

Salary Increases During 2011-2012

- ACROSS-THE-BOARD RAISES

Good news: All members of the TAUP bargaining unit will see the contractually-mandated across-the-board increases, as well as a bonus, in their July paychecks. Nothing in the contract has changed from what was agreed to in 2009.

First, an across-the-board (ATB) raise – 1.75% for faculty or 2% for librarians and academic professionals – will appear in your July paychecks. Faculty will receive a total of a 2% ATB raise, but it will come in two parts. The first part, 1.75%, is added to the pay of all faculty in July. However, as noted in the [eBulletin of Monday, June 13](#), the additional 0.25% ATB for faculty depends on submitting the ARoFA by September 1, 2011. That increase, retroactive to July, should come in faculty's September paychecks.

There is one exception to the above-mentioned across-the-board increases. Any faculty member or librarian who was tenured or promoted in rank or grade level as of July 1 will also see a promotion increase of 8% based on their June 30 base pay.

In addition to the across-the-board raises, a one-time stimulus bonus payment of 0.75% of member base pay will be added to all members' paychecks on July 31. This bonus derives from the level of federal State Fiscal Stabilization Funds and direct Commonwealth appropriations that Temple received in Fiscal Year 2010-2011. ([See Article 21, Section B2, page 62](#)).

Some other faculty and/or staff may see additional money added to their pay for various reasons.

- SUMMER SCHOOL 2010, SESSION I

Those faculty who taught in summer session I of 2010 will see the balance of the pay they are owed in their July paychecks as well. For most such faculty, who earned the minimum of \$1800 per semester credit hour, this will mean \$50.00 per credit hour taught. As TAUP has mentioned several times, there is a second grievance involving back pay for summer session II of 2010 that has not been settled yet. We will keep you up to date with an eBulletin should anything develop.

- OTHER SALARY INCREASES IN THE CONTRACT

The final salary increase in fiscal year 2011-2012 for which all members are eligible will come through merit, which will be paid in the spring of 2012, effective January 1, 2012. As always, faculty, librarians, and academic professionals each have a separate pool of 1% of their group's total base pay to draw on for possible awards.

There is another source of salary increase provided by the contract for Fiscal Year 2011-2012: the annual salary adjustment pool, which totals a minimum of \$100,000. Any bargaining unit member may apply for an increase from this pool of money at any time. The details of the procedure are in [Article 20, Section D \(page 61\)](#). Each year the entire amount is given out.

Finally, if you are teaching an overload of more than 12 semester credit hours should remember that you are contractually entitled to overload pay of between \$1155 and \$1375 per credit hour, depending on your rank. ([See Article 20, Section C2, page 60](#)).

PLEASE NOTE: You will receive all raises that were originally negotiated in the contract in 2009. TAUP faculty and staff will not suffer any financial give-backs at this time. The contract that we worked so hard to negotiate in 2008 and 2009 protects you now.

TAUP dues for new members are 0.5% of base pay. The salary increases under the TAUP contract amount to far more than that. If you are not a dues-paying member, it just makes sense to join today.

If you have any comments or questions about the contractual salary increases, or if you want to join, you can call John DiBenedetto or Terry Kilpatrick (1-7641 or 215-763-2287) or [email](#) the TAUP office, and we will be happy to talk to you.

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