

## Faculty Contract Proposal – Compensation and Health Insurance

Consolidation of SUNY Broome Administration compensation and health insurance proposals to date

By SUNY Broome College Administration  
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### **Average salary increases for full-time regular Faculty:**

- 2% 15-16 (replacing 1% initial offer)
- 2% 16-17 (replacing 1.5% initial offer)
- 2% 17-18

*Rubric to be mutually agreed upon*

### **Part-time instructional adjunct salary increases:**

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

### **Full-time instructional adjunct salary increases:**

- 2% 15-16 (notes: replacing 1% initial offer)
- 2% 16-17 (replacing 1.5% initial offer)
- 2% 17-18

### **All other wage compensation items:**

- 2% 15-16 (replacing 1% initial offer)
- 2% 16-17 (replacing 1.5% initial offer)
- 2% 17-18

### **Gain sharing (new 2/9/16)**

A team comprised of at least 3 administrative and 3 FA representatives that includes the FA president and College VPAFA or their designees shall meet within 6 months on this contract being ratified. Their charge is to recommend to the College president a gain sharing compensation formula that ties additional compensation to revenue gains – an innovative compensation practice shared with bargaining unit leads a year ago. The president shall review the proposal and identify and share any concerns with the 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 after it has been approved by the College President.

### **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 their 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 the 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.