Proposed Compensation and Contract Terms for Contracts for Academic Unions, including:

(1) Rutgers Council of AAUP Chapters, American Association of University Professors – American Federation of Teachers, AFL-CIO (“AAUP-AFT”) (full-time faculty with teaching and graduate assistants and legacy American Association of University Professors-Biomedical and Health Sciences of New Jersey (“AAUP-BHSNJ”) included);
(2) Part-Time Lecturer Faculty Chapter, Rutgers Council of the American Association of University Professors Chapters, AAUP-AFT, AFL-CIO (“PTLFC”);
(3) Post-Doctoral Associates and Post-Doctoral Fellows-Rutgers Council of AAUP Chapters, AAUP-AFT, AFL-CIO (“Post-Docs”);
(4) Rutgers Council of AAUP-AFT Chapters - EOF (“EOF”); and
(5) Winter and Summer Instructors Unit, AAUP-AFT, AFL-CIO (“WSI”).

1. Faculty – full-time AAUP-AFT faculty (tenured, tenure track and non-tenure track) and AAUP-BHSNJ faculty who now are part of AAUP-AFT (“legacy AAUP-BHSNJ”).

<table>
<thead>
<tr>
<th>Year</th>
<th>Increase</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY23</td>
<td>3.75% (blended average)</td>
<td>$5,035¹</td>
</tr>
<tr>
<td>FY24</td>
<td>3.5%</td>
<td></td>
</tr>
<tr>
<td>FY25</td>
<td>3.25% merit</td>
<td></td>
</tr>
<tr>
<td>FY26</td>
<td>3.5%</td>
<td></td>
</tr>
</tbody>
</table>

Teaching Assistant (“TA”)/Graduate Assistant (“GA”) (part of the AAUP-AFT)

a. Ten-month Academic Year (“AY”) Appointments (currently $30,162)

<table>
<thead>
<tr>
<th>Year</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY23</td>
<td>$33,178</td>
</tr>
<tr>
<td>FY24</td>
<td>$35,335</td>
</tr>
<tr>
<td>FY25</td>
<td>$36,395</td>
</tr>
<tr>
<td>FY26</td>
<td>$40,000</td>
</tr>
</tbody>
</table>

In addition, a lump sum payment of $1500 will be paid in Fiscal Year 2024 to individuals employed as a TA or GA on an AY basis as of June 30, 2022 who remain continuously employed in a TA or GA AY position through June 30, 2023.

b. Twelve-month Calendar Year (“CY”) appointments (currently $33,999)

<table>
<thead>
<tr>
<th>Year</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY23</td>
<td>$38,155</td>
</tr>
<tr>
<td>FY24</td>
<td>$40,635</td>
</tr>
</tbody>
</table>

¹ This pooled increase is calculated by adding the salaries of all AAUP-AFT faculty (including legacy AAUP-BHSNJ faculty) and EOF counselors and dividing by the total number of employees to calculate an average salary. Then, effective July 1, 2022, 3.75% of that average is the amount that will be added to the June 30, 2022 base salary (academic base salary for legacy AAUP-BHSNJ faculty) of each eligible full-time faculty member in AAUP-AFT (which includes legacy AAUP-BHSNJ) and each eligible EOF counselor. Less than 1.0 FTE faculty would receive a pro-rated portion of this amount.
April 30, 2023

FY25 – $41,854
FY26 – $46,000

In addition, a lump sum payment of $1500 will be paid in Fiscal Year 2024 to individuals employed as a TA or GA on a CY basis as of June 30, 2022 and who remain continuously employed in a TA or GA CY position through June 30, 2023.

- Salary increases of 14.75% (compounded over the life of the agreement) for eligible AAUP-AFT faculty as set forth above (3.75% (blended average) – $5,035 as described in footnote 1 above; 3.5% across the board on July 1, 2023; 3.25% merit pool on July 1, 2024; and 3.5% across the board on July 1, 2025).
- Salary increases of 32.6% (compounded over the life of the agreement) for eligible AY TAs and GAs over the four years of the agreement. TAs and GAs, most of whom work 10 months a year for an average of 15 hours a week, will earn a salary of $40,000 in the last year of this contract, along with continuing to receive full state health benefits and full tuition remission.
- A revised pay equity process.
- Greater job security for NTTs, which includes longer minimum NTT appointment terms and the potential for presumptively renewable appointments.
- Examination of issues of caste discrimination by a university task force.
- Agreement on mandatorily negotiable issues related to the Course Atlas scheduling system.

Legacy AAUP-BHSNJ

- Inclusion of the legacy AAUP-BHSNJ faculty in the AAUP-AFT faculty unit.
- Salary increases of 14.75% (compounded over the life of the agreement) to academic base salary for eligible legacy AAUP-BHSNJ faculty (the same as for AAUP-AFT faculty), (3.75% (blended average) – $5,035 as described in footnote 1 above; 3.5% across the board on July 1, 2023; 3.25% merit pool on July 1, 2024; and 3.5% across the board on July 1, 2025).
- Increased minimum compensation levels measured against appropriate benchmarks, enhanced research incentives (made available to all 12-month RBHS faculty, whether legacy AAUP-AFT or legacy AAUP-BHSNJ).
- Inclusion of legacy AAUP-BHSNJ faculty in the same pay equity process as provided to legacy AAUP-AFT, as modified and clarified during the negotiations process.
- Recuperative and bonding leave for legacy AAUP-BHSNJ faculty.
- Longer appointment terms for assistant professors.

Other agreements

- Extension funding for doctoral students directly impacted by COVID.
- Funding through the fifth year of doctoral program for PhD students entering their graduate program in Fall 2024.
2. **PTLFC**

**Lecturers (formerly PTLs) – current rate $1,933 per credit**

- Fall 2022 – $2510 per credit
- Fall 2023 – $2596 per credit
- Fall 2024 – $2685 per credit
- Fall 2025 – $2777 per credit

10% increase on per credit rate for each level of advancement.

- Salary increase of 43.6% (compounded over the life of the agreement) in the per credit rate, as set forth above.
- Agreement to use the title of Lecturer in place of Part-Time Lecturer.
- Potential for two-semester and four-semester appointments for those who meet certain service and credit requirements.
- Effective Fall 2023, four levels of advancement (through level 5) instead of the current two levels of advancement with a 10% increase to the rate paid at the prior level for each level of advancement.
- Effective Fall 2023, advancement based on meeting a certain number of semesters of service as a unit member, Instructor for Summer Session, or full-time faculty member at Rutgers or a certain number of total credits, whichever is sooner, as opposed to the current process which just considers semesters of service as a unit member.
- Modifications to evaluation process to include holistic review.

3. **Winter/Summer Instructor Unit**

- 32% increase to the current minimum per credit rate for Winter 2023, and a salary increase of 46% (compounded over the life of the agreement) in the per credit rate.
- The increases to the rates are as follows: Effective Winter 2023, the minimum per credit rate for Instructors teaching during the Winter and Summer Sessions shall be $2,510 for 2023, $2,596 for 2024, $2,685 for 2025, and $2,777 for 2026.

4. **Post-Docs**

**Post-Docs**

- FY23 – 5%
- FY24 – 8.5%
- FY25 – 8.5%
- FY26 – 3.5%

- Salary increases of 28% (compounded over the life of the agreement), as set forth above.
- Two-year initial appointment terms, contingent on sufficient funding.
- Expansion of paid time off (increased from 15 days to 22 days) and enhanced bereavement leave entitlement.
April 30, 2023

5. **EOF Counselors**

   FY23 – 3.75% (blended average) – $5,035, as described above in footnote 1
   FY24 – 3.5%
   FY25 – 3.5%
   FY26 – 3.5%

- Enhanced bereavement leave entitlement.