

## Maximum Additional Employment Outside of Academic Year 2018-2019

### Academic Year Faculty

Maximum teaching and additional employment outside of the academic year (Fall and Spring semesters) must be calculated at 125% and is independent of academic year Weighted Teaching Units (WTU). 125% of 15 WTU is 18.75 for an entire semester. It is important to note that ALL additional employment must qualify under Article 36.5 of the Unit 3 Collective Bargaining Agreement (e.g. additional employment for teaching is allowed through PaGE, but not for stateside programs.). To determine 125% for intersessions and summer session, we must first calculate the hour equivalent of one semester WTU.

We calculate the hour equivalent of one semester WTU as follows:

- 17 weeks X 5 days = 85 days; 85 days X 8 hours = 680 hours / 15 = 45.33.
- One 3 WTU course is 3 X 45.33 = 136 hours.
- To calculate an average of 125%, the total hours are increased by 25%. 85 days X 10 hours = 850 hours / 45.33 = 18.75.

One complication is that the May Intersession overlaps with the Summer session by two weeks. The May Intersession begins on May 20, 2019, and ends on June 8, 2019; Summer session begins on May 28, 2019 and ends on August 14, 2019. May Intersession and Summer session can be treated as separate sessions, of course, but if someone is teaching in both, the total days/weeks should be combined.

- Winter and May Intersessions each have 10 instructional days and four additional working days or 140 available hours at 125%. ( $140 / 45.33 = 3.08$  WTU)
- Summer session has 54 working days or 540 hours at 125%. ( $540 / 45.33 = 11.9$  WTU)
- May Intersession + Summer session has a total of 60 days or 600 hours at 125%. ( $600 / 45.33 = 13.23$  WTU)

Rounding the numbers, the maximum for Summer session is 12 WTU; the maximum for May Intersession + Summer is 13 WTU.

**Please be reminded that limitations on additional employment under Article 36.5 apply to all sessions and terms.**

### Maximum Additional Employment (Teaching, Assigned Time, Other Additional Employment) Available to Academic Year Faculty at 125% = 16 WTU Total (combined sessions)

*Options for Teaching:*

- Winter Intersession Only = 3 WTU
- May Intersession Only = 3 WTU
- Summer session Only = 12 WTU
- May Intersession + Summer session = 13 WTU
- [Winter intersession (3 WTU)] + [May Intersession + Summer session (13 WTU)] = 16 WTU

**Additional Employment, Teaching or Assigned Time WTU Available to  
12-Month Chairs and Directors (based on semester WTU)**

Options for Distribution:

.60 fraction (6.5 Total WTU Available)

- 1.25 Maximum WTU in Winter Intercession
- 1.25 Maximum WTU in May Intercession
- 4.75 Maximum WTU in Summer session
- 5.25 Maximum WTU in May Intercession + Summer session

.80 fraction (3.3 Total WTU Available)

- .6 Maximum WTU in Winter Intercession
- .6 Maximum WTU in May Intercession
- 2.4 Maximum WTU in Summer session
- 2.7 Maximum WTU in May Intercession + Summer session

1.0 fraction (0 Total WTU Available)

- 0 WTU in Winter Intercession
- 0 WTU in May Intercession
- 0 WTU in Summer session
- 0 WTU in May Intercession + Summer session