

## Elements of Agreement Regarding Teachers in CLIP and CUNY Start Programs

### 1. Two new full-time annual titles:

- CLIP Instructor
- CUNY Start Instructor

### Salary

2. The salary schedules for these titles will be equivalent to the Lecturer salary schedule.
3. Effective as soon as feasible, employees serving as teachers in these program will be moved onto the appropriate new salary schedule by calculating their current hourly rate times 1230 hours and adjusting that amount to the closest, higher annual salary on the schedule, eg. (using old rates) a teacher earning \$37.75/hour X1230 = \$46,433 -> \$47,328, the closest higher salary on the Lecturer salary schedule in the last contract. (My rough estimate is that the annual salary at that step will increase to almost \$51,485 effective April 2016.) Teachers currently being paid at higher hourly rates will move to higher annual salaries.
4. Employees will be eligible for a movement in schedule (step increase) on January 1<sup>st</sup>, after at least 10 months of service at the prior salary step.
5. CUNY Start Instructors with the functional title of "Lead Instructor" will be paid a differential of \$5,300 per year.
6. Co-op teachers in CUNY Start will continue to receive 6-month appointments in the CET title.

### Workload

7. 1,230 hours per year (including teaching and program days), exclusive of paid holidays.
  - CUNY Start: two 18-week semesters
  - CLIP: two 15-week semesters plus one 6-week summer term (CLIP teachers who do not want to work during the summer term will continue to receive 6-month appointments in the CET title and will be paid based on the 3/19/11 CLIP Hourly Rate Schedule.)

### Employment Practices

8. Annual appointment periods will begin in August.
9. The parties will convene a labor-management committee to discuss appointment/non-reappointment letters, notification dates and personnel files.
10. For CUNY Start Instructors, the existing observation/evaluation process remains in effect.
11. For CLIP Instructors, a teaching observation and/or an evaluation may be conducted at the request of the Campus Director of the employee, however, if it is at the employee's request, it may not be conducted more than once a year.
12. Employees in these titles shall be subject to discharge for just cause subject to the grievance and arbitration process set forth in Article 20 of the PSC-CUNY contract.

### Benefits

13. Instructors will receive annualized health insurance and PSC-CUNY Welfare Fund benefits.
14. Instructors will accrue 20 days of sick leave per year, up to a cap of 60 days. Accrued sick leave as a CET will be carried over.)

15. Instructors will be eligible to participate in the Dedicated Sick Leave and Catastrophic Sick Leave programs, in accordance with the terms of those policies.
16. Instructors will be eligible to apply for grants under the HEO-CLT Professional Development Program.

CLIP and CUNY Start Instructors will be included in the PSC bargaining unit but excluded from the provisions of the Agreement with the exception of Articles:

- ✓ 3. Unit Stability
- ✓ 4. Check-off and Agency Fee
- ✓ 5. Information and Data
- ✓ 7. Organizational Use of Facilities
- ✓ 8. Non-Discrimination
- ✓ 17. Jury Duty
- ✓ 20. Complaint, Grievance and Arbitration Procedure
- ✓ 33.5 HEO-CLT Professional Development Fund
- ✓ 38. Workers' Compensation
- ✓ 39. Occupational Safety & Health
- ✓ 40. No Strike Pledge
- ✓ 41. Legislative Action
- ✓ 43. Duration