

TENTATIVE AGREEMENT

BETWEEN THE

RHODE ISLAND BOARD OF GOVERNORS

AND

AAUP

Article XXIX - Termination of Agreement:

July 1, 2007 – June 30, 2010

1. Appendix A(b) – Salary Increases:

01/01/08	2.5%	across the board
07/01/08	2.5%	across the board
07/01/09	3.0%	across the board

2. Retiree Health Insurance

Members of the AAUP will terminate participation in the Board of Governors retirement health insurance program effective June 30, 2008. Any members of the bargaining unit who do not retire prior to June 30, 2008 will not be eligible to participate in the retiree benefit program after that date. All active members of the bargaining unit who do not retire prior to June 30, 2008 will be refunded their .25 percent contribution toward retiree health insurance.

AFTER JUNE 30, 2008, FACULTY MEMBERS WHO RETIRE MAY BUY INTO THE BOARD OF GOVERNORS RETIREE HEALTH INSURANCE PLANS

3. Article XIV Fringe Benefits

For the term of the 2007-2010 contract the health insurance benefits extended to eligible employees by the State shall be those for which the Director of Administration has contracted in accordance with R.I.G.L. §36-12 and shall include health insurance, prescription, dental, and vision/optical benefits. The employee health insurance waiver shall continue in the amount of \$2,001 annually.

Premium Sharing:

For the term of the 2007-2010 contract, all employees will participate in premium sharing on a percentage of premium basis.

Individual Coverage

	<u><\$80,000</u>	<u>>\$80,000</u>
1/1/08	9.00%	11.00%
7/1/08	11.00%	13.00%
7/1/09	13.00%	15.00%

Family Coverage

	<u><\$50,000</u>	<u><\$80,000</u>	<u>>\$80,000</u>
1/1/08	6.00%	9.00%	11.00%
7/1/08	8.00%	11.00%	13.00%
7/1/09	10.00%	13.00%	15.00%

Effective July 1, 2008 there will be a ten percent (10%) cap on annual premium escalation.

In the event of mid-contract changes in plan design, the parties agree to reopen the contract to negotiate the impact of those changes.

4. **MOA #10 (Professional Development)**

Continue at \$150,000 annually for three (3) years.

5. **MOA #8 (Exceptional Salary Increases)**

Continue at \$100,000 annual for three (3) years.

6. **Faculty in the College of Nursing:**

Move faculty from tier B to tier C.

7. **Article 14.4 (Retirement)**

THE AAUP AND THE ADMINISTRATION WILL ISSUE A JOINT STATEMENT URGING NEW FACULTY TO PARTICIPATE IN THE OPTIONAL PENSION PLANS AS SOON AS ELIGIBLE.

8. **Add an additional month to review of Chairs by Dean**

9. **Article 10.19 (New) – Eliminate Appendix D**

Department chairs shall receive supplements for the duties and responsibilities delineated in Article 10.1. The amount of the supplement shall be based upon the following criteria:

1. Number of undergraduate students
2. Number of graduate students
3. Number of faculty, including tenure track, non-tenure track and per course lecturers. The parties recognize the additional responsibilities of chairs to find qualified per course instructors.
4. Total credit hours
5. Laboratories, equipment and buildings
6. Number of degree programs
7. Summer course offerings
8. Accreditation and Special Programs

There shall be three levels of department chairs (Department Chair A, Department Chair B and Department Chair C). The chairs shall be compensated according to the supplement schedule listed below.

Department Chair A shall be defined as at or below average of the above criteria.

Department Chair B shall be defined as above average in four (4) of the criteria.

Department Chair C shall be defined as above average in six (6) of the above criteria.

All calendar year department chairs shall be categorized as Department Chair C.

Criteria will be based in aggregate data from all the colleges.

	<u>07/01/07</u>	<u>07/01/08</u>	<u>07/01/09</u>
DCA	4050	4250	4500
DCB	4500	4750	5000
DCC	5000	5500	6000

The category to which a faculty member undertaking the responsibilities of chair is assigned shall be a matter of agreement between the faculty member and the appropriate Dean.

The supplement shall not be part of a chair's base salary and must be relinquished when he/she vacates the chair position.

10. **Article 10.11**

A chairperson appointed on an academic year basis shall be eligible to re-contract for the summer at no less than 6% and no more than 22% of his/her academic salary, the amount to be determined in consultation with the Dean and Provost upon approval of the President ...

11. **Article 21.5 – Sick Leave Bank**

The administration and the AAUP shall establish a Sick Leave Bank Committee consisting of two members appointed by the AAUP and two members appointed by the administration. All members of the bargaining unit will be automatically enrolled in the sick leave bank (and one sick day shall be deducted from their sick leave accrual) effective October 1st of each year, unless the member opts out of the bank, in writing, prior to October 1st. A faculty member must have contributed to the bank...

12. **Article 11.16 (New) Endowed Chairs**

When it is determined that an endowed chair position will be established within a department, the Dean of the College shall appoint a search committee to be charged with the compilation of a list of recommended candidates for submission to the Provost and to the President.

This Committee shall consist of no fewer than five (5) and no more than seven (7) members of the full-time faculty, at least one (1) but not more than two (2) of whom shall be chosen from outside the department in question, but with interests closely allied to those of the department. Every effort shall be made to have representatives of women and protected classes on the search committee. In the case of departments with fewer than four (4) members, the Dean shall appoint the Committee, provided that the membership chosen from outside the department shall not exceed the total number of department representatives. The Dean shall choose the chairperson.

13. **Article 16.6**

Faculty promoted between July 1, 2007 and June 30, 2010 shall receive the following annual salary increases effective the date of their promotion:

	<u>Academic</u>	<u>Calendar</u>
Lecturer II	\$ 500.00	
Associate Professor	\$4,000.00	\$4,800.00
Professor	\$6,000.00	\$7,200.00

14. **Article 21.6 – Family Leaves**

A. POLICY:

The primary purpose of a family leave is to provide a faculty member with support necessary to balance effectively employment and family needs. Family leave may be taken as parental leave, elder care needs, partner needs or other family needs. Paid and unpaid leaves are available. Accumulated sick leave may be utilized during family leave with appropriate medical documentation.

B. DEFINITIONS:

Parental leave means leave by reason of the birth of a child of a faculty member or the placement of a child 16 years of age or less, with a faculty member in connection with the adoption of such child by the faculty member.

Family leave is for a family member, defined as a parent, spouse, domestic partner, child, mother-in-law, father-in-law, or other dependent family member. Family leave is granted by reason of serious illness of a family member. Serious illness is defined as [same language as on p. 30].

21.6.1 – Parental Leave With Pay – present contract

21.6.2 – Leave Without Pay

Upon written application and presentation of appropriate medical documentation, a continuing faculty member may be granted a leave without pay, normally not to exceed six (6) months, but may be renewed for an additional six (6) months for reasons of personal illness, disability, or other purpose deemed proper and approved by the President. A faculty member on leave without pay shall be eligible for up to one (1) year of state paid health benefits and when applicable must pay his/her share of the health insurance premium... [same language as on p. 30].

21.6.3 – Partial Leave

For the same reasons listed in 21.3 and 21.6 or for other personal reasons, a faculty member may request a reduced workload...

15. **Full Professor III**

On page 38, Appendix A, add a new 3d)

In the event that a faculty member attains Full Professor III status and his/her salary equals or exceeds the Plan A minimum salary within the assigned tier for Full III, then the faculty will receive a performance based increase of \$2,000.

For the Board of Governors
for Higher Education:

For the AAUP:

Anne Marie Coleman
Director of Labor Relations

Frank Annunziato
Executive Director, AAUP

Dated: _____

Dated: _____