

April 30, 2023

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”).**

FY23 – 3.75% (blended average) – \$5,035¹
FY24 – 3.5%
FY25 – 3.25% merit
FY26 – 3.5%

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

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

FY23 – \$33,178
FY24 – \$35,335
FY25 – \$36,395
FY26 – \$40,000

In addition, a lump sum payment of \$1500 will be paid in Fiscal Year 2024 to individuals employed as a TA or GA on 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)

FY23 – \$38,155
FY24 – \$40,635

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.

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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.

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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.

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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.