

ARTICLE 20
TEACHING BEYOND SPECIFIED WORKLOAD

Section 1. A department may offer a limited number of GEs, as determined by the department, the opportunity to teach more than one course (with the same or different titles) beyond the workloads specified in the department's GDRS during one or two terms of an academic year appointment. GEs who accept this responsibility in one term will not be required to work in one of the two remaining terms based on agreement with the department. This article permits a GE appointed at a designated FTE in all three academic year terms to be assigned a commensurate total workload within two of the three terms, with the third one of the terms deemed an "off" term. The "off" term cannot occur until the conditions of the job and FTE have been achieved in the prior term(s).

Section 2. A department may ask returning GEs with a regular contract for the full academic year to volunteer to teach an additional course or section(s). No GEs will be required to do so who have not volunteered.

Section 3. First-year GEs are not eligible for participation in this program.

Section 4. GEs may be assigned to teach multiple sections of a single course or to teach two different courses if at least one of the courses is one that they have taught in the past.

Section 5. In the event that more eligible GEs volunteer than the department has sections to staff, the head of the department (in consultation with the faculty) will select the GEs using the following criteria:

- a) Successful teaching in the course to be assigned, according to student and staff evaluations on record.
- b) Academic progress requirements faced by the GE during the term off (with priority given to students with scheduled dissertation defenses, deadlines for submission of the prospectus, or qualifying exams).

Section 6. The department will determine which term is the "off" term according to the needs of the curriculum and the academic needs of the graduate student. Once the "off" term is determined and the GE agrees, the department will not change the assignment except at the request of the GE and only then if scheduling permits. GEs participating in this program will receive a tuition waiver during their "off" term.

Section 7. It is understood that the GEs assigned to teach on this plan will be on a pay distribution plan that provides eight (8) equal monthly payments based on their individual salary level for the months of October through and including May of the applicable academic year. They will also receive one-half of their monthly salary rate for the months of September and June. GEs participating in this program will be paid on the basis of all work performed at the FTE associated with the total number of courses or sections they teach during the full academic year. GEs who successfully complete this program will be eligible for a summer tuition waiver

47 and will ~~also be eligible for a “summer sandwich” and they will~~ otherwise suffer no economic
48 disadvantage under the current collective bargaining agreement.

49

50 **Section 8.** Participants in this program must be enrolled during the “off” term and in accordance
51 with the requirements of the Graduate School for GEs.

52

53 **Section 9.** This article does not apply to FLSA non-exempt appointments.

54

55 **Section 10.** This article does not establish precedent nor does it in any way impact the current
56 practices regarding teaching assignments for GEs not participating in this program.

57

58

59