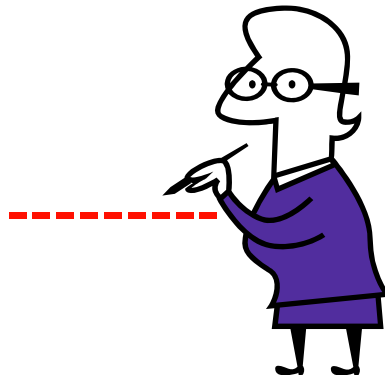


TENTATIVE AGREEMENT JULY 2007

A SUMMARY VIEW OF THE TENTATIVE AGREEMENT



CONTRACT SPECIFICS



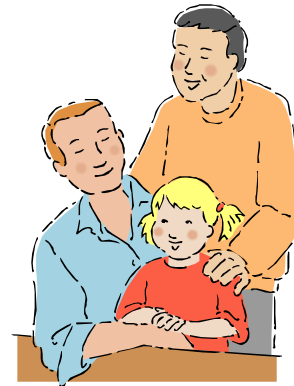
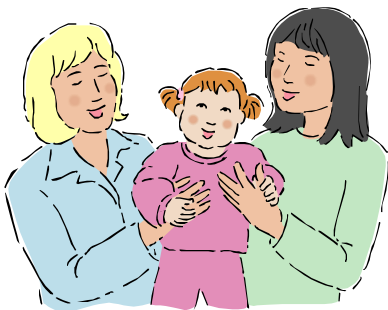
SALARIES



- ❑ 4 FALL INCREMENTS
- ❑ FALL 2007 - \$1750 CASH PAYMENT
- ❑ FALL 2008 – 3% General Pay Increase (GPI)
- ❑ FALL 2009 – 3% GPI
- ❑ FALL 2010 – 4% GPI (Beginning 10/1/10; 3.4% net for AY 2010-2011)
- ❑ FALL 2010 – 2.5% CASH PAYMENT FOR FACULTY AT TOP OF SALARY SCALE

DOMESTIC PARTNER BENEFITS

- ❑ CURRENTLY – FAMILY CARE LEAVE
- ❑ NEW – HEALTH BENEFITS
- ❑ NEW – TUITION WAIVER
- ❑ TAX IMPLICATIONS OF DOMESTIC PARTNER BENEFITS



INDEMNITY PLAN



- ❑ Unavailable To New Enrollees As Of July 1, 2007
- ❑ Open Enrollment Window
- ❑ Decision Not to Re-Enroll in Indemnity Plan results in Default to PPO Plan
- ❑ Members currently in the Indemnity Plan must retire by June 30, 2009, in order to take that plan into retirement

WELLNESS PLAN

- ❑ Confidential Through HIPAA
- ❑ No Pre-existing Condition Exclusion
- ❑ Accessible – Continuous Enrollment
- ❑ Non-participants Pay More In Premium Contributions
- ❑ JH4C Must Be Consulted on Wellness Plan for Implementation



CO-SHARES FOR WELLNESS PLAN PARTICIPANTS

PREMIUM COSHARE DATE	PREMIUM COSHARE FOR WELLNESS PARTICIPANT S	PENALTY FOR NON- PARTICIPANT S	TOTAL COSHARE FOR NON- PARTICIPANT S
2007-08	10%	N/A	N/A
1/1/2009	10%	5%	15%
7/1/2009	10%	10%	20%
7/1/2010	15%	10%	25%

PRESCRIPTION DRUGS

- ❑ \$100 PRESCRIPTION DRUG DEDUCTIBLE HAS BEEN ELIMINATED (EFFECTIVE 1/1/08)
- ❑ \$0-\$15-\$30 CO-PAYS (EFFECTIVE 1/1/08)

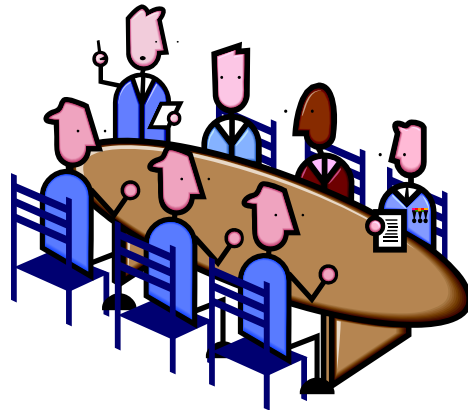


ANNUITANT HEALTHCARE

- ❑ Annuitant Healthcare Co-Pay Frozen at Dollar Amount of Premium in Place on Date of Retirement for those retiring after June 30, 2008. The % of that premium an annuitant will pay will change as it does for active members. Those retiring before June 30, 2008, shall pay the same dollar amount of co-pay as on the day they retired.
- ❑ PASSHE Sought 25 Year Service Requirement for Healthcare Benefits for New Hires – We Successfully Rejected This Proposal
- ❑ Current CBA language stays (15 and 20 years)

JOINT HEALTH CARE COST CONTAINMENT COMMITTEE (JH4C)

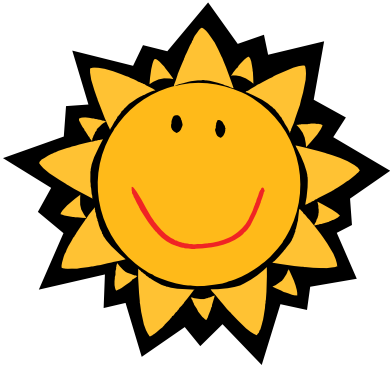
- ❑ Modifications To Current CBA Health Care Benefits Must Be Recommended By JH4C
- ❑ Proposed Consumer Driven Health Plan Must Be Recommended By JH4C
- ❑ JH4C Must be Consulted on the Wellness Plan



SUMMER SCHOOL COMPENSATION



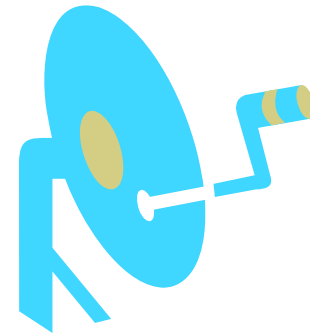
- ❑ Summer 2008, 2009 based on 2001 salary schedule (including any adjustment for changes in rank and step)
- ❑ Summer 2010 based on 2005 salary schedule
- ❑ Additional 11.5% increase over life of contract + steps



DISTANCE EDUCATION

- **Web-Based Course Compensation: ***
 - Base Pay
 - \$25 per Student

- **ITV/Compressed Video Compensation: ***
 - Base Pay
 - \$250 per Remote Site
 - \$15 per Student



*Base pay for Summer Distance education is based on the summer school payment rate

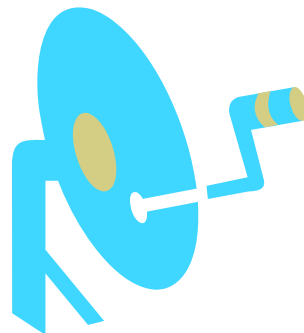
DISTANCE EDUCATION

- Hybrid Distance Ed = 80% On-line Instruction
- **Preparation Compensation:**
 - \$800/Credit for Web-Based
 - \$400/Credit for ITV/Compressed Video
- Must Teach Course at Least 4 Times in 4 Years to Receive Additional Preparation Compensation

DISTANCE EDUCATION

Re-development Compensation

- ❑ \$100/Credit Re-development Payment for Revisions in Web-based/On-line Course
- ❑ \$100/Credit When Assume Responsibility for Web-based/On-line Course
- ❑ Must Teach Revised/Assumed Course 4 Times in Five Years to Receive Additional Compensation



TEMPORARY FACULTY

- ❑ Firm 25% FTE of Temporary and Regular Part-time (RPT) Faculty – No Exceptions
- ❑ Elimination of McGuire and Ringler Memoranda on Temporary Faculty
- ❑ Annual Increments for Faculty with 15+ Year Old Grants
- ❑ Promotion Eligibility for Faculty with 15+ Year Old Grants



REGULAR PART-TIME (RPT) FACULTY

- ❑ Local Meet and Discuss Approval of RPT Areas of Qualification/Positions
- ❑ Limits on RPT Workload (6 workload hours per semester)
- ❑ Tenure-track Status for RPT Faculty w/Tenure-Track Appointment Letters

FACULTY PROFESSIONAL DEVELOPMENT FUND

- ❑ \$150,000 per Fiscal Year for Professional Development of All Faculty Members
- ❑ \$50,000 per Fiscal Year for Professional Development of New and Probationary Faculty --
- ❑ To Be Used as Recruitment Tool



2003 PROMOTEEES

- ❑ Placed on Salary Step They Would Have Attained Had They Received 10% Increase Upon Promotion in Fall 2003



RANK FOR ACADEMIC DEANS AND PROVOSTS

- ❑ Rank Conferred at President's Discretion
- ❑ Rank Confers No Right to Teach
- ❑ Rank Assumed for Compensation Purposes if Dean/Provost Becomes a Faculty Member

TENURE FOR ACADEMIC DEANS AND PROVOSTS

- ❑ Tenure at PASSHE/Other Accredited 4 Yr School
 - ☞ Tenure Awarded After Dept Recommendation
- ❑ Never Obtained Tenure ☞ Tenure Decision After 5 Yr Probationary Period as Faculty Member
- ❑ Only Chief Academic Officers and Academic Deans Eligible for Rank/Tenure
- ❑ Other Managers Only Eligible by State Agreement
- ❑ No faculty member may be retrenched in a department as a result of placing an eligible manager in the department
- ❑ Department/Faculty seniority begins on day they enter the department as a faculty member

THANK YOU FOR YOUR
PARTICIPATION

