



ADJUNCT MEMBERSHIP MATTERS

2024-2025

Welcome or welcome back to the 2024-2025 academic year! Over the past year, your union has been working hard to advocate for better working conditions for all our adjunct faculty. Together, the Stockton Federation of Teachers has achieved many crucial goals including:

- **Increase in Pay:** As of September 2024, adjunct faculty earn \$1,975 per credit (if you have taught 1-12 semesters) or \$2,050 per credit (for 13+ semesters). Beyond that, in our most recent state agreement, adjunct pay will continue to increase each year; by the end of this four-year agreement in 2026, you will earn \$2,225 per credit (for 1-12 semesters seniority) or \$2,300 per credit (for 13+ semesters seniority). This is an over 30% increase in pay, the largest increase we have ever won. *Because your union knows that wages cannot stay stagnant when the cost of living continues to rise.*
- **Class Cancellation Compensation:** If your class is cancelled within two weeks before the start date, adjuncts now receive 1.5 credit of pay, almost \$3,000/\$3,075. If your class is cancelled after the start date, adjuncts now receive 2 credits of pay, almost \$4,000/\$4,100. This is an increased half credit of pay for each of these cancellation deadlines. *Because your union knows you deserve compensation for having your class canceled with short notice.*
- **Rewarding Loyalty:** Senior adjuncts who have taught for 13+ semesters receive \$75 more per credit as a seniority bonus; previously, they had received \$50 more per credit. *Because your union knows that you get better at teaching the more you do it.*
- **Protecting Office Hours:** Our most recent contract outlines clear limits on and protections for adjunct faculty office hours. Adjuncts are required to provide one hour per week of availability outside the classroom if they are teaching one course, with an additional half hour added for each additional course. You can provide these hours however and wherever you wish to meet your students' needs. *Because your union values your time and recognizes that you know what is best for you and your students.*
- **Tuition Waiver Program:** While negotiations are still underway at Stockton, our state master agreement stipulates that Stockton must negotiate with the union to develop a

tuition waiver program for adjunct faculty and their dependents. We will fight for the best program we can win. *Because your union knows that you and your family's education is as important as the education you provide to students.*

- **Documentation for Unemployment Insurance:** In instances where the University does not intend to offer a subsequent assignment to an adjunct faculty member, you have the right to request that management provide written notice of that intent. *Because your union knows you deserve compensation and support.*
- **Adjunct Opportunity Fund:** Interested in attending a conference or completing research this semester? There is now a fund where you can apply for support for your academic and creative work. *Because your union knows that that you are scholars as well as teachers.*
- **Adjunct Lockers:** No need to lug your personal items around campus! Stockton now has a small number of adjuncts lockers available to provide a secure place to store your property. These are located in upper F- wing and lower D-wing. *Because your union knows that stability and safety are important to everyone. This is even more true when you are always on the go.*

These are only some of the ways your union has fought for you over the years because your union knows how important you are to the flourishing of higher education.

To ensure we can continue to negotiate better conditions for our adjuncts, we ask that you **become a full member** if you aren't already. Dues are just 1% of salary, or about \$75 total per course that you teach; that's less than \$10 per paycheck if you are teaching one course, or less than \$20 if you are teaching two.

We need your full support to effectively negotiate for fair working conditions and to retain the benefits we have already gained. Contingent faculty have only one voice on campus and that is the Union. Becoming a full member will make that voice stronger. The greater our numbers, the more the state and the university must respond to our demands.

Please feel free to contact any of us with questions or issues. We are here for you even if all you need is someone to listen to your thoughts and concerns.

Sincerely,

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