

ARTICLE XXI, SALARIES

Amend paragraph A as follows:

A. MINIMUM SALARIES

Effective July 1, 20[47]**21**, through June 30, 20[24]**23**, the minimum annual salaries of 9-month Faculty Members shall be:

Rank 2	\$54,084
Rank 3	\$64,896
Rank 4	\$75,720
Rank 5	\$86,532

Effective July 1, 20[47]**21**, through June 30, 20[24]**23**, the minimum annual salaries of 11-month Faculty Members shall be:

Rank 2	\$63,276
Rank 3	\$75,924
Rank 4	\$88,596
Rank 5	\$101,244

~~[Adjustment to the minimum salary rates above shall occur after all salary adjustments are made, including the salary increase provided for in B. below, if applicable].~~

Replace paragraph B in its entirety with the following:

B. SALARY ADJUSTMENTS

Effective July 1, 2021, through June 30, 2023, there shall be no salary adjustments to faculty base salaries, other than adjustments resulting from promotions, special salary adjustments, or change from 9-month to 11-month appointment.

Amend Paragraph C as follows:

C. ENTITLEMENT (RESIGNATION, TERMINATION, RETIREMENT)

Faculty Members whose effective date of resignation, termination or retirement, falls before July 1 of the year in which a salary increase is to go into effect shall not be entitled to the salary increases set forth in this Article. Faculty Members who remain on the payroll solely for the purpose of vacation or pro rata summer pay shall not be entitled to receive the salary increases provided in this Article. **This paragraph has historical language that is not applicable for the period of July 1, 2021, through June 30, 2023, as there are no salary adjustments provided under this Article.**

Amend paragraph D as follows:

D. LECTURER FEE SCHEDULE

Lecturers who do not carry a University classification or academic rank and who teach in the Continuing Education and Summer Session programs and the Community Colleges or in other programs traditionally paid on a credit hour basis shall be paid in accordance with the following rates. Determination of the step assignment shall be based on the policies in effect on the campus where the course is taught. Policies shall be based upon the individual's prior teaching

experience, academic credentials, or other equivalencies appropriate to the assignment.

The Employer reserves the right to exercise its judgment in hiring the best qualified applicant for a lectureship; however, where applicants have comparable qualifications, first priority shall be given to Lecturers at level “C” on the fee schedule and second priority shall be given to Lecturers at level “B” of the fee schedule. This priority shall apply only at the institution where the lecturer is home based and only for a total of nine (9) credit hours, if available. Classes assigned to a priority lecturer which are cancelled may be replaced at the option of the Employer. Faculty Members shall be compensated according to the following schedule:

RATE PER CREDIT HOUR OF INSTRUCTION OR EQUIVALENCY

Effective Date	Step A	Step B	Step C
Start of Fall 2017 Semester	\$1525	\$1833	\$2140
Start of Fall 2018 Semester	\$1569	\$1885	\$2204
Start of Fall 2019 Semester	\$1600	\$1923	\$2245
Start of Spring 2020 Semester	\$1619	\$1946	\$2272
Start of Fall 2020 Semester	\$1651	\$1985	\$2317
Start of Spring 2021 Semester	\$1671	\$2009	\$2345
Start of Fall 2021 Semester	\$1671	\$2009	\$2345
Start of Fall 2022 Semester	\$1671	\$2009	\$2345

Faculty Members of the Community Colleges applicable rate per credit hour of instruction or equivalency shall be governed by UHCCP #9.237 Teaching Equivalencies (see R-06 of Reference Section).

Amend paragraph E as follows:

E. NON-CREDIT FEE SCHEDULE

Faculty Members engaged in non-credit instruction shall be paid not less than the following rate per contact hour:

Effective Date	Hourly Rate
[Start of Fall 2017 Semester	\$41.10
Start of Fall 2018 Semester	\$42.28
Start of Fall 2019 Semester	\$43.13
Start of Fall 2020 Semester	\$43.99]
<u>Start of Fall 2021 Semester</u>	<u>\$43.99</u>
<u>Start of Fall 2022 Semester</u>	<u>\$43.99</u>

Amend paragraph F as follows:

F. ADDITIONAL COMPENSATION

Faculty Members may receive additional compensation both during the duty period and during the non-duty period in accordance with the provisions of this paragraph F. Prior authorization must be obtained before undertaking additional University services for additional compensation. Such additional services are not to interfere with the Faculty Member's regularly assigned responsibilities. Faculty Members teaching credit courses shall be compensated according to the following schedule:

RATE PER CREDIT HOUR OF INSTRUCTION OR EQUIVALENCY

Rank	Start of Fall 2017 Semester	Start of Fall 2018 Semester
	Rate Per Credit Hour	Rate Per Credit Hour
2	\$1612	\$1658
3	\$1860	\$1913
4	\$2023	\$2081
5	\$2269	\$2334

Rank	Start of Fall 2019 Semester	Start of Fall 2020 Semester
	Rate Per Credit Hour	Rate Per Credit Hour
2	\$1691	\$1725
3	\$1951	\$1990
4	\$2123	\$2165
5	\$2381	\$2429]

<u>Rank</u>	<u>Start of Fall 2021 Semester</u>	<u>Start of Fall 2022 Semester</u>
	<u>Rate Per Credit Hour</u>	<u>Rate Per Credit Hour</u>
<u>2</u>	<u>\$1,725</u>	<u>\$1,725</u>
<u>3</u>	<u>\$1,990</u>	<u>\$1,990</u>
<u>4</u>	<u>\$2,165</u>	<u>\$2,165</u>
<u>5</u>	<u>\$2,429</u>	<u>\$2,429</u>

1. Faculty Members employed less than full-time may be compensated for other activities at any time. This compensation is not deemed overload for the purposes of this Agreement until the Faculty Member's employment is considered full-time. At that point, the overload regulations described herein become applicable.

2. Compensation During the Non-Duty Period

- a. Faculty Members may receive compensation from their contracts and grants during the non-duty period in accordance with the terms of the contract or grant and federal regulations, if applicable.
- b. Faculty Members on nine-month (9-month) appointments may not teach for additional compensation in the summer session at the same time that they are receiving a summer research salary or other compensation for services to the University.
- c. Faculty Members who accrue vacation leave may teach only if they are on vacation, or on leave without pay and are not receiving a summer research salary or other compensation for services to the University. Faculty Members on eleven-month (11-month) appointments who do not accrue vacation leave may teach only if they are off-duty or on leave without pay and are not receiving a summer research salary or other compensation for services to the University.

3. Compensation During the Duty Period (Overload).

- a. During the academic year, Faculty Members shall be authorized overload teaching when the course(s) to be taught cannot be assigned to another Faculty Member and the hiring of a lecturer is not possible or is impractical. This limitation does not apply to teaching in the Outreach College and other continuing education programs.

- b. During the academic year, Faculty Members teach Outreach College and continuing education classes as follows:
- 1) Faculty Members on 9-month appointments shall be limited to two courses or six credit hours or equivalent, whichever is the greater, of overload teaching during the academic year.
 - 2) Faculty Members on 11-month appointments shall be limited to three courses or nine credit hours or equivalent, whichever is the greater, of overload teaching per calendar year.
- c. Faculty Members in the Community Colleges may teach classes on an overload basis as follows:
- 1) Faculty Members on 9-month appointments shall be limited to six teaching equivalencies of overload during the academic year.
 - 2) Faculty Members on 11-month appointments shall be limited to six teaching equivalencies of overload during the academic year and three teaching equivalencies of overload during the summer.
 - 3) Teaching equivalencies shall be governed by UHCCP #9.237 Teaching Equivalencies (see R-06 of Reference Section).

Bargaining Unit 07
TENTATIVE AGREEMENT
Employer _____
Union *CSU*
Date _____

- d. Faculty Members may not receive extra compensation from University grants or contracts during the academic year other than for duly authorized per diem allowances or travel reimbursements.

No changes to paragraphs G, H, and I.

Signature: *Ryker J. Wada*

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