
Grade L16:	\$39,597
Grade L17:	\$42,108

B. Additional Increases for Promotion

Any faculty member or librarian who is promoted in rank or grade level effective any July 1, shall receive a promotional increase, effective the following January 1, of seven percent (7%) of the promoted individual's salary as of the preceding June 30.

In any year, the amount granted for promotions shall be reduced by the amount of the increase received the prior July 1 due to the application of salary minima.

C. Miscellaneous

1. Compensation for Summer or Other Third Academic Semester

a) Summer or third academic semester teaching shall be paid at a minimum rate of \$1,550 for each semester hour taught. In its discretion, Temple or the Deans of specific schools/colleges may pay any faculty member at a higher rate to secure summer teaching.

(i) Effective 7/1/05, the minimum summer compensation or third academic semester rate shall be \$1,600 per semester hour.

(ii) Effective 7/1/06 the minimum summer compensation or third academic semester rate shall be \$1,650 per semester hour.

(iii) Effective 7/1/07 the minimum summer compensation or third academic semester rate shall be \$1,700 per semester hour.

b) When utilizing faculty as summer advisors, Temple shall compensate the faculty member at .55% (fifty-five hundredths of one percent) of the annual salary for each day worked (based on the prior year annual salary as of June 30.)

c) Compensation for Overload Teaching

Compensation for overload teaching by bargaining unit faculty during the academic year shall be as follows:

INSTRUCTORS	\$750 per semester hour
LECTURERS	\$780 per semester hour
ASSISTANT PROFESSORS (Tenure-Track, Clinical, or Research)	\$780 per semester hour
ASSOCIATE PROFESSORS (Tenure-Track, Tenured, Clinical, or Research)	\$875 per semester hour
SENIOR LECTURERS	\$875 per semester hour
PROFESSORS (Tenured, Tenure-Track, Clinical, or Research)	\$950 per semester hour

d) Nothing in this contract shall preclude Temple from making additional compensation awards to members of the bargaining unit when Temple deems such additional awards to be in the best interest of the University; and such additional awards shall not be subject to grievance or arbitration. Temple shall provide a minimum of \$100,000 in additional increased compensation awards in each of the years ending June 30, 2005, June 30, 2006, and June 30, 2007.

## 2. Outside Compensation for Non-Temple Work

a) During the academic year or their contract year, faculty members, with the prior approval of the Dean, may take on duties unconnected to their Temple employment for additional compensation provided that:

(i) The outside work does not exceed the equivalent of an average of one working day per week exclusive of weekends.

(ii) The outside work does not interfere with their assigned Temple responsibilities.

(iii) The extra responsibilities are compatible with the University's conflict of interest policy.