

**ARTICLE 21
SALARIES**

A. Salary Minima

1. The following salary minima shall apply to all faculty

FACULTY	SALARY MINIMA
Instructor	\$44,625
Assistant Professor	\$46,725
Associate Professor	\$54,600
Professor	\$65,100

2. The following salary minima shall apply to all librarians:

LIBRARIANS	SALARY MINIMA
L1	\$40,150
L2	\$42,350
L3	\$45,650
L4	\$50,050

3. The following salary minima shall apply to all academic professionals:

ACADEMIC PROFESSIONALS	SALARY MINIMA
L7	\$21,749
L8	\$23,466
L9	\$25,322
L10	\$27,388
L11	\$29,597
L12	\$31,992
L13	\$34,604
L14	\$37,402
L15	\$40,335
L16	\$43,557
L17	\$46,319

4. Temple and TAUP will meet to discuss the transition of the Academic Professional "L" grades to the Temple University "T" grade system.

5. The following salary shall apply to adjunct faculty

ADJUNCT FACULTY	MIN PER CREDIT HOUR
Effective 7/1/2020	\$1,550
Effective 7/1/2022	\$1,600

\$5/hr added to the minima for instrumentalists, jazz, voice, and keyboard artists-in-residence.

Any adjunct in the bargaining unit as of Fall 2019 and/or Spring 2020, earning above \$1,550 per credit hour but below \$2,000 per credit hour will receive a \$500 payment one time in the earlier of Spring semester 2020 or Fall semester 2020 based on their first semester worked after ratification.

Temple University reserves the right to pay any adjunct faculty above the established minimum for any reason.

Adjuncts who have a course cancelled or re-assigned one week or less prior to the start of classes or during Add-Drop will receive 4% of what they would have been paid for the course.

B. Additional Increases for Promotion

1. Any faculty member or librarian who is promoted in rank or grade level effective any July 1 shall receive a promotional increase effective on the July 1 following the promotion determination of eight percent (8%) of the promoted individual's salary as of the preceding June 30.

2. In any year, the amount granted for promotions shall be reduced by the amount of the increase received as of July 1 due to the application of the salary minima.

C. Miscellaneous

1. Minimum Compensation for Summer or Other Third Academic Semester

a. In its discretion, Temple or the Deans of specific schools/colleges may pay any faculty member at a higher rate to secure summer teaching.

b. Summer sessions, summer or third academic semester teaching shall be paid at a minimum rate of \$1,900 for each semester hour taught.

c. When utilizing faculty as summer advisors, Temple shall compensate the faculty member at .55% (fifty-five hundredths of one percent) of the annual salary for each day worked (based on the prior year annual salary as of June 30).

2. Compensation for Overload Teaching

a. Minimum compensation for overload teaching by bargaining unit faculty during the academic year shall be as follows:

Instructor	\$1,155/ credit hour
Assistant Professor	\$1,225/ credit hour
Associate Professor	\$1,300/ credit hour
Professor	\$1,375/ credit hour

a. At the discretion of the Dean, a faculty member may be paid additional compensation for overload teaching.

D. Increased compensation

1. Nothing in this contract shall preclude Temple from making additional compensation awards to members of the bargaining unit when Temple deems such additional awards to be in the best interest of the university; and such additional awards shall not be subject to grievance.

2. There shall be an annual salary adjustment pool of a minimum of \$100,000 per year. Bargaining unit members may make written application to the Dean of their School or College for salary adjustment for any reason at any time. The Dean shall inform the applicant of his/her recommendation in writing within sixty (60) days.

3. If an applicant disagrees with the Dean's recommendation, the applicant may request to review the matter with the Vice Provost for Faculty Development and Faculty Affairs or other designee of the Provost.

4. In the event that a salary increase or award is given, Temple shall inform TAUP in writing within ten (10) days of the decision.

E. Outside Compensation for Non-Temple Work

1. During the academic year or their contract year, faculty members, with the prior approval of the Dean, may take on duties unconnected to their Temple employment for additional compensation provided that:

a. The outside work does not exceed the equivalent of an average of one working day per week exclusive of weekends.

b. The outside work does not interfere with their assigned Temple responsibilities.

c. The extra responsibilities are compatible with the university's conflict of interest policy.