



CUPE 3902
UNIT 3



EVERYTHING YOU NEED
TO KNOW ABOUT....

ADVANCEMENT

SESSIONAL LECTURER II – ELIGIBILITY & PROCESS

To be eligible for SLII status, you must have taught at UofT for 3 of the past 7 years in the advancing department (or in multiple departments), and have taught a total of at least 5 half courses. You can count four (4) half courses as a member of UTFA, up to three (3) half courses as a Unit 1 CI, and up to three (3) half courses (or their equivalent) as an Applied Music Sessional in the Faculty of Music.

Early initiation of the SLII advancement process is possible during your final qualifying appointment or year (your second full course or fourth half-course or the second year in which you worked during the qualifying period). You may submit your written request for early consideration for SLII advancement to your department chair by September 30 or January 31 of your final qualifying term/appointment. Members who have reached the service requirements prior to the current year may apply by writing to their Department Chair by September 30 or January 31, depending on the term, as long as they are teaching in the term in which they apply. Members who teach exclusively in the summer should contact the Union.

Once you apply, the Department Chair will form a committee to review your application, and a committee member will observe your teaching. As part of the committee's review of your application, you will be asked to submit a CV, a teaching dossier, and a statement indicating how the materials in the dossier and/or CV demonstrate your currency and mastery of the subject matter and superior classroom teaching. Members who apply in September, January or May (if teaching exclusively in the summer) should expect to receive a decision by December, April, or August.

SESSIONAL LECTURER II - ENTITLEMENTS

Members with SLII status are preferred candidates for positions in the advancing Department (and in any other Department in which they have taught at least 4 half courses) for which they are qualified and apply. In addition, SLIIs are paid approximately \$600 more per half course at minimum in any Department in which they work, at the start of the next term or semester. There is a guaranteed half course in the advancing department per year (or equivalent compensation) OR a guarantee of two half courses if you average a minimum of 1.0 FCE in each year of your qualifying years. SLIIs retain the right to file hiring grievances after a longer break in employment than SLIs. Departments may (with the agreement of the Union) offer a course without posting to the SLII/III member advanced in that department who has taught the course the most.

CONTACT YOUR UNION OFFICE FOR MORE INFO



416-593-7057



grievance.inquiries@cupe3902.org



www.cupe3902.com

SESSIONAL LECTURER III - ELIGIBILITY & PROCESS

You must teach for, at least, 3 years as an SLII, with an average teaching load of 3 Half Course Equivalents per year, in the prospective advancing department.

Members seeking advancement to SLIII in a Department other than their SLII advancing Department should contact the Union prior to initiating the process. If you meet these requirements but are told you are ineligible for any reason, please contact the Union.

The SLIII process involves a review similar to that of the SLII process, including a classroom observation, but the Department Chair may also solicit an external review of the advancement file.

To apply for SLIII, write to your Chair prior to Sept 30 for advancement consideration in the Fall term, or January 31 for the Spring term. You will subsequently be required to submit a CV,

a teaching dossier, and a statement indicating how these materials demonstrate both your continued currency and mastery of your subject matter, and your continued superior classroom teaching. You should be notified of the outcome of your application by the end of the term in which you applied.

SESSIONAL LECTURER III - ENTITLEMENTS

The rank of SLIII offers a job security guarantee of up to 3-5 half courses in the advancing Department, to be assigned by the Chair in consultation with the SLIII. Those who advance with minimum average of 3 half courses taught during the qualifying years receive a job security guarantee of 3 half courses. Those who have an average 4 half-course per year for 3 years at the time of advancement will receive a guarantee of 4 half courses. Those who have an average 5 half-course per year for 3 years at the time of advancement will receive a guarantee of 5 half courses. The wage rate is almost \$250 more per half course than a SLII. In addition, a SL III has priority over a SLI and SL II in being hired for courses in the advancing department and departments in which they have taught the required minimum number of courses A SLIII may request, no later than March 31, an unpaid leave of absence of no more than two academic years. The SLIII can still apply for additional UofT work, and is entitled to hiring preference on the same basis as SLIIs.

IMPORTANT NOTE:

If your Department is late in advising you of your advancement decision, you should be paid at the advanced rate until the end of the term in which the decision is issued. If you are denied advancement, please contact the Union. You have 20 days in which to request a meeting to review a decision to deny advancement.

Although hiring preference for those advanced is restricted to within the advancing Department (and Departments in which you have taught at least 6 5 half-courses), advanced members receive higher rates of pay in all departments and campuses across the UofT.

WRITING INSTRUCTOR 2

To be advanced to WI2, you must have been employed for at least 400 hours by the advancing Writing Centre and have worked there in, at least, 3 of the past 7 years, or by two Writing Centres for, at least, 300 hours. in the prospective advancing Writing Centre and, at least, 100 hours in another Writing Centre, and had been employed in, at least, 3 of the past 7 years. To apply, submit a CV and teaching dossier with a request for initiation of the advancement process.

WRITING INSTRUCTOR 2 - ENTITLEMENTS

WI2 status entitles you to hiring preference in the advancing Writing Centre and a higher hourly wage in all Centres, retroactive to the beginning of the term in which you applied for advancement.. Writing centers may (with agreement of the Union) offer positions to WI2 members without having to post them.

WRITING INSTRUCTOR 2 - PRIORITY

To be advanced to WI2 - Priority, you must have been employed for an average of 300 hours per academic year based on the three most recent years and served at the rank of WI2 for at least 3 consecutive years. Once you meet these criteria you will be considered a WI2-Priority. WI2-Priority is automatically appointed once eligibility is met. Evaluation is every 3 years, to maintain status.

WRITING INSTRUCTOR 2 PRIORITY - ENTITLEMENTS

The rank of WI2-Priority offers a job security guarantee of no fewer than 300 hours in an academic year for three consecutive years. WI2-Priority affords members a higher pay rate.

COURSES, OTHER QUALIFICATIONS & APPEALS

Due to the unique nature of some contracts (e.g., Music; OISE), members are advised to contact the Union about eligibility. Your Chair must be fair, reasonable and equitable in considering if courses from other Departments will be counted toward the teaching threshold. If deemed ineligible, please contact the Union.

The qualifications for advancement are: superior teaching, currency and mastery of your field and fair and ethical dealings with students. Your dossier should contain materials that speak to these criteria, such as course syllabi, course assignments, a teaching philosophy, positive student evaluations, a CV, teaching awards, and evidence of current scholarship.

PAY RATES BY ADVANCEMENT RANK

	01.09.2020 Amount	01.09.2021 Amount	01.09.2022 Amount	01.09.2023 Amount
SL 1	\$16,979.33	\$17,658.50	\$18,364.84	\$18,915.79
SL 1 - Long Term (LT)	\$17,828.30	\$18,541.43	\$19,283.09	\$19,861.58
SL 2	\$18,171.15	\$18,897.99	\$19,653.91	\$20,243.53
SL 2 - LT	\$18,538.90	\$19,280.46	\$20,051.68	\$20,653.23
SL 3	\$18,603.79	\$19,347.94	\$20,121.86	\$20,725.52
SL 3 - LT	\$18,975.87	\$19,734.90	\$20,524.30	\$21,140.03
WI 1**	\$47.94	\$49.86	\$51.85	\$53.41
WI 1 - LT **	\$50.34	\$52.35	\$54.44	\$56.07
WI 2**	\$51.55	\$53.61	\$55.75	\$57.42
WI 2 - LT **	\$52.58	\$54.68	\$56.87	\$58.58
WI 2 (priority) **	\$53.06	\$55.18	\$57.39	\$59.11

NOTE: The above-noted rates are inclusive of vacation pay. Members who have worked for five (5), or more, years can anticipate an additional 2% added to the rates stated above. *rates are per full course (reduce by 50% for a half-course rate)

**rates are per hour

PAY RATES BY ADVANCEMENT RANK (CONT'D)

	01.09.2020 Amount	01.09.2021 Amount	01.09.2022 Amount	01.09.2023 Amount
WI 2 (priority) LT**	\$54.12	\$56.28	\$58.53	\$60.29
AMS	\$95.48	\$99.30	\$103.27	\$106.37
AMS - LT	\$106.37	\$104.26	\$108.43	\$111.68
AMS 2	\$102.64	\$106.75	\$111.02	\$114.35
AMS 2 - LT	\$104.69	\$108.88	\$113.24	\$116.64
MP - Accompanist	\$58.73	\$61.07	\$63.51	\$65.42
MP - Accompanist - LT	\$61.66	\$64.13	\$66.70	\$68.70
MP - Adjudication	\$73.00	\$75.92	\$78.96	\$81.33
MP - Adjudication - LT	\$76.65	\$79.72	\$82.91	\$85.40
SIA	\$46.92	\$48.79	\$50.74	\$52.26

NOTE: The above-noted rates are inclusive of vacation pay. Members who have worked for five (5), or more, years can anticipate an additional 2% added to the rates stated above. *rates are per full course (reduce by 50% for a half-course rate)

**rates are per hour