

BHE Financial Proposal  
June 21, 2023

Article XIII, Section C, Annual Salary Adjustments:

One-Year Contract. The annual salary rate of every full-time unit member and salaried part-time unit member who is then employed shall, effective the first pay period of July 2023, be increased by four percent (4%).

Six months later, the annual salary rate of every full-time unit member and salaried part-time unit member who is then employed shall, effective the first pay period of January 2024, be increased by four percent (4%).

Article XIII, Section H, Stipend Adjustments:

(a) One-Year Contract. The part-time rate per credit set forth in Article XIII H(3) shall be increased by four percent (4%), effective the first pay period of July 2023. In addition, six months later, the part-time rate per credit set for in Article XIII H(3) shall be increased by four percent, effective the first pay period of January 2024.

(b) One-Year Contract. At Westfield State University, the minimum hourly rate paid to members of the bargaining unit who teach music courses on an hourly basis shall be increased by four percent (4%), effective the first pay period of July 2023. In addition, six months later, the hourly rate paid to members of the bargaining unit who teach music courses on an hourly basis shall be increased by four percent (4%), effective the first pay period of January 2024.

Add Article XIII, Section C (6), Classification/Adjustment Pool:

Effective the pay period ending on September 23, 2023, each University shall establish a pool of money equal to five hundred dollars (\$500.00) per FTE in the bargaining unit. Part-time faculty will be calculated on a prorated basis.

*\*The method for distribution of this pool shall be mutually agreed upon by the parties and such language will be included in the contract.*