

MEMORANDUM OF AGREEMENT
 BETWEEN
 TEMPLE UNIVERSITY OF THE COMMONWEALTH SYSTEM
 AND THE
 TEMPLE ASSOCIATION OF UNIVERSITY PROFESSIONALS
 LOCAL 4531, AMERICAN FEDERATION OF TEACHERS, AFL-CIO

(October 16, 1994 - October 15, 1996)

WAGES: 4% across-the-board - Effective 7/1/94
 4% across-the-board - Effective 7/1/95

INCREASED COMPENSATION / COMPRESSION POOL

	<u>Increased Compensation</u>	<u>Compression</u>
Effective 1/1/95:	\$150,000 over the calendar year	\$150,000
Effective 1/1/96:	\$150,000 over the calendar year	\$150,000

IMPLEMENTATION OF ANNUAL SALARY COMPRESSION FUND: Academic year salary equal to or less than the following threshold rates of pay applying each year after the addition of the across-the-board increases:

	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>
1/1/95	\$69,000	\$56,000	\$44,500
1/1/96	\$72,500	\$58,700	\$46,600

Other eligibility and criteria are the same as the current agreement.

\$5,000 of the established pool shall be allocated to Academic Professionals and Librarians for each year of the contract. These monies shall be granted based on a minimum of ten (10) years continuous service.

INCREASED COMPENSATION FUNDS will be applied the same as the current contract.

MERIT (Faculty and Librarians): Additional annual merit pool of 1% of the total faculty and librarian salary base will be applied for individual merit as of 1/1/95 and 1/1/96. Merit procedure will be the same as the current contract (i.e., each unit = \$600 faculty; \$350 librarians).

EXCEPTIONAL SALARY ADJUSTMENTS (side letter): An amount of up to \$100,000 may be utilized for exceptional award salary adjustments over the term of this agreement.

SALARY MINIMA: Effective 10/16/94, after across-the-board increases have been applied.

<u>Faculty:</u>	Instructor	\$27,000
	Assistant Professor	\$31,500
	Associate Professor	\$38,500
	Professor	\$45,000

<u>Librarians:</u>	LO1	\$26,000
	LO2	\$28,500
	LO3	\$31,500
	LO4	\$35,000

Academic Professionals:

LO7	\$15,581	L13	\$24,789
LO8	\$16,812	L14	\$26,794
LO9	\$18,180	L15	\$28,910
L10	\$19,612	L16	\$31,202
L11	\$21,214	L17	\$34,011
L12	\$22,918		

STUDY LEAVES: A faculty member on half-year study leave shall receive full salary up to a maximum of:

1994-1995	\$44,000
1995-1996	\$46,000

SUMMER AND/OR THIRD ACADEMIC SEMESTER: Effective in [first summer session of] 1996, the maximum rate for each semester hour taught shall be \$1,300.

OVERLOAD TEACHING: Effective 9/1/95 the rate for overload teaching will be:

Instructor	\$600 per semester hour
Assistant Professor	\$650 per semester hour
Associate Professor	\$725 per semester hour
Professor	\$800 per semester hour

SHARED HEALTH COSTS: Effective 10/16/94, bargaining unit members who elect family coverage will contribute \$390 per year per monthly payroll deduction.

ACADEMIC PROFESSIONALS

Effective 1/1/95, Academic Professionals hired as of June 30, 1994 shall be entitled to a one-time bonus payment of \$200.

Effective 1/1/96, Academic Professionals hired as of June 30, 1995 shall be entitled to a one-time bonus payment of \$200.

SIDE LETTER - MATCHING OFFER:

In the event that Temple wishes to make a competitive salary adjustment to a faculty member who has received a bona fide offer (in writing) from an organization which is not a college or university, a non-profit organization, or a governmental body, Temple shall give prior notice and, if requested by TAUP, and when feasible, meet and discuss prior to making such an offer.