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## Getting Your Full 2% Raise Stimulus Bonus in July

In accordance with the TAUP-Temple contract, every continuing member of the bargaining unit is due for a raise and a bonus payment effective July 1.

### **The 2% Raise**

Faculty members, whether tenure-track or nontenure-track, get the 2% across-the-board raise in base salary in two parts: (1) 1.75% in the July payroll, i.e., on July 31; and (2) 0.25% in October for turning in the annual report in September (more about this below). Librarians and Academic Professionals get the full 2% across-the-board raise in base salary in July.

### **The Stimulus Bonus**

In July, all bargaining unit members will receive a 0.75% bonus (not added to base salary). This is another feature of the negotiated 2008-2012 contract, which made the bonus contingent on Temple's funding. The university received the full amount appropriated for the year, including the State Fiscal Stabilization Funds granted through the 2009 federal stimulus plan. That triggered this contract provision.

### **Faculty Annual Report**

The 2008-2012 TAUP-Temple University contract provides a new way for faculty to apply for merit. For the first time, all faculty members will be automatically considered for merit, if they file an annual report. There is an incentive for filing. Everyone doing so will get the 0.25% raise retroactive to July 1. However, failing to file it means forfeiting part of the ATB raise. The 0.25% lost by those not filing reports will be added to this year's merit pool instead.

Submitting the report is important for all faculty -- tenured, tenure-track, and nontenure-track alike -- because doing so affects both the ATB raise and the possibility of receiving merit. The annual report serves as your merit application. It covers work and activities that took place during the past academic year -- July 1, 2009 to June 30, 2010.

The new electronic faculty annual report form is now available through TU Portal. Remember, if you do not file a report, you do not get the 0.25% raise and you cannot get merit.

While the contract called for the new guidelines and the annual report form to be distributed to all faculty by May 1, 2010, they were available only as of May 24. Consequently, TAUP and the administration agreed that the contractual deadline of September 1 for filing the report will be pushed back to September 24. Likewise, while the contract calls for the 0.25% raise to go in the September payroll, this year it goes into the October pay. This means that in October, those faculty filing an annual report will receive the raise retroactive to July, i.e., for July, August, September and October.

If you have questions or concerns about the annual report, please reply to this email, or call the TAUP office at 1-7641, or 215-763-2287.

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