

The PSA/AAUP and NJIT Reach a Tentative Agreement on November 2, 2016

SUMMARY OF KEY POINTS IN THE AGREEMENT:

**Below is only a briefing on some of the key provisions negotiated. Please refer to the entire TA and Exhibits for all of the specific changes. If you have any questions, you may contact the PSA at psa@njit.edu and/or attend the membership meeting on November 16th.*

Unit Wide Issues

Contract Term: July 1, 2015 - June 30, 2019

Compensation: The contract would include a pay increase **averaging** a total of 8.5% over the four years of the contract, 2%, 3%, 1.75%, and 1.75%, compounded annually, in most cases. See the distribution process for each unit grouping below. The monies will be paid out retro-actively.

Eligibility remains the same and as in the past. A PSA member would need to be in active employment at the time of ratification, and have been in active employment for a period ranging from 6 to 18 months, in order to be eligible for any increases and/or retro-activity that may be owed, unless he/she is participating in the Faculty Separation Incentive program.

Parking Fees will transition to the new program and all unit members will eventually pay .4% of their base salary for parking. The result will have some employees paying more and some less than they are currently paying.

Membership Meetings: The PSA will be allowed to conduct membership meetings up to 4 times per fiscal year and any additional meetings will not be unreasonably denied. Attendance by PSA membership shall not be unreasonably denied.

Professional Staff Issues:

The existing compensation/merit program shall continue.

Minimum salaries will be increased by 4.5% in Year 3 of the Agreement. Maximum salaries will be increased each year by the average annual increase.

In the event of a layoff, Professional Staff will now be able to apply to bump into open positions. Previously, they could only apply to bump into positions in which there were incumbents.

In order to actively monitor and enforce the Agreement, the PSA will have access to all performance evaluations.

Instructional Staff : Faculty/University/Sr. Lecturer

NJIT will designate 60 **parking** for only Faculty/Lecturer use. NJIT will actively enforce the prohibition of others using the spaces during the specified times.

The Professor of Practice title will be recognized in the Agreement.

There will be an adjustment to the 10-Month Pay Schedule.

Commencing with 2017-2018 Academic Year, those paid on a 10-month basis will be moved forward by two pay periods.

e.g. The first pay will be August 11, 2017 and the last check will be June 1, 2018.

If any member will have a hardship during this transition, he/she may affirmatively request the stipulated pay advance that would be repaid in 22 equal installments deducted from each pay check for the remainder of the year in which the advance was taken.

Leave Policy

A new Modified Duty Leave Policy applicable to tenure and tenure-track Faculty members will be added to the Agreement covering faculty members having or adopting new children.

Large Class Size Load and Support

The Load Credit Multiplier for a section will be determined by the enrollment in the section on the 10th day of the semester and any load reduction resulting from application of the multiplier will be awarded within two semesters following the semester in which the multiplier was applied.

Faculty/Lecturers:

For years 1 & 2, the increases will be 90% across-the-board and 10% as merit pay, ultimately distributed at the discretion of the Provost.

A committee formed by the PSA and the Administration will be formed to make recommendations on a new merit/compensation program for years 3 & 4. If a new merit plan is not in place for years 3 and/or 4, 75% of the salary pool will be across-the-board and 25% discretionary. The goal is to mutually develop a revised merit program for years 3 & 4, but if this is not achieved, there is an alternate plan in place.

Academic Administrators with Faculty Status: The current merit program will continue.

FACULTY Minimum annual compensation will be as follows, effective upon ratification:

- Assistant Professors: \$70,000
- Associate Professors: \$85,000
- Professors: \$100,000
- Distinguished Professors: \$125,000

*No salary caps for the faculty remain for the length of the Agreement.

UNIVERSITY LECTURERS/SR. UNIVERSITY LECTURERS:

Upon a promotion to Senior University Lecturer, new promotional increase of 7.5% was negotiated.

The salary caps and minimums will be raised. The caps will be effective in Year 1. The minimums will be raised in Year 3 and the “dynamic minimum” will remain effective until year 3.

University Lecturers: Cap raised to \$85,000 and the new minimum will be \$50,000.

Sr. University Lecturers: Cap raised to \$105,000 and the new minimum will be \$55,000.

Thank you for your patience and support. It was a long and at times difficult process, but we believe that we have achieved the best contract possible. We urge you to vote YES on the Ratification Ballot.

*Sincerely,
The PSA*