

WMU-AAUP

Western Michigan University
Chapter of American
Association of University Professors

Clearing Up Summer Pay

Very recently, faculty in several departments who just completed a full time (22%) appointment in Summer II, 2008, and want a full time appointment in Summer I, 2009, have been told that they must teach at overload rates because of what our Agreement says about preference. This is incorrect. The Agreement guarantees that you are to be paid 11% of your base salary for one class, and 22% for two classes, regardless of preference.

Our Odd Summer Schedule: Although Summer II follows Summer I in our academic calendar, Western's fiscal year is July 1 - June 30. You may teach full time (22%) in Summer I and full time (22%) in Summer II by exercising summer teaching preference once each fiscal year.

Preference: Article 41.§1.2.1.2 guarantees preference for up to a full time Summer I or II appointment, if it is available. Western must offer classes to WMU-AAUP members first, up to 6 hours each, during Summer II or Summer I. After all members who wish to teach have been assigned 6 hours, Western may then offer classes to part-timers. If there are no part-timers available, and you are willing to teach, Western must pay you 11% or 22%.

You Are Entitled to 22%: Article 31.§1.3 is clear, unambiguous, and definitive regarding summer pay.

“Academic year faculty, including academic year non-teaching faculty, who serve full-time in a Summer I or Summer II session, shall receive twenty-two percent (22%) of base salary. Faculty who serve part-time in Summer I or Summer II sessions shall receive a pro rata salary equal to the percent of employment, with twenty-two percent (22%) of base salary as the base of proration.”

October
2008



Our official Agreement mandates twenty-two percent (22%) for full time teaching in both summer I and summer II. It is not contingent on preference. If you are assigned to teach a class in Summer I or II, you must be paid at the proper rate: 22% for full time, and 11% for half time.

Article 31.§1.3 is supported by Article 31.§2.1 Limits of Compensation. No faculty member shall earn more than 144% of the academic year salary in any fiscal year from teaching related activities...

Academic year base pay	100%
Full time summer I pay	22%
<u>Full time summer II</u>	<u>22%</u>
Maximum pay for teaching in a fiscal year	144%

In addition, during the 2008 negotiations, there was an agreement that if you are asked to teach overload during the academic year, you can request that it not be counted towards your 144%. If you need help receiving proper pay for Summer I or Summer II teaching, please give us a call, 345-0151.