

Where we started...

Compensation

0% for 5 years

No Excellence awards

Removing years of service from the minima tables

Workload

- Teaching Professionals – 22-24 CU, Research/Service/CA removed from assignment. May be asked to do some of this over the summer.
- Resource Professionals – 34-36 CU minimum, Research/Service/CA removed from assignment.
- Instructors – 24-26 CHs

All work done in your office on campus.

Part time instructors can have their workload (and thus pay and benefits) reduced at any time.

Compensation

Year 1 - 3.25% + \$1000* not to base

Year 2 – 2.5% + \$500 to base (3.3% total)

Year 3 – 3% + possible 1% kicker

Year 4 – 3% + possible 1% kicker

Excellence awards

\$60,000 per year

+\$50,000 for FY2022 skipped awards to be rolled into process for the 2023 awards

\$65,000 for compression equity in years 3 and 4

Overload

Teaching/primary duties up to \$1400 from \$1200

Service/Research up to \$400 from \$375

Compensation – FY23 total

FY23				
Salary	%ATB	\$ATB	\$ change	% change
\$ 40,000	3.25	1000	\$ 2,300	5.75
\$ 60,000	3.25	1000	\$ 2,950	4.916667
\$ 80,000	3.25	1000	\$ 3,600	4.5
\$ 100,000	3.25	1000	\$ 4,250	4.25
\$ 120,000	3.25	1000	\$ 4,900	4.083333
	Total \$	\$ 1,331,183	4.8%	

Compensation – change to base salary

FY23					FY24				
Salary	%ATB	\$ATB	\$ change	% change	Salary	%ATB	\$ATB	\$ change	% change
\$ 40,000	3.25	0	\$ 1,300	3.25	\$ 41,300	2.5	500	\$ 1,533	3.710654
\$ 60,000	3.25	0	\$ 1,950	3.25	\$ 61,950	2.5	500	\$ 2,049	3.307103
\$ 80,000	3.25	0	\$ 2,600	3.25	\$ 82,600	2.5	500	\$ 2,565	3.105327
\$ 100,000	3.25	0	\$ 3,250	3.25	\$ 103,250	2.5	500	\$ 3,081	2.984262
\$ 120,000	3.25	0	\$ 3,900	3.25	\$ 123,900	2.5	500	\$ 3,598	2.903551

FY25					FY26				
Salary	%ATB	\$ATB	\$ change	% change	Salary	%ATB	\$ATB	\$ change	% change
\$ 42,833	3	0	\$ 1,285	3	\$ 44,117	3	0	\$ 1,324	3
\$ 63,999	3	0	\$ 1,920	3	\$ 65,919	3	0	\$ 1,978	3
\$ 85,165	3	0	\$ 2,555	3	\$ 87,720	3	0	\$ 2,632	3
\$ 106,331	3	0	\$ 3,190	3	\$ 109,521	3	0	\$ 3,286	3
\$ 127,498	3	0	\$ 3,825	3	\$ 131,322	3	0	\$ 3,940	3

Compensation — change to base salary

Starting Salary	End Salary	% increase
\$ 40,000	\$ 45,441	13.6024981
\$ 60,000	\$ 67,896	13.1604565
\$ 80,000	\$ 90,352	12.9394356
\$ 100,000	\$ 112,807	12.8068231
\$ 120,000	\$ 135,262	12.7184148

Compensation

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Year 3 – 3% + possible 1% kicker

Year 4 – 3% + possible 1% kicker

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Workload base changes

Instructors

4.5 month

Old: 11-12

New **10.5**-12

Workload – Credit Unit Equivalencies

Music studio – 0.55 to 0.65

Natural Science labs 100 and 200 CU = lab hours

Student teaching supervision
Supervision of clinicals... } substantial changes

Thesis and Master's projects Added Ed.D., more semesters, added capstones

Coordinator assignments – baseline set at 3+3, 2 for summer (if applicable)

Hyflex – added to class size adjustment table

Student advising (for TP, I) – course release or 2 for large departments, Service CUs do not count against pool.

Article 24 – for Teaching Professionals

6. Student Teaching Supervision

- a. Seminar/Classroom CUs = Contact hours for each section (e.g., 3hr. = 3CUs minimum)
- b. 0.20 CUs per required visit per student

7. Supervision of Clinical Experiences, Field Experiences, Internships, Practica

- a. Seminar/classroom CUs = contact hours for each section
- b. 0.20 CUs per required visit per student

Article 37 – for Instructors

6. Student Teaching Supervision

- a. Seminar/Classroom CHs = Contact hours for each section (e.g., 3hr. = 3CHs minimum)
- b. 1.0 CHs per student teacher

7. Supervision of Clinical Experiences, Field Experiences, Internships, Practica

- a. Seminar/classroom CHs = contact hours for each section
- b. .5 CHs per student

Instructor security

Cannot push all Instructors in a unit to the top of the range. Max $\frac{3}{4}$ at 24, must rotate who is below the maximum.

“Groups” – set to 60:40 (from 50:50). No differentiation by % employment.

Instructors do not have to ask for their job every year. Default is that they are on the re-employment roster.

Did not get multi-year contracts.

Removed:

Faculty positions may be filled by individuals on temporary appointments for the purpose of leave replacement; replacement of an employee assigned to work on a grant, contract, or non-instructional assignment; inability to fill a tenure-track position; staffing of experimental programs; significant shifts in enrollment; or when a pool of candidates for a position is insufficient to meet affirmative action guidelines.

Diversity, Equity, Inclusion

Bad:

- We did not get the language we wanted in Art 3. to replace the non-discrimination language.
- VERY watered down language in the Evaluation article about the creation of the new DACs
- Only some of the language we wanted in Art. 3 added to the Preamble.

Good:

- For TPs, Professional Development now requires that some PD address DEI
- For ASPs, pool of money to pay for PD, suggested that it be used for DEI
- For Instructors, can earn 0.5 CH for doing PD – list from CTL or office of EDI
- In Art. 3, list of where the DEI can be found in this contract
- UPI/Admin DEI committee:

UPI and the Administration agree to form a joint committee to address issues of Diversity, Equity and Inclusion. The Executive Director of EDI shall be a member of the Committee. The purpose of the DEI Committee shall meet to advance DEI issues in relation to the CBA. The DEI Committee will begin to meet no later than ninety (90) days following ratification of the Agreement. This Committee shall include among its areas of discussion the creation of DAC's.

Parental leave, sick leave

Old:

- 2 weeks.
- If both parents are employed at NEIU – split between them.
- Covers birth or adoption
- Can borrow 20 days from Sick Leave Bank

New:

- 6 Weeks.
- If both parents are employed at NEIU – they both get 6 weeks.
- Covers birth, adoption, or fostering (fostering limited to 1 every 18 months)
- Additional 2 weeks if there are complications with the birth.
- Can borrow up to 25 days from the Sick Leave Bank (useful under FMLA).

Sick Leave Bank borrowing limit extended to 25 days for everyone.

Flexibility

Compromise – on campus presence

Aspirational language

Office hours:

Teaching Professionals – 25% held on campus

Instructors - if some hours are held remotely - five office hours per week, or four if all courses are held on campus.

- Full-time instructors will hold 50% of office hours in person as will part-time with at least one in-person course *unless*
- Teaching all courses remotely or not held on NEIU campuses (e.g., field experiences) or employed less than 50% - then can be all remote

Resource Professionals and Academic Resource Professionals

Minimum 2 days on campus, but more freedom for a flexible and remote schedule.

Academic Support Professionals

Flexible schedule/remote work language added, but more similar to University policy than Resource Professional language.

Assorted others

Senior Status

- Increased to \$1500 (sorry, not retro)
- ASPs - down from 15 years to 10 years
- ARPs – now has an application procedure to match Instructors. Eligible at 8 years (from 15)
- Instructors – Eligible at 8 years (from 11)

Part-time Instructors

- Do not need to undergo full IDPC evaluation each year after 5 years employed
- All years now count towards Senior Status (previously only years at 100% counted)
- Not pushed into Group 2

No travel to remote sites required if the University closes the campus due to a weather emergency.

Intellectual Property article – if they want to develop new course materials, they have to offer that to UPI members first before hiring someone outside to do it.

Language was added to help protect Teaching Professionals and Instructors in the Evaluation articles in case a department chair is eliminated.