

CBA Circular 03: Summer

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Introduction

Hello and welcome to the CBA Circular!

In these publications, we’ll summarize specific aspects of the WOUFT-WOU 2024-2027 Contract Bargaining Agreement (CBA) in plain language. This month, we’re taking a look at a few changes to keep in mind as we move into summer.

Changes to Summer Session Duties

We made one major change to Article 24 (Summer Session), regarding what duties faculty are responsible for when teaching during summer session.

In previous contracts, faculty were responsible for a fairly large number of things, including committee service, assisting students with admission, orientation, and registration, and being “available as needed.”

In light of the relatively low compensation offered during summer session, both bargaining teams agreed that this was an unreasonable amount of duties. As such, the 2024-2027 contract changed summer session duties as follows:

“Summer session duties include instructional duties only, as described in Article 7 (Assignment of Duties and Workload), Section 5A.” (Article 24, Section 4, page 75)

Article 7, Section 5A further defines instruction as “the teaching of courses and individually designed courses as well as instructional activities that occur outside of class time, such as prep time, academic advising, office hours, etc.”

Summer Course Offerings and Pay

The CBA allows for any type of course, including individually-designed courses, to be offered over the summer with Dean approval.

Pay during the summer is now based on WLU, and is defined in Article 24, Section 8 (page 75) for regular courses and Article 7, Section 9.A.2 (page 21-22) for individually designed courses.

Student Credit Hours and Low-Enrolled Summer Courses

There were no major changes made to what counts as low-enrolled during the Summer Session. However, here is a reminder of how the contract treats these issues, as described in Article 24, Sections 4 and 5, on page 75.

- Classes offered need to meet “a 36 student credit hour minimum”
- Deans must discuss the cancellation of low-enrolled summer courses “with affected faculty members and division chairs” prior to cancelling them
- Faculty whose courses are low-enrolled may do any of the following:
 - Voluntarily cancel the course
 - “provide rationale for continuation by a set date”
 - Make a written request for the special summer compensation rate

The special summer compensation rate is defined in Article 17, Section 6, on page 66 and 67 of the CBA and is calculated as follows:

“As of the first day of the course, multiply the number of student credit hours by average in-state, undergraduate tuition per credit hour for the course multiplied by two-thirds.”

Note that instructional faculty are eligible for the special summer compensation rate for low-enrolled courses, and that courses must generate a minimum of 18 student credit hours to qualify.

Changes to Contract Start and End Dates

Another change to note is the 9-month contract start date in the fall and end date in the summer, and the 12-month contract start and end dates, which are managed differently from in previous contracts.

Historically, these dates were somewhat vaguely defined but the 9-month contract period was generally understood to run from September 16th to June 15th each year, while the 12-month contract period was generally understood to run from July 1st to June 30th each year.

In the 2024-2027 CBA, the contract start and end dates are clearly defined for each academic year in Article 2 (Definitions), Section 20 (“Faculty Contract Year”), which lists the dates as follows for 9-month contracts:

Academic Year	Start Date	End Date
2025-2026	September 17 th , 2025	June 16 th , 2026
2026-2027	September 16 th , 2026	June 15 th , 2027
2027-2028	September 14 th , 2027	June 13 th , 2028

For 12-month contracts, the start and end dates are now explicitly defined as June 30th and July 1st each year, respectively.