

## ARTICLE XII - WORKLOAD, SCHEDULING AND COURSE ASSIGNMENTS

The engagement of each full-time member of the bargaining unit to render professional services to a State University in accordance with the provisions of this Agreement represents his/her primary professional employment. No member of the bargaining unit shall engage in any other professional activities where to do so constitutes a violation of any provision of Chapter 268A of the General Laws.

### A. WORKLOAD OF FACULTY

#### 2. Teaching Workload

##### a. General

In order to enable faculty members to carry out their several responsibilities, members of the faculty shall not be required to teach an excessive number of semester hours of credit of instruction, be assigned an excessive student load or be assigned an unreasonable schedule. At Universities other than Framingham State University, twenty-four (24) semester hours of credit of instruction shall be considered the normal faculty teaching workload in academic subject areas for the academic year; provided, however, that every member of the faculty may be required to teach not more than ninety-six (96) semester hours of credit of instruction during the four (4) academic years 2020-2021, 2021-2022, 2022-2023, and 2023-2024.

At Framingham State University, six (6) courses of instruction shall be considered the normal faculty teaching workload in academic subject areas for the academic year; provided, however, that every member of the faculty may be required to teach not more than twenty-four (24) courses during the four (4) academic years 2020-2021, 2021-2022, 2022-2023, and 2023-2024.

Workload credits and debits existing as of June 30, 2023 (including accrued debits and credits from all prior years), shall be carried forward for purposes of making teaching workload assignments during the term of this Agreement.

When faculty have accrued workload credits, they shall be able to discharge those credits at a time of their choosing. No such request shall be unreasonably denied.

Faculty may choose to be paid for their excess workload credits rather than discharging them in a future semester. Credits shall be paid at the rate established in Article XII, Section H, 3a.

Both parties recognize the value of faculty discharging their earned workload credits expediently. When a faculty member retires or separates from the University, any remaining earned workload credits shall be paid at the rate established in Article XII, Section H, 3a.

On June 1st of each year, the administration shall share with the chapter president and department chairs the number of excess workload credits gained and used at the institution each year broken down by department and program.

Any department or program that has more than 24 earned workload credits per semester for four consecutive semesters shall be given approval to hire an additional full-time tenure-track faculty member.

Efforts shall be made to establish teaching schedules so that the time between the beginning of the first teaching period and the end of the last teaching period for any one (1) day does not exceed eight (8) hours and so that the teaching assignments may be made on fewer than five (5) days a week.

No faculty member shall be involuntarily assigned to teach a course or perform other related work after 4:30 p.m. or to teach a course or perform other related work on Saturday or Sunday.

A faculty member may request special scheduling in order to pursue advanced graduate study, to complete a doctoral dissertation, to engage in scholarly research and publication or for other sound academic reasons. Such schedule shall be subject to the approval of the Department Chair and the Vice President.