UVM United Academics Part Time contract
Highlights and changes:
Fall 2018-Spring 2021

• Salary and other payments
  o $2000 promotion bonus upon promotion from Lecturer I to II and II to III (new provision)
  o Salary increase of 3.25% (Academic Year 18-19), 3% (Academic Year 19-20), 2.5% (Academic Year 20-21). Protected the right of new PT faculty to be paid at the same rate as continuing faculty
  o $2500 annual award for teaching excellence by a PT faculty member (new provision)
  o Per diem payment for guest lecturing (new provision)
  o Clarifies that payment for non-teaching duties should be based upon established rates, especially for indep. studies and addressing grade appeals, but can include other activities.

• Teaching Appointments and Assignments
  o Existing Lecturer I's will now be retained in preference to new hires.
  o Cancellation fee triggers one week earlier (3 weeks before first class vs. 2)
  o Assignment consultations with PT faculty officially substituted for ‘Teaching Availability Forms’
  o Clarification and improvement of grievance rights when faculty members don’t receive the appointments they’re entitled (for annual appointments)
  o Team teaching and summer teaching count toward promotion (team teaching credits pro-rated)
  o Annual appointment credits now based on the lower credit # from the previous 2 years of teaching (except when no courses were taught or unusually low # of credits were taught)

• Other Improvements for Faculty
  o Up to 9 credits tuition remission per year (up from 6) and 24 months to use them (up from 12 mos)
  o Team teaching and summer teaching count toward unit eligibility - this gives access to the union to many PT faculty whose workloads kept them out of the bargaining unit
  o Chair or dean will identify office or conference room for part-time faculty before first day of classes when requested before semester; within two weeks if semester has begun
  o Part-time faculty members only responsible for extended section descriptions when we are under contract with UVM
  o Professional development fund for part-time lecturers increased to $20K; UA to be notified how much is used each semester
  o Post-employment privileges (library, athletic facilities, etc.) available after 10 years of teaching an avg. of 6 credits/year within the last 15 years (improved from 15 years service within the last 20 with a strict 6/year minimum)

Please contact the Contract Administration Committee (contract@unitedacademics.org) or your Part-Time Delegates with any questions.