



e-Bulletin20100727

## Salary Raises in July

Good news for TAUP bargaining unit members: the across-the-board pay increases and the 0.75% bonus that TAUP negotiated in the [2008-2012 contract](#) will appear in your July paychecks.

Increases for those who were promoted will also appear in your July paycheck (rather than in January, as in the previous contract). All these pay increases are calculated on your June 30 base pay. In addition, if you qualify, you will find increases because of new salary minima. These are applied to your July 1 base pay.

- **BONUS**

All bargaining unit members will see a one-time lump sum bonus of 0.75%. This amount is not added to your base pay. This bonus is being paid because the total of Temple's appropriation from the Commonwealth of Pennsylvania included the proper portion of State Fiscal Stabilization Funds from the federal stimulus program to trigger the contract provision ([Article 21, Section B.1, page 63](#)) that calls for the bonus.

- **ACROSS-THE-BOARD INCREASE**

All bargaining unit members will see an across-the-board increase (ATB), but it is applied to librarians and academic professionals in a different manner than it is applied to faculty. All ATB amounts are calculated on your June 30 base pay.

Librarians and Academic Professionals

If you are a librarian or an academic professional, you will see your base pay increase by 2% in July.

Faculty

If you are a faculty member you will see the 2% ATB in two pieces. First, all faculty will receive an across-the board boost of 1.75% in their July paychecks. The remaining 0.25%, though, is contingent on your submitting the new annual report by September 24, 2010. If you meet the deadline, you will see the other 0.25% increase, retroactive to July, in your October paycheck. ***If you don't submit the annual report by September 24, the 0.25% you would have received will be added to the general merit pool.***

Annual reports are related to merit in another important way, beyond adding the

0.25% ATB. *Annual reports are also required for faculty to be considered for merit.* For more information on the merit and annual reports, [click here](#).

- **PROMOTION INCREASE**

If you were promoted in grade or rank effective July 1, you will see an increase of 8% to your base pay effective immediately. This raise is, like the ATB, figured on your June 30 salary. Having the increase go into effect upon promotion is a change from the previous contract, when those promoted had to wait until the following January to see the increase.

Combining the ATB and the promotion raises: If you are a librarian or academic professional, your total increase will be 10% in July. If you are a faculty member, you will receive a 9.75% increase now, with the other 0.25% coming in October, again, provided you have turned in your annual report by the September 24 deadline.

- **SALARY MINIMA INCREASE**

Some faculty will see their pay go up because of new salary minima [\[Article 20, Section A, page 59\]](#). Increases because of new minima go into effect July 1, that is, after you have received your across-the-board increase and, if applicable, the promotion increase.

If you have any questions about these salary increases, please contact the TAUP office by phone (215-763-2287 or 1-7641) or by email ([taupaft@aol.com](mailto:taupaft@aol.com)). To expedite our answering your inquiries, please have your June and July paystubs ready when you call, or send them as an attachment if you email.

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