

**CSU-AAUP/CSCU Board
Tentative Agreements
For CSU-AAUP Collective Bargaining Agreement 2025-29**

Article	Content
1.1	(Also called “Employer”) The Board of Regents for Connecticut State Colleges and University System. [Sec. 10a-88 CGS: Beginning on January 1, 2012, the Board of Regents for Higher Education shall serve as the Board of Trustees for the Connecticut State University System.]
1.3	The Board together with its executive officers and professional staff, including but not limited to the BOR President Chancellor , Presidents, Provosts, Vice Presidents, and Deans, and all such other management personnel, as defined in Secs. 5-270 - 5-280 CGS, provided that it shall not include department Chairpersons, academic Division Directors or academic Program Directors.
1.3.1	1.3.1 President Chancellor of the BOR President Chancellor of the Board of Regents for Higher Education who serves as the Chief Executive Officer of the Connecticut State University System.
1.9	1.9 Consultation To seek opinion or advice of another, to discuss and exchange views concerning the matter about which advice was sought with the reasonable expectation that the input will be considered.
1.6.5	1.6.5 Full-time Faculty of Practice and Clinical Faculty Those employees of Connecticut State University who are employed for a semester and who earn more than 8.75 load credits, and whose function consists primarily of (but shall not be limited to) service as teachers, and clinical faculty and or instructional faculty of practice.
4.2.3.1	Within thirty (30) days of the effective date of this Agreement, the Administration and CSU-AAUP shall each name four (4) representatives (one from each university) to act on academic freedom matters. The two representatives on from each university shall constitute the Academic Freedom Panel which shall be responsible for the implementation of Article 4.2.3.2.
4.2.3.2	When the above time limits fall within intersession, during weeks when classes are not in session or outside the member’s work year, an initial written request for extension by the complainants, the Panel or the respondents, if any, shall be granted automatically for up to four (4) weeks or until classes have been in session two (2) weeks, whichever occurs first later.
4.11.4	4.11.4 DEC Membership

	<p>If a member of a department believes that the composition of the DEC could create a conflict of interest or a violation of law or policy, appeal may be made to the Chief Human Resources Officer. The Chief Human Resources Officer may, after consultation with the Dean and Department Chair, take any appropriate action, including but not limited to removing a member of the DEC.</p>
<p>4.11.8</p>	<p>4.11.8 Student Opinion Survey</p> <p>The practice of conducting student opinion surveys of teaching faculty (see Article 4.11.7) shall be continued using evaluation instruments and a procedure for administering them that are designed or approved by the department. The procedure for collecting, routing, and disposition of the surveys shall be recommended by the Senate and approved by the President and shall include the requirements that:</p> <ol style="list-style-type: none"> (1) The evaluation shall be administered by a third party; and (2) Students shall be apprised of the survey process and assured the completed survey will not be viewed by the instructor until all grades have been posted. <p>It is understood that members may use evaluation forms in addition to the approved instrument.</p> <p>Student feedback is an important but limited vehicle for understanding the effectiveness of an individual's teaching because survey responses may reflect student biases.</p>
<p>4.13</p>	<p>Should the evaluation report identify matters requiring remedial action, the evaluators, in consultation with the affected member, shall develop a specific plan with a schedule of compliance, which shall be implemented. The evaluators shall provide a written copy of the plan to be implemented to the affected member, the Dean or Vice President, and the member's personnel file. If the member fails to cooperate, or is unable to execute his/her their professional responsibilities....</p>
<p>4.14.2.1</p>	<p>4.14.2.1 Each university shall maintain the official personnel file for each member in electronic or paper format in a secure place manner. A subset of these records for payroll purposes may be kept in another location. Under normal circumstances, the official personnel file shall not be removed from the location in which it is housed maintained.</p>
<p>4.15</p>	<p>During the second (2nd) year of the endowed chair's appointment, he/she they may apply for tenure through an expedited process. This process shall be initiated in the spring of the endowed chair's second (2nd) year of service. If the endowed chair wishes to apply for tenure utilizing the expedited process, he/she they must notify the Department Chair and the Chair of the DEC of such intention by January 20. The endowed chair will submit relevant documents for consideration to the DEC by February 10. The DEC shall submit its evaluation and appropriate recommendation to the appropriate dean by February 25. The dean shall submit his/her their recommendation to the University-wide Promotion and Tenure Committee by March 10. The Promotion and Tenure...</p>

	<p>... Each evaluative body shall consider all materials submitted by the candidate in his/her their application for the endowed chair position, as well as materials from his/her their service to the university to date, including student opinion surveys as applicable.</p>
5.3.1	<p>5.3.1 Instructor, Staff Librarian, Staff Counselor, Instructor of Practice, Clinical Instructor An earned master’s degree appropriate to the field from an accredited college or university.</p>
5.3.2	<p>5.3.2 Assistant Professor, Assistant Librarian, Assistant Counselor, Assistant Professor of Practice, and Assistant Clinical Professor</p> <p>(A) For assistant professor and assistant librarian an earned doctorate or a terminal degree appropriate to the field from an accredited college or university, or (B) At least three (3) years of full-time service in a college or university at a rank of Instructor or above, plus</p> <ol style="list-style-type: none"> 1. A master’s degree, plus 2. An additional full year of study above the master’s level. <p>(C) For counseling faculty an earned master's degree or higher from an accredited university and a professional license in the field shall be equivalent to a terminal degree.</p> <p>(B) For counseling faculty and clinical faculty, an earned master's degree or higher from an accredited university and a professional license in the field shall be equivalent to a terminal degree.</p> <p>(C) For faculty of practice, an earned master's degree or higher from an accredited university and at least five (5) years of service in the field shall be equivalent to a terminal degree.</p>
5.3.3	<p>5.3.3 Associate Professor, Associate Librarian, Associate Counselor, Associate Professor of Practice, and Associate Clinical Professor An earned doctorate or a terminal degree appropriate to the field from an accredited college or university plus at least five (5) years of full-time service in a college or university in a rank of Assistant Professor or above. For counseling faculty and clinical faculty, an earned master's degree or higher from an accredited university and a professional license in the field shall be equivalent to a terminal degree. For faculty of practice, an earned master's degree or higher from an accredited university and at least five (5) years of service in the field shall be equivalent to a terminal degree.</p>
5.3.4	<p>5.3.4 Professor, Librarian, Counselor, Professor of Practice, and Clinical Professor An earned doctorate or a terminal degree appropriate to the field from an accredited college or university plus at least eight (8) years of full-time service in a college or university including at least five (5) years at a rank of Associate Professor or above. For counseling faculty and clinical faculty, an earned master's degree or higher from</p>

	<p>an accredited university and a professional license in the field shall be equivalent to a terminal degree. For faculty of practice, an earned master's degree or higher from an accredited university and at least five (5) years of service in the field shall be equivalent to a terminal degree.</p>
5.7	<p>5.7 Emeritus designation shall be bestowed upon a retiring member of the full-time faculty or part-time faculty in Groups C & F in Article 12. 8 table upon recommendation of the department, appropriate Dean, Provost and approval by the President. Emeriti shall be afforded at least the following privileges: desk space if available, university email account, library privileges, catalog listing, a printed certificate, professional use of the title, invitations to university functions, course privileges (full-time emeriti only) available pursuant to Article 13.13, faculty parking privileges and inclusion on the mailing-University distribution lists for all university publications.</p>
5.13	<p>5.13 The Board endorses the concept of participation of full-time instructional faculty in the process of selection of academic administrators. The role of the instructional faculty in selection of an administrator should be commensurate with the legitimate faculty interest in the position.</p>
5.20	<p>5.20 A department, interdisciplinary program, University-wide Curriculum Committee, the Senate or the President may initiate a recommendation for program discontinuance. If a recommendation for discontinuance originates from a source other than the Curriculum Committee or Senate, as appropriate, it shall be submitted in writing to the Curriculum Committee or Senate as appropriate. Once it has received or initiated a recommendation for program discontinuance, within sixty (60) days during the academic year, the Curriculum Committee or Senate as appropriate shall investigate the impact of such discontinuance and make its recommendations to all affected parties. CSCU and AAUP (and its members) agree that neither of them will materially interfere with the work of the President, the Curriculum Committee, or the Senate. Assessment of such program discontinuance proposals by all parties shall include consideration of bona fide educational needs. After reviewing the Curriculum Committee/ Senate's recommendations, the President shall take appropriate action, including appropriate recommendations to the Board of Regents. If the President's decision is different from that of the Curriculum Committee or Senate, then the President shall provide the rationale for the decision in writing. If program discontinuance would result in involuntary separation of a full-time member, said discontinuance shall not occur except pursuant to the provisions of Article 17, beginning at Section 17.5.</p>
6.2	<p>6.2 Coaches who held regular appointments on January 1, 1995, shall continue to hold such appointments. Such members shall be listed in the University catalog by faculty rank or, at the member's option, by job description title (e.g. Head Coach, Assistant Coach, Athletic Trainer).</p>

Article 7

ARTICLE 7 COUNSELING FACULTY, CLINICAL FACULTY, AND FACULTY OF PRACTICE

7.1.1 Load credit activities of counseling faculty shall include counseling in all areas pertaining to student mental health and psychosocial wellbeing: consultation and clinical supervision; case management and referrals; maintenance of clients records; completion of other supporting paperwork; provision of supervision; reviewing of supervisee documentation and counseling work; and maintenance of supervisory records.

Each University shall make every reasonable effort to comply with the recommendations of the International Accreditation of Counseling Services (IACS) with respect to the percentage of time spent on scheduled direct services, which includes counseling with students as well as consultations with parents, therapists, professors, and supervision.

7.1.2 Load credit activities of full-time faculty of practice and clinical faculty shall include teaching courses, teaching courses with a clinical component, teaching or supervising laboratories, supervising student placements/practicums in a clinical or instructional setting.

Each University shall make every reasonable effort to comply with the recommendations of the appropriate accrediting bodies for each discipline, and certification and practice requirements as specified by the relevant regulatory and specialty bodies. This includes limits on faculty without terminal degrees teaching in graduate programs where applicable.

7.2 Where applicable, present counseling, faculty of practice and clinical faculty shall continue to hold their instructional faculty rank and also tenured appointment, if previously held.

7.2.1 Counseling faculty shall be known and identified as Staff Counselor, Assistant Counselor, Associate Counselor and Counselor.

7.2.2 The standards of rank for Staff Counselor, Assistant Counselor, Associate Counselor and Counselor shall be exactly those for Instructor, Assistant Professor, Associate Professor, and Professor respectively.

7.2.3 Faculty of practice and clinical faculty shall be known and identified as Instructor of Practice or Clinical Instructor, Assistant Professor of Practice or Clinical Assistant Professor, Associate Professor of Practice or Clinical Associate Professor, and Professor of Practice or Clinical Professor.

7.2.4 The standards of rank for Instructor of Practice or Clinical Instructor, Assistant Professor of Practice or Clinical Assistant Professor, Associate Professor of Practice or Clinical Associate Professor, and Professor of Practice or Clinical Professor shall be exactly those for Instructor, Assistant Professor, Associate Professor, and Professor respectively.

7.3 Both parties to this Agreement recognize and endorse the participation of counseling faculty, **faculty of practice, and clinical faculty** in the governance of the academic community.

7.3.1 Evaluation Criterion and Categories for Counseling Faculty

The criterion for evaluating and recommending full-time counseling faculty shall be the quality of activity, including keeping current in one's field, within each of the categories listed below (Articles 7.3.1.1 – 7.3.1.6). All individuals and bodies evaluating counseling faculty shall weight these categories in the order listed. Any special conditions in the member's letter of appointment or subsequent extensions or modification of such appointment as provided in Article 4.7 shall be considered in the evaluation process for renewal, promotion or tenure.

7.3.1.1 Load Credit Activity –See Article 7.1.

7.3.1.2 Professional activity, such as attendance and participation in conferences and workshops, membership and service in appropriate professional organizations and other professional activities.

7.3.1.3 Productive service to the department and university.

7.3.1.4 Creative activity appropriate to one's field, such as delivering papers at conferences, research, study and publication.

7.3.1.5 Years in rank.

7.3.1.6 Record of any disciplinary action in the member's personnel file at the time of the evaluation.

7.3.2 The full-time counseling faculty shall have a Department Evaluation Committee (DEC)-conforming to Senate requirements for participating in promotion, tenure, renewal and professional assessment procedures. Only tenured members of the department may serve, except in hardship cases (See 4.11.1). In hardship cases, the DEC may include counseling faculty or faculty from related disciplines from other Connecticut State Universities. The appropriate director shall take the place of the academic dean (see Table 1 and 4.11.12).

7.4.1 Evaluation Criterion and Categories for Faculty of Practice and Clinical Faculty

The criterion for evaluating and recommending full-time faculty of practice, and clinical faculty shall be the quality of activity, including keeping current in one's field, within each of the categories listed below (Articles 7.4.1.1 – 7.4.1.6). All individuals and bodies evaluating faculty of practice and clinical faculty shall weight these categories in the order listed. Any special conditions in the member's letter of appointment or subsequent extensions or modification of such appointment as

provided in Article 4.7 shall be considered in the evaluation process for renewal, promotion or tenure.

7.4.1.1 Load Credit Activity – See Article 7.1.2 for faculty of practice and clinical faculty.

7.4.1.2 Productive service to the department and university. The nature and amount of productive service shall be set forth in their letter of appointment. By way of example, productive service may include, to the extent not already covered by load-credit activity: clinical practice; laboratory coordination; field work placement and supervision; direction of education or other professional programs; accreditation, assessment, or program review; coordination and supervision of internship programs; advising; tutoring; publication editor.

7.4.1.3 Professional activity, such as attendance and participation in conferences and workshops, membership and service in appropriate professional organizations and other professional activities.

7.4.1.4 Creative activity appropriate to one's field, such as delivering papers at conferences; research, study and publication; maintaining expertise and keeping up to date in clinical or instructional practice; developing and implementing innovative educational methods and practice; or improving active, hands-on application of specialized skills, training, or methodologies within a professional, clinical, or instructional context.

7.4.1.5 Years in rank.

7.4.1.6 Record of any disciplinary action in the member's personnel file at the time of the evaluation.

7.4.2 Full-time faculty of practice and clinical faculty shall be evaluated for promotion, tenure, renewal and professional assessment in accordance with the steps laid out in 4.11.1-8 and 4.11.13-16. Each department shall have DEC evaluation guidelines that are appropriate for their field.

7.4.5. Those counseling faculty not joining a department will be eligible for tenure and promotion through the counseling faculty ranks.

7.4.5.1 Promotion and tenure shall be recommended by the University-wide Promotion and Tenure Committee.

7.56 A full-time counseling faculty member may teach a course if the course is scheduled outside of the operating hours of the Counseling Center, or during a summer or winter session, or both.

7.67 Counseling faculty will work an average of thirty-five (35) hours per week over a continuous 198 work day work year (inclusive of paid holidays listed in Article 10.1.1 and Spring recesses). As the needs of University programs dictate, the Director or appropriate Dean may require a member of the counseling faculty to commence the

	<p>work year no sooner than August 15 and no counseling faculty member’s work year shall end later than May 31. Other schedules, including discontinuous schedules, may be arranged by agreement between the member of the counseling faculty and the Director or appropriate Dean. Work outside the work year shall be compensated pursuant to Article 11 (also see Article 10.6.1.1).</p> <p>7.78 To ensure confidentiality in student counseling, counseling faculty will be provided with private offices, in which every effort will be made to make them as sound proof as possible. Where possible, waiting areas will be provided in the Counseling Center. Administrative support assistance will be provided.</p> <p>7.89 Counseling faculty shall follow the holiday schedule established pursuant to Article 10.1.1 for those holidays which fall within the counseling faculty’s scheduled work year.</p> <p>7.10 When the President officially closes the university or classes are canceled, counseling faculty members shall not be required to work, unless directed to do so for an emergent issue. If the President issues a delayed opening of the university, counseling faculty shall report to work at the designated time. However, when a counseling faculty member reasonably believes that, because of hazardous driving conditions, it is impossible to come to work, the absence shall be charged to personal or vacation time and every reasonable effort shall be made to contact the Director.</p> <p>7.11 Faculty of practice and Clinical faculty will have the same work year as regular full-time faculty in Art. 10.1. The instructional load for full-time faculty of practice and clinical faculty shall be twelve (12) load credits per semester in Connecticut State University. Specialized load credit and student/faculty ratios will be set forth in an MOA for each department as outlined in Article 10.4 below.</p> <p>7.12 Clinical Faculty and Faculty of Practice Percentage</p> <p>The parties agree that it is not their intent to replace traditional full-time tenured/tenure-track teaching faculty who conduct research or creative activity as a principal part of their evaluation with clinical faculty or faculty of practice.</p> <p>The total number of clinical faculty and faculty of practice positions shall not exceed five (5) percent of full-time bargaining unit members.</p>
<p>8.3</p>	<p>8.3 Load credit activities of the library faculty shall include such those activities needed to develop, support, and evolve the library’s collection and information services to further the teaching, learning, and research mission of the university as developing and maintaining the library collection of the university, providing bibliographic services (access to recorded information) to the university community, providing bibliographic instruction to students, and advising faculty, scholars, and the community in the use of these collections. Librarians perform an array of duties that ensure ongoing access to, and management of, information resources, including their acquisition, organization, discovery, sharing, and preservation. Librarians provide instruction and consultation on research for students, faculty, and the community. Library faculty may develop and maintain systems to support the delivery of</p>

	<p>information and research services. Librarians shall be assigned general responsibilities which are appropriate to their education and experience. Such responsibilities shall be recommended by the full-time library faculty.</p>
<p>8.7</p>	<p>8.7 The work year for full-time librarians shall be twelve (12) months, exclusive of Spring Break. Librarians required to work during Spring Break shall earn compensatory time in the same manner as described in section 8.11. All full-time librarians shall be entitled to a total of twenty-two (22) working days of vacation each calendar year accrued at the rate of 1.83 days per calendar month of service. Librarians may take vacation time following the completion of six (6) months of continuous employment in state service.</p>
<p>8.10</p>	<p>8.10 There shall be a pool of work days equal to 1.25 3 times the number of full-time librarians, prorated at each library based on the number of full-time librarians. This pool of work days shall be available each semester for professional development of full-time library faculty. ...</p>
<p>9.5</p>	<p>9.5 Conference and Workshop Funds</p> <p>9.5.1 From the amount appropriated for the purposes enumerated in Article 12.10.1, funds may be allotted for members for attendance at professional seminars, workshops, clinical trainings, conferences or educational exchanges. The President or designee shall consult with the cabinet and the Senate President in assigning the travel funds. Each full-time member shall normally not be allowed more than \$1,500 \$2,275 reimbursement per contract year toward the cost of fees, travel, food and lodging related to attendance at such events, provided such travel is approved in advance; for part-time members this amount shall be no more than \$750 \$1,150. Reimbursement for travel, food and lodging shall be consistent with Articles 9.7 and 9.8 of this Agreement.</p> <p>9.5.2 Requests for funds to attend professional seminars, workshops, clinical trainings, conferences, or educational exchanges must be submitted to the appropriate Dean for approval at least five (5) weeks in advance. Upon approval, the President or designee shall process the request at least two (2) weeks in advance of the attendance. The administration shall give due consideration to requests which cannot be submitted in accordance with specified time limits.</p> <p>9.5.3 Not more than thirty (30) days following the activity, the member shall submit a claim for reimbursement on the appropriate form, documentation following as soon as possible thereafter. The business office shall process the claim no more than forty-five (45) days following the receipt of the claim and/or required documentation. If no claim has been submitted to the business office within the thirty (30) day deadline, funds committed for the particular activity may be made available to others.</p>

<p>9.10</p>	<p>9.10 University Research Grants Grant applicants, using the form provided by the Committee, shall describe the nature of the proposed research and include a budget of up to \$5,000 \$7,600 with no more than \$2,500 \$3,800 as a stipend and the remainder for support services, supplies and/or equipment. The stipend shall be outright and the grant shall be unrestricted. Any equipment purchased under said grant shall become the property of the University. The member may determine whether the purchase of support services, supplies, and/or equipment shall be made directly or administered through university procedures.</p>														
<p>10.1</p>	<p>10.1 Work Year for Teaching Members The work year for all full-time members of the bargaining unit, excluding librarians, counseling faculty, coaches and non-instructional athletic trainers and members with extended assignments pursuant to Article 10.6.1.1, shall be that period which begins on the fourth (4th) Monday in August and terminates on the last day in May.</p> <p>The work year for 10-month members is distinct from the academic year. For all teaching members of the bargaining unit, the academic year shall be two (2) semesters. Each semester shall be for a maximum of seventeen (17) weeks. Each semester shall include seventy-five (75) scheduled days of instruction and evaluation and up to ten (10) additional days for registration, academic counseling, convocations, exclusive of Saturdays and Sundays.</p> <p>For periods of the work year outside of the academic year, teaching faculty members should be available to perform their job responsibilities.</p> <p>.....</p>														
<p>10.1</p>	<p>No class or other professional responsibilities shall be scheduled for teaching members on:</p> <table data-bbox="349 1291 1120 1554"> <tr> <td>New Year’s Day</td> <td>Independence Day</td> </tr> <tr> <td>Martin Luther King Day</td> <td>Labor Day</td> </tr> <tr> <td>Lincoln’s Birthday</td> <td>Day Before Thanksgiving</td> </tr> <tr> <td>Washington’s Birthday</td> <td>Thanksgiving</td> </tr> <tr> <td>Day of Reflection</td> <td>Day After Thanksgiving</td> </tr> <tr> <td>Memorial Day</td> <td>Christmas Day</td> </tr> <tr> <td>Juneteenth</td> <td></td> </tr> </table> <p>*Lincoln’s Birthday shall be observed on the Friday prior to Washington’s Birthday.</p> <p>Because classes are scheduled on Columbus and Veterans Days, the day before and after Thanksgiving shall be observed in lieu of them.</p> <p>The common academic calendars are incorporated by reference (see Article 10.1.2).</p>	New Year’s Day	Independence Day	Martin Luther King Day	Labor Day	Lincoln’s Birthday	Day Before Thanksgiving	Washington’s Birthday	Thanksgiving	Day of Reflection	Day After Thanksgiving	Memorial Day	Christmas Day	Juneteenth	
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10.1.2	<p>10.1.2 Academic Year Calendars</p> <p>Calendars for each Academic Year shall be accessible on each University’s Human Resources website.</p>										
10.4.2	<p>10.4.2 Load credit shall be granted for master’s thesis direction as follows:</p> <p>One half (1/2) load credit when a student is enrolled in a thesis preparation course or the first draft of the thesis or a research project equivalent to thesis is submitted to the thesis director, who shall so certify to the Department Chairperson. One half (1/2) load credit when the thesis is accepted. The load credit is allowed in lieu (i.e., instead) of credit any member might receive for working with students in a graduate level course in which thesis preparation is the principal work of the course.</p>										
10.6.4	<p>10.6.4 Reassigned Time for Research</p> <p>Load credits allocated for this purpose shall be no less than:</p> <table border="1" data-bbox="349 730 998 913"> <thead> <tr> <th>Institution</th> <th>Work Load Credits Per Semester</th> </tr> </thead> <tbody> <tr> <td>CCSU</td> <td>108 145</td> </tr> <tr> <td>ECSU</td> <td>36 48</td> </tr> <tr> <td>SCSU</td> <td>108 145</td> </tr> <tr> <td>WCSU</td> <td>43 57</td> </tr> </tbody> </table>	Institution	Work Load Credits Per Semester	CCSU	108 145	ECSU	36 48	SCSU	108 145	WCSU	43 57
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10.8.2	<p>10.8.2 The part-time percentage for a particular university (excluding Western) shall be computed by multiplying by one hundred (100) all load credits earned by part-time members (excluding all part-time load credits attributable to full time member’s sabbatic leave, sick leave, retraining coverage, research load credit, and all reassigned time for full-time members) divided by the aggregate faculty load credits for the particular university based upon the data for the particular academic year. At Western, the part-time percentage will be computed in the same manner, but with the exclusion of faculty from the School of Visual, and Performing, and Communication Arts in the Art, Music, and Theatre Arts departments from such computation.</p>										
10.15.1	<p>10.15.1 The decision to offer a distance learning course shall be made by the department offering the course, with the approval of the Chief Academic Officer or designee Dean.</p>										
10.1.2	<p>10.1.2 Academic Year Calendars</p> <p>Calendars for each Academic Year shall be accessible on each University’s Human Resources website.</p>										
ARTICLE 12	<p>Article 12 of the Collective Bargaining Agreement and any supporting wage schedules shall be revised to provide for a base annual salary increase of two and one-half percent (2.5%) plus two percent (2.0%) in lieu of increment, effective for the 2025-2026 contract year retroactive to the first full payroll following August 27, 2025 for any member on the payroll at the date of legislative approval. Additionally, this shall be retroactive for those part-time faculty members who taught in the Fall 2025, did not work in Spring 2026, and who are either (1) on the date of legislative approval on the</p>										

schedule to teach at least one course in Fall 2026; or (2) teach at least one course in Fall 2026.

Article 12 of the Collective Bargaining Agreement and any supporting wage schedules shall be revised to provide for a base annual salary increase of two and one-half percent (2.5%) effective August 27, 2026. Effective that same date, two percent (2.0%) will be added to fund an appropriate biweekly increment as outlined in Section 12.5.3. The biweekly increment will be determined by a joint committee consisting of four (4) members appointed by CSU-AAUP and four (4) members appointed by CSU with the members representing each campus no later than July 1, 2026. The biweekly increment determination plus the two and one-half percent (2.5%) general wage increase cannot be more than a four and one-half percent (4.5%) total increase over the **current payroll bargaining unit bi-weekly compensation** as of August 26, 2026.

If the joint committee is unable to agree on a biweekly increment by July 1, 2026, then there will be no biweekly increment, and any supporting wage schedules shall be revised to provide for a base annual salary increase of two and one-half percent (2.5%) plus two percent (2.0%) in lieu of increment effective August 27, 2026.

Article 12 of the Collective Bargaining Agreement and any supporting wage schedules shall be revised to provide for a base annual salary increase of two and one-half percent (2.5%) effective August 27, 2027. Effective that same date, two percent (2.0%) will be added to fund an appropriate biweekly increment as outlined in Section 12.5.3. The biweekly increment will be determined by a joint committee consisting of four (4) members appointed by CSU-AAUP and four (4) members appointed by CSU with the members representing each campus no later than July 1, 2027. The biweekly increment determination plus the two and one-half percent (2.5%) general wage increase cannot be more than a four and one-half percent (4.5%) total increase over the **current payroll bargaining unit bi-weekly compensation** as of August 26, 2027.

If the joint committee is unable to agree on a biweekly increment by July 1, 2027, then there will be no biweekly increment, and any supporting wage schedules shall be revised to provide for a base annual salary increase of two and one-half percent (2.5%) plus two percent (2.0%) in lieu of increment effective August 27, 2027.

Either party, by a notice in writing no sooner than January 1, 2028, may reopen Article 12 of this Agreement to negotiate salaries for 2028-2029. During any “opener” contemplated under this provision, only sections describing compensation shall be open and all other provisions shall remain in full force and effect.

Affected Sections: 11.2 (as it's governed by 12.8) 12.3, 12.4, 12.5.3, 12.8, 12.8.1, 12.8.2, 12.10.1

<p>12.10.1</p>	<p>12.10.1 Travel, Faculty Development, Research Grants, Curriculum-related Activities and Retraining Funds</p> <p>For the purposes delineated in Articles 9.5 (travel), 9.6 (faculty development), 9.10 (research grants), 9.11 (curriculum-related activities), and 9.12 (retraining) there shall be an annual appropriation of \$2,651,565 for 2021-22; \$2,770,886 for 2022-23; and \$2,895,576 for 2023-24 \$3,025,877 for 2024-25; \$3,162,041 for 2025-26; and \$3,304,333 for 2026-27, \$3,453,028 for 2027-28, \$3,453,028 for 2028-29. Said funds shall be available at the beginning of each academic year. Of this amount, 40% shall be available for travel, 9% for faculty development, 40% for research grants, 10% for curriculum-related activities, and 1% for retraining.</p> <p>...</p>
<p>12.12</p>	<p>12.12 One-time Payments</p> <p>Consistent with the SEBAC 2022 Agreement, all full-time members shall receive a one-time payment of \$2,500 effective and retroactive to 3/31/2022 payable as soon as practicable upon General Assembly approval of the Agreement. Part-time members employed during the Spring 2022 semester shall receive a pro-rated payment based on the part-time member's workload for the Spring 2022 semester as a percentage of a full-time workload of 12 load credits/semester. The maximum total payment for any one part-time faculty member cannot exceed \$2,500.</p> <p>Effective July 14, 2022, all full-time members shall receive a \$1,000 special lump sum payment payable in the 1st pay date for the 2022-2023 academic year. Part-time members employed during the Fall 2022 semester shall receive a pro-rated payment based on the member's workload for the Fall 2022 semester as a percentage of a full-time workload of 12 load credits/semester. The maximum total payment for any one part-time faculty member cannot exceed \$1,000.</p>
<p>13.2.7</p>	<p>13.2.7 Part-Time Faculty</p> <p>Part-time faculty shall not accrue sick leave. Part-time faculty may miss up to three (3) working days per semester, for the following reasons, without adjustment to their contracts: (A) temporary incapacitation for duty; (B) when presence at work will expose others to contagious disease; (C) in the event of death in the immediate family (immediate family means husband, wife, father, mother, sister, brother, or child, or any other person who is domiciled in the member's household); (D) if critical illness or severe illness or severe injury in the immediate family creates an emergency which requires the attendance or aid of the member; (E) disabilities caused or contributed to by pregnancy, including recovery therefrom.</p> <p>Part-time faculty members who need to miss work for any of the above reasons shall provide written notice to their dean or designee and department chair with as much advanced notice as practicable.</p>

<p>13.4.1</p>	<p>13.4.1 PFMLA Taskforce</p> <p>The Board shall appoint a Taskforce within a year of the effective start date of this agreement to study and make recommendations about substituting the Connecticut State Paid Family Leave Benefits Law (PFMLA) for Articles 13.4.2-13.5 below for full-time and part-time employees. Implementation of any such recommendations shall be at the sole discretion of the Chancellor. At no time will these discussions be considered negotiations under the State Employee Relations Act (“SERA”) and they will not be subject to impasse resolution procedures under SERA. In addition, this Section shall not be subject to the grievance procedure of this Agreement. Nothing in this Section prohibits either party from making any proposal related to this issue during negotiations for a successor to this Agreement.</p>
<p>13.6</p>	<p>Effective only upon return to active status, a member returning from leave of absence without pay shall be accorded all collective bargaining increases to base salary and fringe benefits which became effective during the period of the member’s leave of absence without pay which would have applied to the member had he/she they not been on leave of absence without pay.</p>
<p>13.15</p>	<p>13.15 Annual Accounting of Balances</p> <p>Upon request each member of the bargaining unit shall be provided a written accounting as of September 1 of each year setting forth the member’s current status on the following items:</p> <ul style="list-style-type: none"> • Current salary; • Years of credit toward longevity payment; • Years of eligibility for next sabbatic leave; • Termination date for members on pre-tenure contracts; • Years of credit potentially applicable toward tenure
<p>20.2</p>	<p>The Board shall deduct from each salary payment payable to a member of CSU-AAUP a sum equal to one percent (1%) of gross salary or whatever dues rate AAUP indicates has been duly authorizedone twenty-sixth (1/26th) of the annual charges for dues and pay such monies to CSU-AAUP, within two (2) weeks after the Comptroller has forwarded said monies to the universities. Both parties to this Agreement recognize that a percentage dues structure may be applied such that the amount withheld varies with changes in base salary. CSU-AAUP shall provide to the corresponding agency payroll a list of all employees who have authorized dues deduction in a format dictated by the Agency. Biweekly, CSU-AAUP shall provide a report of dues deduction changes including any "starts and stops." By providing such list, CSU-AAUP certifies that each employee has knowingly and willfully consented to the payroll deduction. Within 10 business days of receipt, the Union shall notify the Board, in writing, of any revocations of said authorizations and the effective date of the same.</p>

MEMORANDUM OF AGREEMENT
CSU-AAUP and CSCU

COACHES TASKFORCE

WHEREAS, the Connecticut State Colleges and Universities (“University”) and the Connecticut State University American Association of University Professors (“CSU-AAUP”) are the parties to a Collective Bargaining Agreement; and

WHEREAS, the parties are currently engaged in negotiations for a successor Collective Bargaining Agreement;

WHEREAS, during those negotiations CSU-AAUP has proposed establishing a task force to examine issues relating to working conditions for coaches; and

WHEREAS, instead of making changes to the Collective Bargaining Agreement, the parties have agreed to establish a joint task force to review and consider those issues.

NOW, THEREFORE, the parties hereby agree as follows:

1. The Board shall appoint a Taskforce within six months of the date the Collective Bargaining Agreement is approved by the Legislature to study and make recommendations about the working conditions and compensation of full-time and part-time coaches and athletic trainers. The Taskforce will consider if there are adequate budgets and staffing for athletics at each of the universities, how much work coaches and athletic trainers are required to do, and access to faculty development, travel, and retraining funds.
2. The Taskforce shall be made up of four representatives from each campus, two of which shall be selected by CSU-AAUP and two of which shall be selected by the University.
3. The Taskforce will submit a report of its findings to AAUP and the CSU Presidents no later than January 1, 2028.
4. At no time will the discussions of the Taskforce be considered negotiations under the State Employee Relations Act (“SERA”), and they will not be subject to the impasse resolution procedures under SERA.
5. This Memorandum of Agreement (“Agreement”) shall not be used in any forum for any purpose other than the enforcement of the terms of this Agreement.

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