

Faculty Contract Proposal – Compensation and Health Insurance

Replaces October 15, 2015 offer

By SUNY Broome College Administration
January 28, 2016

Average salary increases for Full-time regular Faculty:

- 2% 15-16
- 2% 16-17
- 2% 17-18

Rubric to be mutually agreed upon

Part-time instructional adjunct salary increases:

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

Full-time instructional adjunct salary increases:

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

All other wage compensation items:

- 2% 15-16
- 2% 16-17
- 2% 17-18

Health insurance:

This (replacement) proposal is intended to explicitly recognize health insurance affordability relative to wages earned. This replaces the October 15, 2015 proposal.

Employees who earn the following annual base salary on January 1st of 2017, 2018, 2019, 2020 will pay the following share of health insurance premiums effective each January 1st:

\$30,000 or less	employee share held at 16%
\$30,001-40,000	employee share increases by .25% (one quarter % point) Jan 1 st of each year (from current 16% to 17% over four years)
\$40,001-50,000	employee share increases by .5% (one half % point) Jan 1 st of each year (from current 16% to 18% over four years)
\$50,001 or more	employee share increases by .75% (three quarter % point) Jan 1 st of each year (from current 16% to 19% over four years)

Paid time off for adjunct instructors and other part-time employees

A team comprised of at least 3 administrative and 3 FA representatives that includes the FA president and College VPAFA or ether designees shall meet within 6 months on this contract being ratified. Their charge is to recommend to the College president an article to provide a paid time off rubric for adjunct instructors and other part-time employees. The president shall review the proposal and identify and share any concerns with that team within 30 days of receipt of the recommendations. The team shall reach consensus on how to address the president's concerns and share their recommendations with the president. The president shall approve the article once his concerns have been satisfied, and it shall be effective immediately.

By R. Losinger, VPAFA 1/2/816

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