

Faculty Contract Proposal – Compensation

By SUNY Broome College Administration
May 13, 2015

Average salary increases for Full-time regular Faculty:

- 1% 15-16
- 1.5% 16-17
- 2% 17-18

Rubric to be mutually agreed upon

Part-time instructional adjunct salary increases:

- 5% 15-16 (for pay equity)
- 1.5% 16-17
- 2% 17-18

Full-time instructional adjunct salary increases:

- 1% 15-16 (note: FT adjuncts already are compensated within the current BOT Ass't Prof hiring range)
- 1.5% 16-17
- 2% 17-18

All other wage compensation items:

- 1% 15-16
- 1.5% 16-17
- 2% 17-18

Health insurance:

Replace April 8, 2015 college opening proposals for Article 23—health insurance 2 and 2a with this alternative. The intention of this change is to share cost increases rather than shift existing costs in scenarios where rates are not increasing:

Current employees would continue to share in 16% of current health insurance costs, and would pick up 20% of any cost increases that occur on or after September 1, 2015. New employees hired on or after September 1, 2015 will share 20% of health costs.

Contingencies:

- All salary increases proposed above are contingent upon removal of FA proposal from the table to payout sick balances upon retirement
- All salary increases proposed above are also contingent upon adding “subject to approval by the Dean of the Division” to FA proposal to have faculty set minimum and maximum number of students per class.

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