

**BOWLING GREEN STATE UNIVERSITY**  
**and**  
**BOWLING GREEN STATE UNIVERSITY FACULTY ASSOCIATION**  
**AMERICAN ASSOCIATION OF UNIVERSITY PROFESORS**

**COLLECTIVE BARGAINING AGREEMENT**

**Effective: July 1, 2022 through June 30, 2024**

**BOWLING GREEN STATE UNIVERSITY  
AND THE  
BOWLING GREEN STATE UNIVERSITY FACULTY ASSOCIATION, AAUP**

Bowling Green State University (the “University” and the Bowling Green State University Faculty Association, AAUP (the “BGSU-FA”) agree to the following collective bargaining agreement covering the period July 1, 2022 through June 30, 2024.

The current collective bargaining agreement will continue in effect through June 30, 2022. All terms of the 2019-2022 collective bargaining agreement will be carried over in to the 2022-2024 agreement, except for the modifications set forth in this agreement. Where only certain sections or subsections of an article appear in this agreement, the other sections and subsections of that article are to be continued in the 2022-2024 agreement without alteration except as otherwise provided in this agreement.

**ARTICLE 4  
ASSOCIATION RIGHTS**

5. Release Time

The University shall grant the BGSU-FA, for each year of the two (2) year term of this collective bargaining agreement, six (6) course releases of at least three (3) credit hours for the purposes of release time to administer the BGSU-FA. The BGSU-FA shall determine when and to whom the course releases are to be allocated, provided, however, that no BUFGM shall receive more than one (1) course release per semester pursuant to this section. In addition, the BGSU-FA shall have the right to purchase additional course releases with a maximum number of six (6) course releases per year for the purposes of release time to support the administration of the BGSU-FA. Purchased course releases allocated to members of the negotiating team for the purposes of bargaining shall be charged at the rate of \$3,000 per course release. Other purchased course releases shall be charged at the overload rate. For the purchased course releases charged at the overload rate, the University shall make every effort to grant each of the requests. In the event that the University has reason to deny any of the requests, the Office of the Provost shall notify the BGSU-FA of the fact and the reasons therefore. The BGSU-FA must notify the Provost and the Dean of the college of the BUFGMs for whom the release time is to be assigned no later than March 1 in advance of the academic year in which the release time shall be used.

**ARTICLE 17  
COMPENSATION**

***Replace Section 3 through 3.4 with the following:***

**3.1. 2022-23 Salary Adjustment**

- 3.1.1. Effective for academic year 2022-2023, each BUFM under contract for academic year 2021-2022 who has received “meets expectations” or higher in the merit evaluation completed during the 2021-2022 academic year shall receive a 1.0% across-the-board increase, subject to Section 3.1.4.
- 3.1.2. In addition, an amount of 1.50% of each unit’s total salaries shall be set aside for a merit increase pool, all to be distributed to unit BUFMs in the academic year base salary beginning September 1, 2022 based on merit evaluation received (see Section 12 of Article 17).
- 3.1.3. Any BUFM receiving a promotion effective with the beginning of the 2022-23 academic year shall receive the promotional salary adjustment (Section 6) after any increase provided under Section 3.1.
- 3.1.4. A BUFM whose current 9-month salary exceeds \$175,000 due to a previous senior administrative appointment(s) shall not be eligible for the increases provided for in this Section 3.1.

**3.2 2023-24 Salary Adjustment**

- 3.2.1. Effective for academic year 2023-2024, each BUFM under contract for academic year 2022-2023 who has received “meets expectations” or higher in the merit evaluation completed during the 2022-2023 academic year shall receive a 1.0% across-the-board increase, subject to Section 3.2.4.
- 3.2.2. In addition, an amount of 1.50% of each unit’s total salaries shall be set aside for a merit increase pool, all to be distributed to unit BUFMs in the academic year base salary beginning September 1, 2023 based on merit evaluation received (see Section 12 of Article 17).
- 3.2.3. Any BUFM receiving a promotion effective with the beginning of the 2023-24 academic year shall receive the promotional salary adjustment (Section 6) after any increase provided under Section 3.2.
- 3.2.4. A BUFM whose current 9-month salary exceeds \$175,000 due to a previous senior administrative appointment(s) shall not be eligible for the increases provided for in this Section 3.2.

**ARTICLE 18  
HEALTH CARE BENEFITS**

1. Employee Contributions

- 1.1. During the term of this agreement, the employee contribution for the medical and prescription drug plan shall be fifteen percent (15%) for single coverage and twenty percent (20%) for all other coverage levels of the total cumulative cost of those plans. The medical and prescription drug plan associated with these percentages shall be what is referred to in the 2021 plan year as Plan A. Plan design for Plan A shall remain substantially similar for the life of the Agreement. The University's obligation to provide the coverage required by the ACA, including, without limitation, certain preventative services without any employee copayment or coinsurance or deductible, shall continue without regard to the continuing existence of the Affordable Care Act ("ACA"). Descriptions of Plan A medical, Plan A prescription drug, and dental insurance benefits are set forth in Appendices I-III.

**ARTICLE 19  
OTHER BENEFITS**

6. Parking

6.1 The University shall offer parking for BUFMs at a charge of no more than \$140 per year or \$78 per semester (fall, spring, summer) for the 2022-23 academic year. The University may make minor adjustments in the number and locations of parking spaces available to faculty throughout the year.

6.2 The University shall offer parking for BUFMs at a charge of no more than \$145 per year or \$83 per semester (fall, spring, summer) for the 2023-24 academic year. The University may make minor adjustments in the number and locations of parking spaces available to faculty throughout the year.

**ARTICLE 37  
DURATION AND NEGOTIATION PROCEDURE**

1. This Agreement shall be effective upon the ratification of the same by the BGSU-FA's membership and approved by the University's Board of Trustees, and shall continue in full force and effect through June 30, 2024 (the expiration date), and shall continue from year to year thereafter unless either Party notifies the other in writing not less than ninety (90) calendar days prior to the expiration date (or subsequent annual anniversary of such date) that a modification or termination of this Agreement is desired. Should either Party to this Agreement serve such notice upon the other Party, the University and the BGSU-FA shall meet for the purpose of negotiation and shall commence consideration of proposed changes or modification to the Agreement not

less than seventy-five (75) calendar days prior to the expiration date of the Agreement (or subsequent annual anniversary of such date). Such negotiations shall be in accordance with Section 2, below.

*Tentatively Agreed to By:*

BOWLING GREEN STATE UNIVERSITY

BOWLING GREEN STATE UNIVERSITY  
FACULTY ASSOCIATION, AAUP

By: *Sara Bushong*  
Sara Bushong (Apr 8, 2021 09:39 EDT)  
Sara Bushong, Chief Negotiator

By: *Stephen Demuth*  
Stephen Demuth (Apr 8, 2021 09:50 EDT)  
Stephen Demuth, Chief Negotiator

Date: \_\_\_\_\_

Date: \_\_\_\_\_

*Approved and Accepted on May 21, 2021 By:*

BOWLING GREEN STATE UNIVERSITY

BOWLING GREEN STATE UNIVERSITY  
FACULTY ASSOCIATION, AAUP

By: *Betty Montgomery*  
Betty Montgomery, Chair, Board of Trustees

By: *David Jackson*  
David Jackson, President

By: *Rodney Rogers*  
Rodney Rogers, President

By: *Steve DeMuth*  
Steve DeMuth, Chief Negotiator

By: *Sara Bushong*  
Sara Bushong, Chief Negotiator