

EXTENSION AGREEMENT

Temple University – of the Commonwealth System of Higher Education (“Temple”) and Temple Association of University Professors (“TAUP”) are parties to a collective bargaining agreement (“CBA”) that expires on October 15, 2023. To date, the parties have held seven bargaining sessions and exchanged dozens of proposals on issues of importance to both sides. The parties agree that it is in their best interest and the interest of the University community to extend the CBA to provide for additional time for these critical discussions while providing for fair wage increases for bargaining unit employees and stability for the entire Temple community.

Therefore, the parties agree as follows:

1. The terms of the CBA that is set to expire on October 15, 2023 will remain in full force and effect until June 30, 2024 except as expressly modified by this Agreement. Unless modified herein, all terms in the current CBA will remain unchanged through that date.
2. Effective July 1, 2023, there shall be a 4% across-the-board increase in the salaries of all full-time bargaining unit employees. This increase will go into effect with the first pay date that is at least 30 days after this agreement takes effect.
3. The merit pool for the 2023-2024 cycle will be at least 1%.
4. Effective for Fall 2023 semester, the adjunct per-credit minimum will be \$1800. This increase for current adjuncts will take effect with the first pay date that is at least 30 days after this agreement takes effect. Adjuncts who are teaching in Fall 2023 who earn above the minimum will receive a one-time payment of \$400, less required withholdings and deductions. This payment will be made on the first pay date that is at least 30 days after this agreement takes effect.
5. Temple agrees that no current bargaining unit employee will have their current contract terminated during the term of that contract without cause through June 30, 2024.
6. A faculty member who has been on the nontenure-track for 15 consecutive years or more, including time spent by a full-time employee in an administrative faculty appointment, and is not being renewed for reasons that are not related to the faculty member’s conduct or performance is entitled to severance pay at the conclusion of their appointment as provided for in Temple policy.
7. Temple and TAUP will enter into settlement discussions to resolve the pending arbitration on short term NTT appointment renewals.

8. The parties agree to continue to negotiate the terms of a successor CBA during the term of this extension agreement.

9.If TAUP determines that this agreement is subject to ratification by its membership, the terms will not take effect until ratified.

Temple University

Date: _____

TAUP

Date: _____