Key: Text in yellow highlight and underline is new language proposed by the University. Text in yellow highlight is contract language re-inserted by the University.

Text in yellow highlight and strike is language deleted by the University.

Text in yellow highlight, strike and bold is new language proposed by the PTLFC rejected by the University.

All other text is agreed to by the parties.

4 - SALARY PROVISIONS

A.

1a. Salary Minima for ~~faculty~~ PTL

~~1. Effective July 1, 2022, Fractional NTTs shall receive a salary based on a fraction of the minimum salary of a Full-time Equivalent (FTE) AY NTT at the same rank based on the per credit teaching requirements set by departments or units for full-time NTTs, but in no event shall a fractional NTT appointment be less than a .15 (15%) FTE – the equivalent of teaching one three credit course during the calendar year. For example, a Fractional Associate NTT, who teaches 4 three credit courses during a fiscal year (July 1 to June 30) shall receive a fractional appointment of at least .6 (60%) FTE and be paid at least .6 (60%) of the minimum salary for a full-time Associate AY NTT.~~

~~For illustrative purposes, a three credit course taught during the 2022-2023 fiscal year, Fractional NTTs shall be paid the following minimum salaries:~~

~~Instructor: $9,909 representing .15 FTE~~
~~Assistant: $10,899 representing .15 FTE~~
~~Associate: $11,990 representing .15 FTE~~
~~P1: $13,188 representing .15 FTE~~
~~P2: $17,661 representing .15 FTE~~

~~2. The minimum rates for Fractional NTTs shall be increased each year of this Agreement based on the increases to the minimum rates set forth in Article 8, Part One of the Full-time Faculty/TA-GA Agreement. Specifically, the minimums shall be increased by 5% effective July 1, 2023, 5% effective July 1, 2024 and 5% effective July 1, 2025. Beginning January 1, 2023 and each January during the term of this Agreement, if the consumer price index (CPI) for the preceding twelve months exceeds the across-the-board salary increase received the preceding July 1, Fractional NTTs shall receive a cost of living adjustment to their fractional salary equal to the difference between the CPI and the July 1 across-the-board raises. (For purposes of the January 1, 2023 COLA, Fractional NTTs will receive the same COLA increase, if any, as members of the Full-time/TA-GA unit.)~~

~~3. a. Fractional NTTs, who prior to this Agreement were paid hourly – for example, faculty who taught as Part-time Lecturers in the Mason Gross School of the Arts or the Program in American Language Studies (PALS), or who supervised student teachers for the Graduate School of Education – shall have their hourly rates converted into fractional FTE rates and shall be compensated on a fractional basis in accordance with the terms of this Article. One hour shall be treated for salary purposes as the equivalent of teaching one credit. In other words, a Fractional NTT at Mason Gross who is currently compensated for three hours per week, shall receive a salary of at least .15 of a full-time NTT of equivalent rank and shall have a minimum .15 FTE appointment.~~

~~b. Fractional NTTs doing lab and studio work will be compensated based on the hours worked, not the credits earned by students. For example, Part-time Lecturers who taught Astronomy Labs shall have their hours worked converted into fractional FTE rates and shall be compensated on a fractional basis in accordance with the terms of this Article. One hour shall be treated for salary purposes as the equivalent of teaching one credit. In other words, a Fractional NTT teaching two one-credit Astronomy labs who is currently compensated for two credits per week but works four hours, shall receive a salary of at least .20 of a full-time NTT of equivalent rank and shall have a minimum .20 FTE appointment.~~

~~4. Fractional NTTs whose current rates are greater than the minimum fractional salaries set forth in paragraphs 1-3 above, shall have their fractional salaries increased as follows:~~

~~a. Effective July 1, 2022 5%~~

~~b. Effective July 1, 2023 by 5%~~

~~c. Effective July 1, 2024 by 5%~~

~~d. Effective July 1, 2025 by 5%~~

~~e. In addition, beginning January 1, 2023 and each January during the term of this Agreement, if the consumer price index (CPI) for the preceding twelve months exceeds the across-the-board salary increase received the preceding July 1, Fractional PTLs shall receive a cost of living adjustment to their per credit rates equal to the difference between the CPI and the July 1 across-the-board raises.~~

~~5. There shall be no uncompensated Fractional NTT appointments.~~

i. PTLs paid by the credit:

~~Fall 2018~~Spring 2023 ~~$1,778~~$1,976
~~Fall 2019~~Spring 2024 ~~$1,831~~$2,016
~~Fall 2020~~Spring 2025 ~~$1,886~~$2,056
~~Fall 2021~~Spring 2026 ~~$1,933~~$2,097

ii. Effective Spring 2023, the following salary rates shall apply to PTLs paid by the credit and whose service as a PTL at Rutgers in the same school/unit totaled eighteen (18) credits or more per academic year during the previous three (3) consecutive academic years at Rutgers (the three consecutive academic years preceding the academic year of the PTL's current appointment beginning in Spring 2023 or any subsequent semester of an academic year):

a. Per Credit Rates

Spring 2023 $2,223
Spring 2024 $2,267
Spring 2025 $2,312
Spring 2026 $2,358

b. These rates shall apply to all PTLs eligible for this rate under this provision, for new PTL appointments at Rutgers in the same school/ unit totaling eighteen (18) credits or more as of the first day of classes of Spring 2023 or any subsequent semester of this Agreement. The salary rates in Paragraph (ii)(a) above shall constitute the new per credit base salary rate of PTLs meeting the requirements of this sub-section.

~~*PALS Intensive and Evening programs*~~

~~Fall 2018 $54/hr.~~
~~Fall 2019 $55/hr.~~
~~Fall 2020 $57/hr.~~
~~Fall 2021 $58/hr.~~

~~*PALS Corporate program*~~

~~Fall 2018 $60/hr.~~
~~Fall 2019 $62/hr.~~
~~Fall 2020 $63/hr.~~
~~Fall 2021 $65/hr.~~

iii. Mason Gross studio PTLs (Music)

~~Fall 2018~~Spring 2023 ~~$103~~$115/student/lesson
~~Fall 2019~~Spring 2024 ~~$106~~$117/student/lesson
~~Fall 2020~~Spring 2025 ~~$109~~~~$119~~/student/lesson

~~Fall 2021~~Spring 2026 ~~$112~~$121/student/lesson

1b. Across-the-Board Increase

. Except as set forth in subsection (ii) below, in each academic year covered by this Agreement, a unit member whose base salary is above the prevailing minima set forth in Section 1(a) above shall receive an across-the-board per credit increase as follows:

~~Fall~~ Spring ~~2018~~2023: ~~3.0~~2.25%
~~Fall~~ Spring ~~2019~~2024: ~~3.0~~2.0%
~~Fall~~ Spring ~~2020~~2025: ~~3.0~~2.0%
~~Fall~~ Spring ~~2021~~2026: ~~2.5~~2.0%

i. The across-the-board increase shall only be given once per year, either in the Fall of the academic year if the PTL is appointed to teach in the Fall, or in the Spring of the academic year if the PTL is not appointed to teach in the Fall but is appointed to teach in the Spring.

~~6.~~2. If an individual ~~**Fractional NTT**~~ PTL bargaining unit member's salary rate is less than the appropriate minimum set forth in A above, the member's salary will be increased to the appropriate minimum.

3. Co-teachers shall be paid a pro-rata share of the above minima according to the division of teaching responsibilities and the number of credits hours for the course, but no less than the minimum per credit base salary rate for one credit hour or student.

~~7.~~4. An individual ~~**Fractional NTT**~~ PTL bargaining unit member may be paid above her/his base salary rate at any time,~~-~~ due to special circumstances, as a specified increase which does not establish a new base salary rate. If the department determines that special circumstances warrant a higher salary, it will inform the PTL in writing of the special circumstances at the time of appointment. Nothing in this Article 4 shall be construed as a maximum or restriction on the base salary rate of an individual ~~**Fractional NTT**~~ PTL, i.e. there is no maximum PTL salary rate.

~~8.~~5. An individual who was employed as a PTL ~~**Fractional NTT member**~~ in one semester, including the semester of employment prior to ratification, who is offered employment as a PTL ~~**Fractional NTT**~~ during the term of this Agreement, will not be offered a salary less than they received in the earlier semester, unless the PTL is appointed to teach a significantly different course, or unless the PTL ~~**Fractional NTT**~~ had been paid above her/his base salary rate due to special circumstances as provided in section 4 above.

~~**9. Pay periods for all Fractional NTTs PTLs shall begin two weeks prior to the start of the semester. If a class is canceled, through no fault of the Fractional NTT, and the University determines not to reassign the Fractional NTT to another course, prior to the third class meeting, the Fractional NTT shall be paid one-half of the salary for the course. If a class is canceled after the third class meeting, the Fractional NTT shall either be paid for the remaining portion of the class assignment or provided an alternate work assignment of equal or greater value.**~~

6. If, through no fault of the PTL, a course is canceled within seven (7) days before the date on which the class was scheduled to begin, or seven (7) days after the date on which the class began, and the University determines not to reassign the PTL to another course, the PTL will receive 1/16th of the salary for the semester.

Additionally, if the PTL has taught classes during the seven (7) day period after the date on which the classes began or were scheduled to begin, the PTLs will be paid a pro-rata salary for the work performed.

~~10.~~7. If the official course enrollment, that is the enrollment at the conclusion of the drop/add period, exceeds the approximate enrollment contained in the appointment letter by 33-1/3% or 25 students, whichever is lower, the PTL shall receive a salary supplement of $200 per credit. ~~**or exceeds the number of students the Fractional NTT taught in a prior semester for the same course, the Fractional NTT shall receive a salary supplement of $200 per every student above the approximate enrollment. Classes of more than 30 students shall be assigned TAs. "Writing and Communication" classes should not exceed 20 students. If such courses exceed 20 students, Fractional NTTs shall receive a salary supplement.**~~ This supplement shall not apply if the excess enrollment is due to the ~~**Fractional NTT**~~ Part-Time Lecturer giving a special permission number(s) to a student(s) for enrollment in the course, unless the ~~**Fractional NTT member**~~ Part-Time Lecturer was expressly directed to do so by the Department. ~~**See Appendix x for the list of tasks and compensation.**~~

~~8. Nothing in this Article 4 shall be construed as a maximum or restriction on the base salary rate of an individual PTL, i.e. there is no maximum PTL salary rate.~~

~~**11.**~~8. ~~**Fractional NTTs**~~ PTLs shall receive ~~may avail themselves of~~ direct deposit of salary checks.

~~**12.**~~9. ~~**Compensation for extra work: Fractional NTTs**~~ PTLs shall not be required to perform duties beyond their PTL responsibilities. ~~**for which they are not compensated. A fixed amount of compensation shall be offered for specific tasks, including, but not limited to: office hours, independent studies, grading comprehensive exams, serving on dissertation committees, curriculum development, course conversion from one format to another (face to face, hybrid, and remote). Fractional NTTs shall also have the right to refuse requests for extra work. See Appendix x for the list of tasks and compensation.**~~

B. Benefits

1. Pension Benefits

Participation in a State Pension Program shall be subject to and limited by all of the rules, regulations and requirements of the State System, including but not limited to those set forth by statute and administrative code. Should there be changes to the State System during the term of this Agreement, all such changes appropriate to members of this negotiating unit shall be made and effectuated accordingly.

2. Leave

A PTL ~~**Fractional NTT**~~ who seeks leave as a reasonable accommodation under the American with Disabilities Act (ADA) and/or the New Jersey Law Against Discrimination (NJLAD), shall submit such a request to the Rutgers Office of Employment Equity or through OneSource ~~Academic Labor Relations~~ and comply with the reasonable accommodation process.

PTLs ~~**An Fractional NTT**~~ shall be eligible for paid sick leave in accordance with the New Jersey Earned Sick Leave Act.

~~**A Fractional NTT who takes leave shall not lose seniority or other job security protections.**~~

3. Tuition Remission

~~**Fractional NTTs shall be eligible for full tuition remission for up to two courses per semester for any courses offered by the University.**~~

~~**The Fractional NTT must meet all policies and requirements of the program offering the course, including, but not limited to, prerequisites.**~~

A PTL may be eligible for 50% tuition remission for certain undergraduate level or graduate level courses, subject to the following provisions:

1. Courses that the PTL proposes to take must be related to the subject matter of courses that the PTL has taught or will teach, as determined by the Department Chairperson, Program Director, or designee of the hiring department;
2. The PTL shall have taught at least two semesters within two consecutive academic years at Rutgers and a minimum of twelve (12) credits in order to be eligible for this benefit.~~: PALS PTLs shall have taught at least two semesters within two consecutive academic years at Rutgers and a minimum of twelve (12) course hours;~~ The determination of eligibility for PTLs submitting their request during the Fall semester is based upon review of the immediately preceding two academic years. The determination of eligibility for PTLs submitting their request during the Spring semester is based upon review of the immediately preceding Fall semester and the academic year preceding such Fall semester.
3. If the PTL teaches a minimum of three (3) credits ~~or three (3) course hours in the case of PALS PTLs~~ in a semester, he or she may be eligible to take no more than three (3) credits in that semester or the subsequent semester;
4. To take advantage of this benefit, the PTL must be admitted to one of the undergraduate, graduate, or professional divisions of the university (matriculated or non-matriculated);
5. The PTL's ability to take a course is subject to availability of seating in the course after the normal add/drop period for matriculated students;
6. In addition to bearing responsibility for 50 percent of tuition costs, the PTL shall be responsible for paying any fees associated with the course aside from tuition;
7. The PTL must be appointed as a Rutgers PTL as of the first day of class for the semester in which he or she is taking the course(s);
8. The PTL must meet all policies and requirements of the program offering the course, including, but not limited to, prerequisites;
9. Tuition remission is not available to PTLs enrolled in courses during Winter Session;

10. This benefit does not extend to dependent children, spouses or domestic partners.

PTLs may utilize available pre-tax payroll deductions to the extent provided for in the University regulations and permitted by law. If eligible, a PTL having a term bill for his/her own tuition and/or his/her own fees may arrange with the Office of Student Accounting and Cashiering for an installment plan via payroll deduction for the payment of all or part of the term bill. Eligibility for participation in such plan shall be as determined by the Office of Student Accounting and Cashiering (See Addendum).

4. University ID/ University Directory

PTLs ~~**Fractional NTTs**~~ shall be issued a University ID. ~~**and**~~ PTLs shall be included in the Faculty/Staff Online Directory.

5. Motor Vehicle Registration Fee

The annual motor vehicle registration fee for ~~**Fractional NTTs**~~ PTLs wishing to register their vehicles for the use of surface campus parking facilities shall be the same on all campuses, New Brunswick, Newark, and Camden. The annual motor vehicle registration fee shall be $25 ~~**waived**~~ for the term of this Agreement. PTLs shall be offered online registration of their vehicle in accordance with rules prescribed by the parking offices.

6. Library and Recreational Privileges

During the calendar year in which a PTL ~~**Fractional NTT**~~ has an appointment, the PTL ~~**Fractional NTT**~~ will be granted full library privileges and access to recreational facilities accorded to University faculty and staff. The provision regarding access to recreational facilities shall not apply to the PTL's family members. ~~**Fractional NTT's immediate family.**~~ PTLs ~~**Fractional NTTs**~~ shall have a Rutgers email address~~.~~ and shall use such email address whenever corresponding by email with students, faculty and/or staff on matters relating to University business.

~~7. **Health Insurance Benefits**~~

~~**a. Effective July 1, 2022, Fractional NTTs, with appointments of 50% or greater of an FTE, shall be eligible to enroll in the State Health Benefits Program (SHBP) at the same contributions rates as other bargaining unit members, if permitted by law. The Administration and the AAUP-AFT shall jointly seek legislation and/or regulation necessary to implement this contractual provision.**~~

~~**b. Effective July 1, 2022, Fractional NTTs, employed by the University during any semester during the 2021-22 academic year and who were compensated for the equivalent of 10 or more credits during any of the prior academic years dating back**~~

~~to Fall 2019 for their teaching and other assignments, meet the 50% threshold in paragraph (a) above, and shall be eligible to enroll in the SHBP, at the same contribution rates as other bargaining unit members, provided they are permitted by law to participate in the SHBP. In calculating whether or not a Fractional NTT meets the 50% threshold, compensation will be aggregated based on assignments in different departments and units.~~

~~c. Beginning July 1, 2023, Fractional NTTs, who were compensated for the equivalent of 10 or more credits for their teaching and other assignments during the prior academic year, meet the 50% threshold in paragraph (a) above, and shall be eligible to enroll in the SHBP effective July 1, 2023, at the same contribution rates as other bargaining unit members, provided they are permitted by law to participate in the SHBP. In calculating whether or not a Fractional NTT meets the 50% threshold, compensation will be aggregated based on assignments in different departments and units.~~

~~d. Fractional NTTs, who are not enrolled in the SHBP, shall be eligible to enroll in the Rutgers University Graduate Fellows Student Health Insurance Plan or its successor plan, at no cost.~~