

## Article 25

### OVERLOAD

#### A. Workload Hour Overload

1. Except as described in Section C. below, overload for FACULTY MEMBERS shall be paid at the rate of one-thirtieth (1/30) of the academic year's salary for each workload hour in excess of fifteen (15) assigned during any academic term or in excess of twenty-four (24) assigned during any academic year.
2. During the academic year 2003-2004, the academic year salary shall be calculated for purposes of this article by applying the Fall 1996 salary schedule, excluding any chairperson stipend, to the FACULTY MEMBER'S current rank and step. The Fall 1996 salary schedule shall be adjusted to be consistent with the 2001 salary schedule in Article 22, SALARIES.
3. Effective Fall 2004, the academic year salary shall be calculated for purposes of this article by applying the Fall 1999 salary schedule, (Appendix F), excluding any chairperson stipend, to the FACULTY MEMBER's current rank and step, adjusted to be consistent with the 2001 salary schedule.
4. Effective Fall 2006, the academic year salary shall be calculated for purposes of this article by applying the Fall 2001 salary schedule (Appendix G), excluding any chairperson stipend, to the FACULTY MEMBER's current rank and step, adjusted to be consistent with the 2001 salary schedule.
5. If FACULTY MEMBERS advance in rank and step, overload compensation shall be adjusted accordingly.

#### B. Preparation Overload

1. Except as described in Section C. below, for the academic year 2003-2004, one and one-half percent (1 1/2%) of the FACULTY MEMBER'S current academic year's salary as calculated for purposes of this article by applying the Fall 1996 salary schedule, adjusted to be consistent with the Fall 2001 salary schedule in Article 22, SALARIES, excluding any chairperson stipend, to the FACULTY MEMBER'S current rank and step per course workload hour, shall be paid for each preparation beyond three (3) per academic term to each FACULTY MEMBER who is eligible under the provisions of Article 23, WORKLOAD AND WORKLOAD EQUIVALENTS.
2. Except as provided in Section C. below, effective Fall 2004, one and one-half percent (1 1/2%) of the FACULTY MEMBER's current academic year's

salary, as calculated for purposes of this article by applying the Fall 1999 salary schedule (Appendix F), adjusted to be consistent with the Fall 2001 salary schedule, excluding any chairperson stipend, to the FACULTY MEMBER's current rank and step per course workload hour, shall be paid for each preparation beyond three (3) per academic term to each FACULTY MEMBER who is eligible under the provisions of Article 23, WORKLOAD AND WORKLOAD EQUIVALENTS.

3. Except as provided in Section C. below, effective Fall 2006, one and one-half percent (1 ½%) of the FACULTY MEMBER's current academic year's salary, as calculated for purposes of this article by applying the Fall 2001 salary schedule (Appendix G), excluding any chairperson stipend, to the FACULTY MEMBER's current rank and step per course workload hour, shall be paid for each preparation beyond three (3) per academic term to each FACULTY MEMBER who is eligible under the provisions of Article 23, WORKLOAD AND WORKLOAD EQUIVALENTS.

4. If FACULTY MEMBERS advance in rank and step, preparation overload compensation shall be adjusted accordingly. The course(s) that receive(s) a preparation with the least number of workload hours shall be used when applying this "Compensation Formula."

5. In the following instances one or more courses identified with a single course number and/or course title shall be recognized as one preparation for the FACULTY MEMBER:

- a. A lecture-discussion course.
- b. A combination of the lecture and laboratory portions of a chemistry, biology, physics, allied health science and earth science course.
- c. The laboratory portion of a chemistry, biology, physics, allied health science or earth science course if the FACULTY MEMBER does not also have responsibility for the lecture portion.
- d. An industrial arts course or a studio course in art if the course provides credit on three or more levels of a given area -- i.e., Sculpture I, Sculpture II, Sculpture III.
- e. Any drill or laboratory course in industrial arts, home economics, or business if lecture-discussion credit is given in the workload of the instructor.
- f. Any combination of private or individual lessons in one family of instruments, regardless of differing course numbers.

- g. Assignment to supervision of student teaching which includes responsibility for practicum.
- 6. In the following instances one or more courses identified with a single course number and/or course title shall be recognized as one half preparation:
  - a. An activity course in physical education.
  - b. A studio course in art, if the course grants credit in only one or two levels of the given area -- i.e., Sculpture I, Sculpture II.
  - c. Any drill or laboratory course in industrial arts, home economics, or business if no lecture-discussion credit is given in the workload of the instructor.
  - d. Any combination of private or individual lessons in voice or a single instrument regardless of different course numbers.
  - e. Any music performance course, other than individual lessons.
- 7. In the following instances no preparations are recognized:
  - a. Any activity for which the FACULTY MEMBER is granted a workload equivalency.
  - b. Part-time assignment to supervision of student teaching which does not include responsibility for the practicum.
- 8. Further general stipulations:
  - a. If two or more disparate or different courses are taught at one time and one place by a given FACULTY MEMBER each course shall be recognized as a half preparation.
  - b. A course in which students may earn either graduate or undergraduate credits shall be treated as a single course if taught at the same time and place by a single instructor.
  - c. In a team teaching situation each instructor will be credited with a preparation. However, the credit hours on which extra preparation compensation is computed may be pro-rated among the two or more FACULTY MEMBERS teaching that course provided the credit hours are also pro-rated for workload hours.
  - d. Mini-courses shall be recognized for preparation credit depending upon whether they fall under subsection 2. or subsection 3. above.

e. An instructor will be granted preparation credit for all courses taught by him/her in a given term as identified under subsection 2. or subsection 3., regardless of the duration of the respective courses.

9. Manner and conditions for assignment of extra preparations:

A fourth preparation may be assigned at the discretion of the University administration if the total teaching load does not exceed the maximum stipulated in the Agreement. The prior approval of the FACULTY MEMBER and the department chairperson must be obtained for a fourth preparation if the total load exceeds the stipulated maximum and for any preparations in excess of four (4).

C. A FACULTY MEMBER shall be entitled to both preparation overload compensation and workload hour overload compensation during the same academic year, if both his/her workload hours and preparations have exceeded the maximums identified in this Agreement. If the FACULTY MEMBER'S preparation overload and workload hour overload are both earned from the same course in the same academic semester, the FACULTY MEMBER will receive his/her workload hour overload compensation for the academic year or his/her preparation hour overload compensation for the academic year, whichever is greater.

D. Student Teacher Supervisor Overload

1. Overload for student teacher supervisors shall be paid at the rate of one-fortieth (1/40) of the academic year's salary for each student teacher assigned to the supervisor in excess of forty (40) in an academic year or twenty (20) in any term of an academic year.

2. Overload for student teacher supervisors when carrying a mixed load of teaching and supervision of student teachers shall be calculated on the basis of each student teacher assigned shall be equivalent to .600000 workload hour.

E. Library FACULTY Overload

Overload for Library FACULTY shall be paid at the straight time hourly rate specified in the STATE SYSTEM'S Compensation Plan for the FACULTY MEMBER'S rank and step for all hours in excess of thirty-five (35) per week. Overload for teaching by Library FACULTY shall be paid in accordance with Section A. of this Article.

F. Other FACULTY MEMBERS

Overload for FACULTY MEMBERS whose basic responsibilities lie outside the classroom shall be paid in accordance with Section A. of this Article.