

**CAGO Update**  
Fall 2013, Issue #1

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## Clearing Up Summer Pay

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Recently, faculty in several departments who just completed a full time (22%) appointment in Summer II, 2013, and want a full time appointment in Summer I, 2014, 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-time instructors. If there are no part-time instructors available, and you are willing to teach, Western must pay you 11% per each additional course.

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.”

The official WMU-AAUP 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%

Every year administrators try to violate summer preference, claiming that the university cannot afford summer teaching as provided for in the WMU-AAUP Agreement. The most common strategies are (1) to offer summer teaching only to faculty with lower salaries, or (2) to offer senior, higher paid faculty courses only if there are higher enrollments, and (3) to offer summer teaching at a lower overload rate rather than the full 11% per course.

Any assertion that the university lacks adequate funds to offer summer teaching on the terms and conditions they agreed to in the WMU-AAUP Agreement is simply false. Notwithstanding the state budget cuts, any lack of funds at the Provost, College or Department level is a choice by the administration to spend the university's money on things that have nothing to do with our teaching and research missions.

Those strategies are clear violations of the Agreement. We have discussed this with the Provost in the past and he has assured us that course offerings are not based on an individual faculty member's salary. Each individual course is not required to make a "profit". No faculty member should feel compelled or pressured to accept any less compensation than the 11% per course, per summer sessions.

In addition, during the 2008 negotiations, there was an agreement that if you are asked to teach overload during the academic year (fall and spring), you can request that it not be counted toward your 144%.

If you need help receiving proper pay for Summer I or Summer II teaching, please give us a call, (269) 345-0151.

### **How to Request Summer Teaching**

41.§1.2.1 Bargaining-unit academic-year faculty members shall be offered preference over non-unit persons, excluding chairs.

- 1) Request Summer I or Summer II teaching in writing by November 1, 2013. Use either the department supplied form or submit a written request (keep a copy of your request).
- 2) Obtain a response, affirmative or negative, from your chair/director (keep a copy of the response).
- 3) When your summer teaching letter arrives, sign it, keep a copy for your records, and return it by the deadline.
- 4) Order textbooks (keep a copy of your order)

If your course is removed from the summer teaching schedule for any reason other than low enrollment (covered in Article 41.1.2.1.2.2, bring a copy of all documents you have from items 1-4 above to Montague and speak with either the Contract Administrator or the Grievance Officer about your rights under the Agreement.