

**Effects of Elements of the Economic Packages on an Example Special Lecturer
(Projected for Three Years of a New Agreement)**

Our example Special Lecturer has been a Special Lecturer at Oakland for eight years, teaches 16 credits per year, is paid the contractual minimum per credit, is single, and uses the Priority Health HealthyByChoice HMO, Blue Cross Vision, and the dental benefit. One non-economic change for Special Lecturers that should be noted is that after 8 years of service, Special Lecturers will now have 3 year contracts.

	Effects of AAUP's <i>initial</i> proposal	Effects of Oakland's <i>initial</i> proposal	Effects of the Tentative Agreement
Salary:			
Current: \$24,864			
Year 1 of new Agreement	\$25,728	\$24,864	\$25,168 + 1-time lump sum of \$500*
Year 2 of new Agreement	\$26,628	\$24,864	\$25,648 + 1-time lump sum of \$500*
Year 3 of new Agreement	\$27,560	\$24,864	\$26,160 + 1-time lump sum of \$500*
Health insurance*:			
Current SL cost: \$2028/yr			
Each year of new Agreement	\$290	\$2028	\$2028
Vision insurance**:			
Current SL cost: \$15/yr			
Each year of new Agreement	\$2	\$15	\$15
Dental insurance**:			
Current SL cost: \$146/yr			
Each year of new Agreement	\$21	\$146	\$146
Retirement benefits:			
Current: \$0			
Year 1 of new Agreement	\$3859	\$0	\$0
Year 2 of new Agreement	\$3994	\$0	\$0
Year 3 of new Agreement	\$4134	\$0	\$0
Net annual pay and benefits (including only the above factors)***:			
Current: \$22,675			
Year 1 of new Agreement	\$29,274	\$22,675	\$23,479
Year 2 of new Agreement	\$30,309	\$22,675	\$23,959
Year 3 of new Agreement	\$31,381	\$22,675	\$24,471

*Special Lecturers who teach at least 16 credits over fall, winter, and the prior summer will receive a \$500 stipend that can be used pre-tax for retirement or health insurance, or be taken as cash.

**Using current rates for the cheapest health insurance plan for a single person, Priority Health HealthyByChoice HMO, total monthly premium \$482.75 for single coverage; Blue Cross Vision, total monthly premium \$3.52; and the dental plan, total monthly premium \$34.77. *These calculations do not include future rate changes.*

***This net reflects the SL's perspective: How much did they receive in salary and retirement? How much did they pay in premiums for various insurances? What is their net (salary + retirement - insurance costs)?