**Characteristics of Lecturer Titles Under 2010-2013 UM/LEO Agreement**

| **Topic/Article** | **LEC**  **I** | **LEC**  **II** | **LEC**  **III** | **LEC**  **IV** | **LEO ADJUNCT** | **INTER**  **LEC** |
| --- | --- | --- | --- | --- | --- | --- |
| Appointment Period / Pay Schedule  Art. XI(B)(1)-(6)  Art. XV(C) | Per-Term or UYrT  After completion of Interim review, UYrT appointments should be made if work in both terms is anticipated at the same FTE. | Returning Lecs II-Remain on UYr/UYrD or UYrT as previously elected.  New Lec IIs (upon passing 1st Major Review): One-time election for UYr/UYrD or UYrT  (if no election made default is UYrT) | UYr/ UYrD or  12 Month Basis | UYr/ UYrD or  12 month basis | Per-Term or UYrT or  12 month basis | Per-Term |
| Duration of a Single Appointment  Art. XI(B)(1)-(6) | (1) or more semesters at a time\*  After completion of Interim review, UYrT appointments should be made if work in both terms is anticipated at the same FTE | (1) 3-year appt.;  Appt.  After 2nd Major Review: 5 years  After Continuing Renewal Review 5-7 years | (4) 1-year appts. or multi-year appt. not to exceed 4 years\* | Initial appt: 3 Years  After 2nd Major Review: 5 years  After Continuing Renewal Review 5-7 years | No governing contract provisions; 1 or 2 consecutive fall and winter semester(s) at a time | (1) semester per academic year |
| Permissible Job Duties  Art. XI.(B)(1)–(6) | Primarily for teaching (and related duties) of assigned courses; may perform additional duties or responsibilities with mutual agreement | Primarily for teaching (and related duties) of assigned courses; may perform additional duties or responsibilities with mutual agreement | Instruction and:  significant ongoing admin or service duties and/or range of instructional expertise | Instruction and:  significant ongoing admin or service duties and/or range of instructional expertise | Teach a course or courses | Teach one or more regularly occurring courses as an ongoing part of the academic curriculum, but only one (1) semester per Academic Year |
| Minimum Full-Time Rate  Art. XV(B) | **2010:**  AA:$32K/Yr  $16K/term  FLT: $25K/Yr  $12,500/term  DBN: $26K/Yr  $13K/term  **2011:**  AA : $33K/Yr  $16,500/term  FLT: $26K/Yr  $13K/Term  DBN: $27K/Yr  $13,500/Term  **2012:**  AA: $33,300/Yr  $16,650/Term  FLT: $27,300/Yr  $13,650/Term  DBN: $26,300/Yr  $13,150/Term | **2010:**  AA: $32K/Yr  FLT: $25K/Yr  DBM: $26K/Yr  **2011:**  AA: $33K/Yr  FLT: $26K/Yr  DBN: $27K/Yr  **2012:**  AA: $33,300/Yr  FLT: $27,300/Yr  DBN: $27,300/Yr | **2010:**  AA: $34K/Yr  FLT: $29K/Yr  DBN: $30K/Yr  **2011:**  AA: $35K/Yr  FLT: $30K/Yr  DBN: $31K/Yr  **2012:**  AA: $35,300/Yr  FLT: $30,300/Yr  DBN: $31,300/Yr | **2010:**  AA: $34K/Yr  FLT: $29K/Yr  DBN: $30K/Yr  **2011:**  AA: $35K/Yr  FLT: $30K/Yr  DBN: $31K/Yr  **2012:**  AA: $35,300/Yr  FLT: $30,300/Yr  DBN: $31,300/Yr | No governing contract provisions – apply Lec I minimums | No governing contract provisions – apply Lec I minimums |
| Interim Review  Art. XI(B)(1) and XI (B)(3); Art. XIX(C) | At minimum, must be conducted prior to end of 5th consecutive fall/winter semester of appt.\* | Interim review optional | At minimum, must be conducted prior to end of 5th consecutive fall/winter semester of appt.\* | Interim review optional | No governing contract provisions | No governing contract provisions |
| Major Review  Art. XI(B)(2)-(6) and Art. XIX | Prior to end of 8th consecutive semester of Fall and Winter appt.\* or 8 out of the last 10 Fall and Winter appointments, whichever comes first. | In final year of appointment | Prior to end of 4th academic year of appt.\* | In final year of appt. (Major Reviews for LSA Lecs IV may begin in winter semester of penultimate year as provided by MoU #1) | N/A | N/A |
| Adjunct and Intermittent Review Art. XI (B)(5) & (6) | N/A | N/A | N/A | N/A | Upon request, after 6 years of service and again upon request after 12 years of service. | Upon request, after 6 consecutive years of service and again upon request after 12 years of service. |
| Outcomes of Major Reviews  Art. XI(B) | Successful: 3 year appt as a Lec II  Unsuccessful: Appt ends or at dept discretion 1 year remediation plan and another major review.  Must notify of outcome by April 1 with option to elect UYr or UYrT pay schedule. | Successful: 5 year appt as a Lec II  Unsuccessful: 1 year remediation plan (2 year remediation plan at department discretion) and another major review.  Must notify of outcome by April 1. | Successful: 3 year appt as a Lec IV  Unsuccessful: Appt ends at the end of a 1 year or at dept discretion, 2 year, terminal appointment; or at dept discretion, 1 year remediation plan (2 year remediation plan at department discretion) and another major review.  Must notify of outcome by April 1. | Successful: 5 year appt as a Lec IV  Unsuccessful: 1 year remediation plan (2 year remediation plan at department discretion) and another major review.  Must notify of outcome by April 1. | N/A | N/A |
| Continuing Renewal Reviews Art. XI(B) | N/A | Prior to end of 5 year Appt.  Successful: 5-7 year appt as Lec II.  Unsuccessful: 1 or 2 year remediation and re-review.  Must notify of results by April 1.  No increase tied to this review. | N/A | Prior to end of 5 year Appt.  Successful: 5-7 year appt as Lec II.  Unsuccessful: 1 or 2 year remediation and re-review.  Must notify of results by April 1  No increase tied to this review. | N/A | N/A |
| Raise tied to review  Art. XV(B)(3), XI(B) | 7% effective 9/1 following the 8th semester of teaching. | 7% effective 9/1 following successful completion of major review | 7% effective 9/1 following successful completion of major review | 7% effective 9/1 following successful completion of major review  [LSA – effective start of winter semester following successful completion of major review – see MoU #1] | Lump-sum payment = 7% of FTR of adjunct appt prorated to appt effort in adjunct title during the semester in which the review occurs | 7% effective 9/1 following successful completion of review |
| Eligibility for presumption of renewal (i.e. expectation of recurring work provided that there is instructional need and budgetary support within the academic unit and that the Lecturer’s performance meets the standards established by the academic unit)  Art XI.A.4. | No | Yes following successful major review as Lec I | No | Yes following successful major review as Lec III | No | No |
| Layoff/reappt notice deadline  Art. XII.C.2.- 4;  Art. XI.B.2.d.i., B.2.e.i., B.4.b.i., B.4.c.i. | April 30 for subsequent fall semester; December 5 for subsequent winter semester\* | April 30 for subsequent academic year | April 1 for subsequent academic year\* | April 1 for subsequent academic year | No contractual notice date | No contractual notice date |
| Compensation for late layoff notice  Art. XII.B.5, D.1-3  Compensation only applies to actual effort affected. | 17% after August 25 for Fall semester  17% after December 20 for Winter semester  25% on or after 1st day of classes\* | 17% between April 30 and start of classes;  25% on or after 1st day of classes | 17% between April 1 and start of classes;  25% on or after 1st day of classes\* | 17% between April 1 and start of classes;  25% on or after 1st day of classes | None | None |
| Duration of recall rights  Art. XII.E.1. – 2. | Layoff effective prior to appt for 3rd semester – 1 year from effective date of layoff but no recall rights\*  Layoff effective prior to appt for 5th semester – 1 year from effective date of layoff\*  Layoff effective after appt to 5th semester – 2 years from effective date of layoff\* | 2 years from effective date of layoff | 2 years from effective date of layoff\* | 2 years from effective date of layoff | 2 years | 2 years |
| Benefits:  Group health;  Dental;  Vision;  University and Group Life Insurance Plan;  Dependent Life Insurance;  Legal Plans  Art. XVII(A) | Minimum 50% total (concurrent) appointment of at least 4 continuous months duration | Same | Same | Same | Same | Same |
| Basic and Supplemental Retirement  Art. XVII(B)  One year waiting period applies only to those hired 9/1/10 and beyond. | After one year waiting period with Minimum 50% total (concurrent) appointment and funding for at least 1 full term or at least 4 continuous months | After one year waiting period with Minimum 1% appointment and funding of at least 4 continuous months duration | After one year waiting period with Minimum 1% appointment and funding of at least 4 continuous months duration | After one year waiting period with Minimum 1% appointment and funding of at least 4 continuous months duration | After one year waiting period with Minimum 1% appointment and funding of at least 4 continuous months duration | After one year waiting period with Minimum 50% total (concurrent) appointment and funding for at least 1 full term or at least 4 continuous months |
| Expanded Disability  Art. XVII(C) | With 2 years of continuous service and  Minimum of 50% appt and funding of at least 8 months duration;  Details forthcoming | Minimum 50% appt and funding of at least 8 months duration;  OR  5 years of service and less than a 50% appt and funding of at least 8 months duration | Minimum 50% appt and funding of at least 8 months duration;  OR  5 years of service and less than a 50% appt and funding of at least 8 months duration | Minimum 50% appt and funding of at least 8 months duration;  OR  5 years of service and less than a 50% appt and funding of at least 8 months duration | Not eligible | Not eligible |
| Flexible Spending Accounts  Art. XVII(D) | Minimum 50% appointment who receive salary from University and funding for at least 4 continuous months | Same | Same | Same | Same | Minimum 50% appointment who receive salary from University and funding for at least 4 continuous months |
| Travel Accident Plan  Art. XVII(E) | Yes | Yes | Yes | Yes | Yes | Yes |
| Summer Benefits/Seasonal Leave (i.e. University contribution to health and/or dental benefits May 1 through August 31)  Art. XVIII(B)(3) | Minimum 50% appt. for immediately preceding fall and winter semesters and participating in health and/or dental plans | Same | Same | Same | Same | Not eligible (by definition, appointments are only one [1] semester per academic year) |
| Annual Report Required  Art. XIX(B) | Yes | Yes | Yes | Yes | Yes | Yes |
| Access to University Professional Development Activities, Other Grants, and Funds  Art. XXIV(A), (B)(2) | Equal access | Equal access | Equal access | Equal access | Equal access | Equal access |
| Access to Lecturer Professional Development Fund  Art. XXIV(C) | Equal Access | Equal Access | Equal Access | Equal Access | Equal Access | Equal Access |
| Access to CRLT grants Art. XXIV(B)(1) | Access to funds if job responsibilities include course development | Access to funds if job responsibilities include course development | Access to funds if job responsibilities include course development | Access to funds if job responsibilities include course development | Access to funds if job responsibilities include course development | Access to funds if job responsibilities include course development |
| Access to other grants and funds  Art. XXIV(B)(2) | Equal Access | Equal Access | Equal Access | Equal Access | Equal Access | Equal Access |
| Non-Discretionary Leaves of Absence without Pay – Personal Medical, Child Care, FMLA, Military Service, Government Service  Art XXIX | Yes\* | Yes | Yes\* | Yes | Yes | Yes |
| Discretionary Leaves of Absence without Pay – Personal, Educational, Scholarly  Art. XXIX | No, unless unusual circumstances\* | Yes | Only with multi-year appointment\* | Yes | No | No |
| Short-Term Sick Pay (3 weeks per year)  Art. XXX(A) | Yes | Yes | Yes | Yes | Yes | Yes |
| Extended Sick Pay  Art. XXX(A) | Yes with minimum 2 years continuous service  Details forthcoming | Yes with minimum 2 years continuous service | Yes with minimum 2 years continuous service | Yes with minimum 2 years continuous service | No | No |
| Modified Duties | No | No | Yes with minimum 2 years of service in the Lec III title. | Yes with minimum 2 years of service in the Lec III/IV title | No | No |
| Vacation Pay  Art. XXXI | No | No | Yes – only with 12 month appt. and more than 6 months service  (part-time is pro-rated) | Yes – only with 12 month appt. and more than 6 months service  (part-time is pro-rated) | No | No |
| Paid Bereavement Time (up to 3 days)  Art. XXXII | Yes | Yes | Yes | Yes | Yes | Yes |
| Jury and Witness Pay  Art. XXXIII | Yes | Yes | Yes | Yes | Yes | Yes |
| Holidays/Season Days/Emergency Closures  Art. XXIV | Yes | Yes | Yes | Yes | Yes | Yes |
| Parking and Bus Pass Eligibility  Art. XXXVI | Yes | Yes | Yes | Yes | Yes | Yes |