

**ARTICLE 9:COMPENSATION**

**Section 1:**

Effective the start of the ~~2022 Fall~~ **2023 Spring** term, the following faculty pay rates will be applied:

<b>Educational Degree</b>	<b>Hourly Rate Per Course Contact Hour*</b>	
● Bachelor's degree or equivalent	<del>\$42.10</del> <del>\$44.63</del>	SSC Counter: \$42.94
● Master's degree	<del>\$45.75</del> <del>\$48.50</del>	SSC Counter: \$46.67
● Doctorate	<del>\$49.36</del> <del>\$52.32</del>	SSC Counter: \$50.35

\*College Credit Courses Only

Directed Individual Study and cooperative education course rates: Instructor's hourly rate (based upon degree), multiplied by the course ~~contract~~ **contact** hours per week, multiplied by the number of students equals payment for term.

These rates include the responsibilities / activities set forth in the Professional Responsibilities article.

**Section 2:** Other Compensated Responsibilities / Activities (other than set forth in the Professional Responsibilities Article):


A. Pre-approved attendance at required standing committee meetings, required Department/School meetings, pre-approved professional development workshops/trainings and supplemental tasks, outside of teaching, that part-time faculty may be assigned by the Dean or AVP.

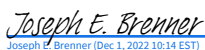
1. Rate: \$~~19.96~~ ~~\$21.16~~ per hour

**Section 3:** The parties agree this Article shall be reopened during the full book bargaining in the Spring of 2023.

~~**Section 3:** This Article shall be subject to a reopener and bargained in the Fall 2022 term. The effective date of any adjustment(s) shall be Spring 2023 for the 2023 calendar year.~~

**Section 4:** This Tentative Agreement (TA) is conditioned upon ratification by the union by the close of business (4:30 PM) on Friday, January 13, 2023. The union shall verify ratification via email with the vote results.

Chief Negotiator – SSC:   
Dec 1, 2022

Chief Negotiator – SEIU:   
Dec 1, 2022