

*This is a package proposal by OU to resolve all remaining issues. If the package is not accepted in its entirety, OU reserves the right to make adjustments as-a-whole to future packages and/or separate proposals.*

*[Highlighted items reflect items on which the last proposals by the parties are identical.]*

- Article X (and Appendix E) – as proposed by AAUP on 7/23
- Article XI – as proposed by AAUP on 8/5 except:
  - Paragraph 76 – retain current contract language
  - Paragraph 77 – change to read:
    - a. Promotions for Special Instructors and Tenure-Track Faculty.** A faculty member will receive a \$3,000 raise in salary when promoted from special instructor to special instructor with job security; a \$3,750 raise in salary when promoted from instructor to assistant professor or from special instructor with job security to associate professor; a raise of \$6,500 from assistant professor to associate professor; and will receive a \$10,000 raise in salary when promoted from associate professor to professor. These salary increases are in addition to increases provided under paragraph 81.

The letter of offer to faculty members hired as associate professors without tenure shall state that they are not eligible for a promotional raise in salary when they are awarded tenure.
    - b. Promotions for Research Professors and Professors of Practice.** A research professor or professor of practice promoted from the respective professor's rank from instructor or assistant to associate, or from associate to full, shall receive a raise in salary when promoted of \$3,000. These promotional salary increases shall only apply to promotions approved after the effective date of the Agreement. Promotions approved during the 2023-24 contract year shall result in salary increases specified in the 2021-24 collective bargaining agreement.
  - Paragraph 80 – Retain current contract language except change 80e.(2) to read: the minimum percentage merit salary increase received by any faculty member in the merit pay group shall be 0.75% in each year of the Agreement.
  - Paragraph 81 - Changes to salaries will be retroactive from August 15, 2024 if and only if a tentative agreement is reached on August 28, 2024; otherwise, increases will take effect retroactive to the date of the tentative agreement.

2024-2025	4.0% merit pool, plus \$1,000 lump sum to full-time faculty (other than visiting faculty), employed as of June 1, 2024 (not rolled into base)
2025-2026	Market adjustment pool of \$500,000 as described in Paragraph 82 and Appendix N, plus 2.25% merit pool [which equates to a total of 3.1%]
2026-2027	Market adjustment pool of \$500,000 as described in Paragraph 82 and Appendix N, plus 2.25% merit pool [which equates to a total of 3.1%]
2027-2028	2.75% merit pool
2028-2029	3.0% merit pool

- Paragraph 82 – change to read:

**Market Adjustments.** For the 2025-2026 and the 2026-2027 academic years and pursuant to the procedures in Appendix N of this Agreement, Oakland shall increase the base salaries of faculty members as necessary to realign salaries to address market factors. For each year, the pool for market adjustment shall be \$500,000. If the calculation for market adjustments per Appendix N is less than the pool for the year, then not all of the pool must be spent. Assignments of market adjustment increases, if any, shall be made on or before May 1 preceding the academic year to which they apply. The assignments of market adjustments shall not be grievable.

- Paragraph 89 – Increase the maximum for four credit courses in the summer term from \$11,000 to \$12,000 commencing for the 2027-28 academic year.
- Article XIII - as proposed by AAUP on 8/21 except:

#### **101. Salary for Special Lecturers.**

Changes to salaries will be retroactive from August 15, 2024 if and only if a tentative agreement is reached on August 28, 2024; otherwise, increases will take effect retroactive to the date of the tentative agreement.

- a. The minimum salary per credit hour taught for faculty members employed as special lecturers will be determined by the aggregate number of years of prior experience as a special lecturer, as shown below.

[Align annual increases to the merit pool percentages for each year of the contract]

- b. In assessing the number of years of prior experience, Oakland will count each academic year during which the faculty member had an appointment as special lecturer or as a full-time visiting faculty member. Summer sessions do not apply toward this compilation.
- 102.**
- a. No change to current language.
  - b. Current language except change the annual stipend from \$500 to \$1,000 per year of the contract.
- 103.** Change to read:

A special lecturer shall be eligible to take up to sixteen (16) credits per year during the special lecturer's current term of appointment under the provisions of paragraph 129.

- Article XVI – add the following as a second-to-last paragraph within Paragraph 107:

As Oakland reviews existing medical insurance plans and options to modify or replace current plans, the Association will be invited to attend at least one meeting with Oakland each fall and winter semester during which these issues will be discussed. Unless otherwise agreed by Oakland, up to two Association representatives may attend these meetings. The Association may provide input during these meetings, or otherwise, to be considered by Oakland.

- Article XVIII – retain current contract language
- Article XIX – no change to current contract language except:

Paragraph 150 Change to increase annual travel dollars from \$565,000 to \$600,000 in Year 1 of the contract; \$610,000 in Year 2 of the contract; \$620,000 in Year 3 of the contract; \$630,000 in Year 4 of the contract; and \$640,000 in Year 5 of the contract.

And replace second paragraph with: “Any unused balance of travel funds from any individual year will be rolled over for use in the following year.”

- Article XX – As proposed by OU, 8.28.24 at 10 am
- No new appendices
- Contract expires August 14, 2029

OU Best Offer Package Proposal  
August 28, 2024  
8:00 pm