

Article XIII, Section C, Salary Adjustments: Full-Time Unit Members

Annual Salary Increase: January 2025

The annual salary rate of every full-time unit member and salaried part-time faculty member who is employed on January 1, 2025 shall, effective the first full pay period of January 2025, be increased by three and one-half percent (3.5%).

Annual Salary Increases: July 2025 and January 2026

The annual salary rate of every full-time unit member and salaried part-time faculty member who is employed on July 1, 2025 shall, effective the first full pay period of July 2025, be increased by two and a quarter percent (2.25%).

The annual salary rate of every full-time unit member and salaried part-time faculty member who is employed on January 1, 2026 shall, effective the first full pay period of January 2026, be increased by two and a quarter percent (2.25%).

Annual Salary Increases: July 2026 and January 2027

The annual salary rate of every full-time unit member and salaried part-time faculty member who is employed on July 1, 2026 shall, effective the first full pay period of July 2026, be increased by two and a quarter percent (2.25%).

The annual salary rate of every full-time unit member and salaried part-time faculty member who is employed on January 1, 2027 shall, effective the first full pay period of January 2027, be increased by two and a quarter percent (2.25%).

**Strike Section C(3), "Salary Adjustment Pool," language from the existing July 1, 2023 to June 30, 2024 agreement.*

Article XIII, Section H, Salary and Stipend Adjustments: Part-Time Faculty

Article XIII (H)(3): Other Part-Time Faculty

**The language in Article XIII, Section H(3), of the exiting July 1, 2023 to June 30, 2024 collective bargaining agreement, shall remain the same and the rates shall be adjusted as follows:*

Article XIII (H)(3)(a)

During the first year of the agreement, the part-time rate per credit set forth in Article XIII H(3)(a) shall be increased by three and one-half percent (3.5%), effective the first full pay period of January 2025.

During the second year of the agreement, the part-time rate per credit set forth in Article XIII H(3)(a) shall be increased by two and a quarter percent (2.25%), effective the first full pay period of July 2025. Then, six months later, the part-time rate per credit set forth in Article XIII H(3)(a) shall be increased by two and a quarter percent (2.25%), effective the first full pay period of January 2026.

During the third year of the agreement, the part-time rate per credit set forth in Article XIII H(3)(a) shall be increased by two and a quarter percent (2.25%), effective the first full pay period of July 2026. Then, six months later, the part-time rate per credit set forth in Article XIII H(3)(a) shall be increased by two and a quarter percent (2.25%), effective the first full pay period of January 2027.

Article XIII (H)(3)(b)

At Westfield State University, during the first year of the agreement, the minimum hourly rate paid to members of the bargaining unit who teach music courses on an hourly basis shall be increased by three and one-half percent (3.5%), effective the first full pay period of January 2025.

At Westfield State University, during the second year of this agreement, the minimum hourly rate paid to members of the bargaining unit who teach music courses on an hourly basis shall be increased by two and a quarter percent (2.25%), effective the first full pay period of July 2025. Then, six months later, the minimum hourly rate paid to members of the bargaining unit who teach music courses on an hourly basis shall be increased by two and a quarter percent (2.25%), effective the first full pay period of January 2026.

At Westfield State University, during the third year of this agreement, the minimum hourly rate paid to members of the bargaining unit who teach music courses on an hourly basis shall be increased by two and a quarter percent (2.25%), effective the first full pay period of July 2026. Then, six months later, the minimum hourly rate paid to members of the bargaining unit who teach music courses on an hourly basis shall be increased by two and a quarter percent (2.25%), effective the first full pay period of January 2027.

