

Salary Increases 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 of 8% for faculty and librarians who were promoted will also appear in the July paycheck. Members should note that all pay increases are calculated on your June 30 base pay.

Temple has frozen the pay of nonunion employees for the 2011-2012 fiscal year, raised tuition significantly and cut the budgets of most schools and colleges to deal with the impact of the 19% cut in state appropriations. Temple approached TAUP to discuss some possible accommodations. We were unable to reach an agreement at this time. So we both agreed to continue following the current contract, and to negotiate for a new one as planned next year. The current collective bargaining agreement expires on October 15, 2012.

The Contractual Salary Increases Appearing in the July Paychecks

BONUS

All bargaining unit members will see a one-time lump sum bonus of 0.75% of the annual base salary. This amount is not added to your base pay. The 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 that calls for it ([Article 21, Section B.1, page 63](#)).

ACROSS-THE-BOARD INCREASE

All bargaining unit members will see an across-the-board raise (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 will receive a 2% increase in July.

Faculty members will receive the 2% ATB in two parts. 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 [submitting the Annual Report of Faculty Activities \(ARoFA\)](#)

[Your ARoFA is accessible through TUportal](#) and is due by 11:59 pm, September 1, 2011. If you meet the deadline, you will see the other 0.25% ATB increase, retroactive to July, in your September paycheck. If you don't submit the annual report by September 1, the 0.25% you would have received will be added to the general merit pool.

There will be a 1% merit pool in 2011-2012 for work done in 2010-2011. 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 are a faculty member or librarian who was 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.

The ATB and promotion raises are combined in the following ways: If you are a librarian or academic professional, your total increase will be 10%, all of which will be added in July. If you are a faculty member, you will receive a 9.75% increase now, with the other 0.25% coming in September, again, provided you have turned in your annual report by the September 1 deadline.

SUMMER SESSION I 2010

As a result of a [favorable decision at arbitration](#), TAUP faculty who taught in Summer Session I of 2010 will see the balance of the pay they are owed in their July paychecks. For most such faculty, who earned the minimum of \$1,800 per semester credit hour, this will mean \$50 per credit hour taught. There is a separate grievance involving back pay for Summer Session II of 2010 that has not yet been resolved. We will keep you up to date with an eBulletin should anything develop.

INFORMATION ON “INCREASED COMPENSATION”

July 1 also marks the renewal of the [Increased Compensation](#) annual salary adjustment pool. This is a minimum of \$100,000 designated in the contract for additional salary increases to individual bargaining unit members “if Temple deems such awards to be in the best interests of the University.” Members may apply to their deans for such an adjustment any time during the year. ~ ~ ~

If you have any questions about these salary increases, please feel free to contact the TAUP office by phone (215-763-2287 or 1-7641) or by email (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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