

UUP Direct Compensation
Guide to the negotiated Across the Board (ATB)
&
Discretionary Salary Increases
for
For Adjunct Faculty
2022 (ATB) increases and 2023 (ATB & DSI)

(Please refer to the separate announcement for all other employee types)

The 2% ATB increases for 2022 and the 3% ATB increases for 2023 will be paid in paychecks dated 11/22/23.

2022 Eligibility:

To qualify for the 2022 ATB 2% increase, an adjunct must have been employed (in a similar capacity to now) either F21 or S22.

If qualified, adjustments have been made to their biweekly/hourly/fee rate for their F22 and/or S23 assignment.

2023 Eligibility:

To qualify for the 2023 3% ATB increase, an adjunct must have been employed (in a similar capacity to now) either F22 or S23.

If qualified, adjustments have been made to their biweekly/hourly/fee rate for their F23 and will be applied to their S24 assignment.

Revised Rates:

Increases are being applied appropriately to an individual's pay basis, i.e.: biweekly based upon their per credit rate, hourly, or fee rate including rates for Tutors and per student rates for Student Teacher Supervisors, etc.

2023/2024 Academic Year New Course Minimum:

Any adjunct who is on the payroll for F23 and/or S24 and is not being paid the new 3-credit course minimum of \$3,500.00 will have their pay adjusted accordingly. The new course minimum for 2024 is not effective until after July 1, 2024 as per The Agreement.

Discretionary Salary Increases (DSI) will be paid in paychecks dated 12/20/23.

Eligibility:

Employees must be on the payroll on 6/30/23 (and part-time employees on 4/30/23, but whose employment expires prior to 7/1/23), at the time of payment, and per university past practice, must be teaching a course.

Award calculation:

DSI amounts for 2023 are being applied as across-the-board increases per The Agreement. Payment is retroactive to 8/17/23 through 1/03/24 (the fall 2023 payroll dates). Eligible teaching adjuncts will receive the retroactive portion of this payment in their 12/20/23 paycheck and the remainder through 1/03/24. Moving forward their per-credit rate will increase by \$16.67.

Since the award is retroactive for Fall 23, the following amounts are used to calculate the lump sum to be paid by 12/20/23. If an adjunct is teaching:

- 1 three or more credit course: \$50
- 2 three or more credit course: \$100
- 3 three or more credit course: \$150
- 4 three or more credit course: \$200

For those employees not teaching a three or more-credit course or are teaching a 1 or 2 credit course in addition to a three or more-credit course will be paid on a per-credit hour of \$16.67.

If you have any questions regarding the above information, please email hrdi@newpaltz.edu.