



1 developed or re-affirmed summer rotation policy, the policy contained in Section (e) below  
2 shall apply. Within ninety (90) days after ratification of this Agreement, a department may  
3 develop a new summer rotation policy or re-affirm its existing summer rotation policy  
4 pursuant to the provisions of the Bylaws Article.

5  
6 (e) Rotation Policy

7 (1) All department faculty members shall be ranked according to their  
8 teaching assignments in the past three summers. Those with the lowest total number of  
9 credits taught shall be ranked first, those with the next lowest number of credits taught shall  
10 follow, etc.

11 (2) Ties in the ranking system above shall be broken according to the  
12 following priority:

- 13 a. Rank  
14 b. Years in rank at UNF (including credited years at hire), and  
15 c. Total years at UNF.

16 (3) New faculty and former administrators returned to a nine-month faculty  
17 position shall be credited with the equivalent of two three-credit hour courses per summer for  
18 purposes of inclusion in the priority listing.

19 (4) The priority list of faculty members shall be prepared by the  
20 Department Chair and made available to faculty members as early in the fall semester as is  
21 practical.

22  
23 (f) The summer instructional assignment, like that for the fall and spring  
24 semesters, includes the normal activities related to such an assignment as defined by the  
25 department/unit and the nature of the course, such as course preparation, minor curriculum  
26 development, lectures, evaluation of student efforts, consultations and conferences with  
27 students, and minor committee activities.

28  
29 (g) The assignment of a course during a summer term does not include other  
30 credit-generating activities such as thesis or dissertation supervision, directed individual  
31 studies, supervised teaching or research/scholarship, or supervision of student interns. No  
32 faculty member shall be required to undertake such activities without compensation.  
33 Furthermore, faculty members who have not been assigned a summer course shall not be  
34 required to undertake committee work without compensation.

35  
36 (h) No faculty member's summer assignment shall be arbitrary or unreasonable.

37 (1) For the purpose of applying this principle to summer assignments, a  
38 summer assignment shall be deemed arbitrary or unreasonable if one or more of the  
39 following applies:

40 a. The course assignment was made without consulting the faculty  
41 member as per Section \_\_.2(a), above.

42 b. After consulting the faculty member as per Section \_\_.2 (a)  
43 above, the University Administration did not make a fair and reasonable attempt to

1 accommodate the faculty member's circumstances. In this regard, the parties recognize the  
2 following:

3 (i) summer assignments are driven primarily by the program  
4 and curricular needs of the students in the programs in the department. The preferences and  
5 desires of the faculty members are secondary to these program and curricular needs.

6 (ii) not all circumstances can be accommodated, and that  
7 inability to accommodate does not in and of itself represent an arbitrary or unreasonable  
8 assignment.

9 c. The course assigned is outside the faculty member's area of  
10 expertise.

11 d. The course assigned has never been taught before by the faculty  
12 member, unless the faculty member has agreed to teach the course.

13 e. The course has not been taught by the faculty member the  
14 course within the past three (3) years, unless the faculty member has agreed to teach the  
15 course.

16 (2) If a faculty member believes that his/her summer assignment is  
17 arbitrary or unreasonable, he/she should proceed to address the matter through the expedited  
18 Neutral Umpire procedures in Appendix "H," which shall be the exclusive method for  
19 resolving such disputes.

20 (3) Other claims of alleged violations of the Agreement with respect to  
21 faculty summer assignments are subject to the Grievance and Arbitration Article.

### 22 6.3 Compensation.

23 (a) Summer contracts are separate and distinct from, and supplemental to, the  
24 academic-year appointment. The faculty member's summer employment contract (with the  
25 total FTE and compensation reflected therein) shall be issued after all summer course  
26 assignments for the faculty member are finalized.

27 (b) For each three-credit-hour course assigned during the summer, a faculty  
28 member shall receive 12.5% of his/her academic year rate of pay.

29 (c) For each four-credit-hour course assigned during the summer, a faculty  
30 member shall receive 16.7% of the faculty member's academic year rate of pay.

31 (d) Courses that are other than three or four credit hours shall be prorated  
32 accordingly.

33 (e) Any portion of a summer assignment appointment beyond 1.0 FTE shall be  
34 paid from OPS rather than salary dollars. OPS payments do not qualify for retirement  
35 compensation or credit, and no retirement compensation or credit shall be provided for the  
36 portion of the faculty member's summer compensation made by OPS payment.  
37  
38  
39  
40  
41