

**Professional Instructors Organization (American Federation of Teachers, Local 1903)**  
**Summary of PIO-WMU Contract, 2016-2021**  
***(subject to ratification)***

**Base *Minimum* Pay Per Credit Hour (Article 18.1)**

	<u>2016 - 2017</u>	<u>2017-2018</u>	<u>Fall 2018</u>	<u>Spring 2019</u>	<u>2019-2020</u>	<u>2020-2021</u>
Per credit hour minimum	\$900	\$925	\$950	\$975	\$1,000	\$1,050

**Also, per Article 18, you have or will receive...**

- the right to negotiate with your department for pay above the minima (18.2),
- a 100% tuition discount on the first 4 credits of courses you take during a semester that you teach (18.7),
- a hang tag parking pass (18.12),
- a 10% discount at the bookstore (18.11).

**Other Important Highlights**

- One part-time instructor will be appointed by the Provost (who will be advised on the selection by PIO officers) to serve in an advisory and cooperative position within the Office of Faculty Development as a **Part-Time Instructor Fellow**. Appointment to this position is for at least one full year, carries institutional prestige, and is compensated. (Article 17.3)
- WMU will provide **\$4,000 per year in instructional development grants**. This is above and beyond any similar grants already offered by the colleges. These grants can be awarded to individuals, groups, groups from multiple departments and areas, etc. (Article 17.4)
- Instructors may voluntarily participate in a professional evaluation which will lead to **Instructor II status**. Among the benefits of Instructor II status are: **eligibility for longer-term appointments**, greater security, priority over Instructor I status employees for appointments, and strong institutional support for increased pay. (Article 10)
- You retain **intellectual property** control over courses you develop, including elearning courses. (Article 16)

**Regarding *continuing status* from the former contract (see Article 10)**

- If you had it, you will retain it until the end of August 2020.
- If you were close to getting it, you still can, and it will last until August 2020.
- Continuing status is being phased out for stronger protections for long-term part-time instructors.

*The fall rate of \$900 is a **5.9% increase** over the current rate of \$850.  
The Fall 2020 rate of \$1,050 is a **40% increase** over the Spring 2013 rate of \$750.*