

**Temple/Taup
Agreement Summary
10/15/2014 - 10/15/2018**

Duration: 4 Years

EFFECTIVE	ATB	MERIT
7/1/2014	1.625%	1.375%
7/1/2015	1.625%	1.125%
7/1/2016	1.625%	1%
7/1/2017	1.625%	1%

Effective 7/1/2016 and 7/1/2017, Deans shall establish additional merit pools of .25% - .75% base salary each year. Additional awards will be added to base and may be awarded for group or individual efforts and/or RCM performance measures.

1. Nontenure Track Faculty Pension

Effective February 1, 2015, Nontenure-track faculty members may elect to participate in a defined contribution plan upon hire.

- a. **Benefit:** An eligible faculty member who has elected to participate and contributes 4.5% of base salary shall receive an employer match of four and one-half percent (4.5%) of base salary.
- b. Effective 7/1/15, eligible faculty members who contribute 4.5% of base salary shall receive an employer contribution of 5% of base salary
- c. Effective 7/1/16, eligible faculty members who contribute 4.5% of base salary shall receive an employer contribution of 6% of base salary.
- d. Effective 7/1/17, eligible faculty members who contribute 4.5% of base salary shall receive an employer contribution of 7% of base salary.
- e. **Vesting:** Plan participants shall vest in Temple's Defined Contribution Plan after three (3) years of service.

Minimum Salaries

<u>FACULTY</u>	<u>CURRENT MINIMA</u>	<u>Effective 7/1/16</u>
Instructor	\$42,500	\$44,625
Assistant Professor	\$44,500	\$46,725
Associate Professor	\$52,000	\$54,600
Professor	\$62,000	\$65,100

2. **Article 22.C.4 – Effective 1/1/15** Increase physician office visits to \$20, Specialist under Keystone HMO to \$30. Co-pays waived at any Temple Physician practice.

3. **Article 22.D – Add new section:**
Eligible employees who enroll in the Post Retirement Pre-funding plan on or after 1/1//2015 shall contribute at the rate of 30% for single coverage and 70% for spousal coverage.

4. **Article 22.G.1.b – Sick Leave Policy – Revise as follows**
A faculty member who has exhausted the full 6 months of paid sick leave will earn additional paid time at the rate of 1 month of paid time per 3 months of full workload assignment. Time earned will not be pro-rated for partial months worked.

5. **Article 22 – New provisions-**
Add new sections as follows:
 - Each bargaining unit member who enrolls in Temple University administered plans and on an annual basis receives a biometric screening, completes a wellness profile, sets a goal using the Personal Health Assistant and achieves the maximum number of points through the Temple Wellness Program shall receive a discount on Health and prescription contributions of \$25 per month in the following fiscal year .
 - **Effective 1/1/15**, Each bargaining unit employee shall pay \$25 co-pay for Urgent Care. Co-pay waived at Temple Urgent Care sites.
 - **Effective 1/1/15**, Each bargaining unit employee shall pay \$50 co-pay for Emergency Room Care. Co-pay waived if admitted.
 - **Effective 1/1/15**, Each bargaining unit employee shall pay \$50 per day for a hospital stay, \$150 max per stay. Co-pay waived at any Temple facility
 - **Effective 1/1/16**, Each bargaining unit employee shall pay \$50 co-pay for Urgent Care. Co-pay waived at Temple Urgent Care sites.
 - **Effective 1/1/16**, Each bargaining unit employee shall pay \$100 co-pay for Emergency Room Care. Co-pay waived if admitted.
 - **Effective 1/1/16**, Each bargaining unit employee shall pay \$100 per day for a hospital stay, \$300 max per stay. Co-pay waived at any Temple facility

6. Article 22.P– Revise as follows

All bargaining members hired prior to 10/15//14 shall be entitled to full tuition remission for themselves and dependent children in accordance with University policy. Spouses of all full-time faculty are eligible for tuition benefits under this policy. Bargaining unit members hired on or after 10/15/14 shall be entitled to tuition remission for themselves immediately. Bargaining unit members hired on or after 10/15/14 shall be entitled to tuition remission for their dependent children and/or spouses of full time faculty as follows:

- Year one of service: 50% undergraduate tuition remission
- Year two of service: 75% undergraduate tuition remission
- Beginning the first semester following completion of 3 years of service: 100% undergraduate tuition remission

7. Promotion and Tenure:

- For the current year, existing processes for both tenure and promotion will continue.
- Beginning with the 2015-16 promotion and tenure review process, the following changes:
 - Council of Deans will be replaced by 3 promotion/tenure review committees
 - Each committee ((A) Humanities and Arts, (B) Sciences, Life Sciences and Engineering, and (C) Social Sciences, Business and Law) will review cases in appropriate disciplines
 - Disciplines will be assigned to appropriate committees in consultation with Faculty Senate
- Any changes to tenure requirements including external reviewer guidelines will be posted to the OVPFA website no later than the first day of the spring semester of the year in which the candidate will stand for promotion/tenure

8. Nontenure Track Faculty Appointments:

After 3 years of service, NTTs will receive multi-year appointments or receive an explanation from the chair, copied to the Dean and Provost explaining why a single year appointment was issued.

9. Streamlined Disciplinary Procedures

10. Workload:

Revised to allow for assignment flexibility over the academic year; changes acknowledge new semester/course configurations.