

Visit the website www.apscuf.com to view the contract between the Association of Pennsylvania State College and University Faculties (APSCUF) and the Pennsylvania State System of Higher Education (PASSHE). The contract that expired last summer is 138 pages long, but listed below are the page numbers of some of the items that could be addressed in the new contract to prevent a tuition increase.

- Page 10 Professors who are department chairs get an extra \$1,000 to \$3,000 per year depending on the size of the department.
- Page 10 Assistant department chairs get an extra \$1,000 a year.
- Page 11 Department chairs do not have to teach all 12 credits per semester to be considered full-time professors.
- Page 40 Full-time professors receive 15 paid sick days.
- Page 40 Professors continue to “earn” sick pay while on paid sabbatical.
- Page 42 Professors get paid extra to teach classes for other professors who are on paid leave.
- Page 43 Professors get paid for unused sick days when they retire.
- Page 45 Approximately 7 percent of the professors can be on paid sabbatical at any given time.
- Page 53 Professors who have been “grandfathered” into the health care system continue to participate in an indemnity health insurance plan rather than more cost effective Health Maintenance Organization (HMO) or Preferred Provider Organization (PPO).
- Page 63 Professors are eligible for paid leave.
- Page 66 Same-sex partners, spouses and children of professors receive free tuition.
- Page 67 Each professor received a \$1,750 signing bonus.
- Page 67 Professors received general pay increases.
- Page 67-
- Page 72 This page includes a chart of pay increases, showing the general pay increases and salary chart increment increases resulted in 6 percent raises in 2008, 6 percent raises in 2009, and 8 percent raises in 2010.

Page 73 Full-time professors are only required to work 12 hours a week in the classroom. (By comparison, high school teachers are in the classroom actually teaching approximately 30 hours per week).

Page 77 Three of the 12 weekly hours required to be a full-time professor can be fulfilled by serving as the badminton coach. Additional coaching positions are listed.

Page 81 The union president at each campus does not have to teach 12 credits to be considered a full-time professor since her or she has union stuff to do, so they teach fewer classes.

Page 82 Professors receive additional pay if they teach more than 24 credits a year.

Page 85 Student teacher supervisors get paid extra if they have more than 20 students they supervise.

If PASSHE colleges reduced their salary and benefits costs by approximately 7 percent, it would offset 100 percent of the proposed state budget cuts.

A new union contract that is fair to the students, taxpayers, and faculty would prevent a tuition increase.

PASSHE colleges are there for the students, not the professors.