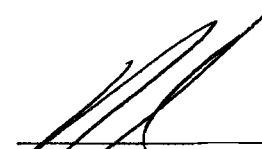


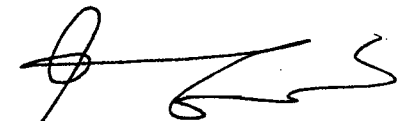


APSCUF and Management agree to a one-year extension to May 30, 2008 of the February 2, 2001 modification of the 8/8/95 agreement for Compensation for Credit-Bearing off-campus courses with respect to minimum salary. This agreement will again be reviewed in May 2008. If APSCUF-KU does not agree to an extension of this agreement the previous modification will no longer be in force and the minimum salary in paragraph II of the 8/95 agreement will be reinstated.



for APSCUF, KUP 17 JUL 07
Date

Approved:



for Management, KUP Date

pjo

Kutztown University
Compensation for Credit-Bearing Off-Campus Courses

I. Maximum compensation for teaching credit-bearing, continuing education courses

The maximum compensation rate for continuing education courses is specified in Article XXVII of the CBA. As stated, the compensation can be no greater than 1/24 of the Faculty Member's academic year salary for each academic credit hour. Thus, for a three credit course, the maximum compensation is 12.5% of the faculty member's annual salary.

Maximum compensation is dependent on the required enrollment necessary to pay for the faculty member's salary and fringe benefits. Fringe benefits consist of workman's compensation, social security, and retirement contributions.

II. Minimum salary

The minimum compensation, based on enrollment, for teaching a three credit course would be no less than 7.5% of the average full time academic salary of the bargaining unit from the previous semester. The use of an average salary is in keeping with the current policy or Independent Study and Individualized Instruction compensation. The percentage rate is in keeping with the current rate for teaching a three credit course in a summer session.

The minimum enrollment with which a course could run would be determined by the course cost formula currently used by the Office of Extended Learning.

III. The costing formula

The costing formula will change in response to changes required by federal, state, or local laws or changes required by alterations in the CBA.

IV. Compensation for courses running with less than the required maximum and more than the minimum limit

The current practice of calculating compensation at the rate of 70% of tuition generated will be continued for courses that attract enrollment sufficient to pay less than the maximum but more than the minimum compensation for salary and fringe benefits.

V. Contractual agreements for teaching continuing education courses

When a faculty member signs a contract, she/he is making a commitment to teach the course if the income generated is sufficient to pay between 7.5% of the average full time semester salary of the bargaining unit (as defined above in recommendation two) and 12.5% of the individual faculty member's academic

year salary (for a three credit hours course). Courses of less or more than three credit hours will be calculated on a proportional basis. This assumes that revenues are sufficient to pay the salary and fringe benefits. Teaching for only the maximum salary is not an option.

VI. Consistency across colleges and programs

The minimum compensation formulas for credit-bearing off-campus courses must be applied consistently across all programs and offerings in all colleges. Exceptions can be made (within the limits of the CBA) for courses which are funded by outside organizations as long as the outside organization bears the full cost of these deviations and the exception is approved by the Provost and APSCUF at local Meet and Discuss.

VII. Excessive participation

Ordinarily, a faculty member will not be offered the opportunity to teach more than one credit bearing course per regular academic semester (i.e., fall or spring semester) through continuing education/extended learning. Exceptions must be approved by the Provost.

VIII. Participation in continuing education courses and other courses

Ordinarily, a faculty member will not be offered the opportunity to teach a credit bearing course through continuing education/extended learning during a regular semester in which the faculty member is teaching a course for another college or university. Exceptions must be approved by the Provost.

IX. This agreement will lapse (and become subject to renewal) upon expiration of the current CBA (June 30, 1996).

Alida McKinney 8/8/95
for APSCUF-KU DATE

APPROVED:

Richard D. Johnson 9-5-95
for Management, KU DATE