

BHE DGCE Financial Proposal

Art. VII, Stipends

A. Rank Minima Adjustments

1. Increase the Rank Minima Adjustments by 4% to be effective upon the commencement of the spring instructional period of 2024.
2. Increase the Rank Minima Adjustments by 3% to be effective upon the commencement of the spring instructional period of 2025.
3. Increase the Rank Minima Adjustments by 2% to be effective upon the commencement of the spring instructional period of 2026.

The Actual language of the contract will read as follows:

**ARTICLE VII - STIPENDS**

The provisions of this Article shall be of no application to any person except insofar as such person is a member of the bargaining unit on and/or after the date of execution of this Agreement. The stipends depicted in this Article represent minimum rates of compensation per credit hour of instruction.

A. RANK MINIMA ADJUSTMENTS

1. Effective upon the commencement of the spring instructional period of 2024, each University shall make such adjustments to the contractual stipends as are required to implement the following rank minima:

Visiting Instructor: \$1,562.69 per semester hour of credit of instruction

Visiting Senior Instructor: \$1,588.19 per semester hour of credit of instruction

Visiting Assistant Professor: \$1,643.65 per semester hour of credit of instruction

Visiting Associate Professor: \$1,727.93 per semester hour of credit of instruction

Visiting Professor: \$1,803.35 per semester hour of credit of instruction

2. Effective upon the commencement of the spring instructional period of 2025, each University shall make such adjustments to the contractual stipends as are required to implement the following rank minima:

Visiting Instructor: \$1,609.57 per semester hour of credit of instruction

Visiting Senior Instructor: \$1,635.84 per semester hour of credit of instruction

Visiting Assistant Professor: \$1,692.96 per semester hour of credit of instruction

Visiting Associate Professor: \$1, 779.77 per semester hour of credit of instruction

Visiting Professor: \$1,857.45 per semester hour of credit of instruction

3. Effective upon the commencement of the spring instructional period of 2026, each University shall make such adjustments to the contractual stipends as are required to implement the following rank minima:

Visiting Instructor: \$1,641.76 per semester hour of credit of instruction

Visiting Senior Instructor: \$1,668.56 per semester hour of credit of instruction

Visiting Assistant Professor: \$1,726.82 per semester hour of credit of instruction

Visiting Associate Professor: \$ 1,815.37 per semester hour of credit of instruction

Visiting Professor: \$ 1,894.60 per semester hour of credit of instruction

~~The Association acknowledges that any p~~Payment above the rank minima contractual stipend, including any additional per-credit payment made by a University to a unit member appointed to teach in the Division of Graduate and Continuing Education, is ~~strongly discouraged~~discretionary and may be altered and/or discontinued at any time. ~~Any additional per-credit payment made by a University to a unit member appointed to teach in the Division of Graduate and Continuing Education shall not be altered or discontinued prior to the summer 2022 instructional period.~~