

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between KENT STATE UNIVERSITY (hereinafter the “University”) and the Full-time Non-Tenure Track Bargaining Unit of the AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS, KENT STATE CHAPTER (hereinafter the “Association”).

WHEREAS, the University and the Association are parties to a collective bargaining agreement (the “2020-2023 CBA”) and

WHEREAS, the University and the Association have agreed to modify some of the terms of the 2020-2023 CBA as specified below,

NOW, THEREFORE, the University and the Association in consideration of and for the mutual promises and covenants contained herein, agree as follows:

- The 2020-2023 CBA will be extended by one year and will now expire at 12:01 a.m. on August 23, 2024. Should no successor agreement be reached by August 1, 2024, the University will issue continuation contracts otherwise in accord with the CBA at Article XX, Section 2.K.
- The provision in the 2020-23 CBA at Article XI, Section 2.A.1 for Standard Increments will be deferred until Academic Year (AY) 21/22.
- The provision in the 2020-23 CBA at Article XI, Section 2.A.2 for Standard Increments will be deferred until Academic Year (AY) 22/23.
- The provision in the 2020-23 CBA at Article XI, Section 2.A.3 for Standard Increments will be deferred until Academic Year (AY) 23/24.
- Pay increases included in the 2020-2023 CBA at Article XI that will be distributed in AY 20/21 will be the Longevity Adjustments; the Promotion Increments for promotion to Associate Lecturer, Senior Lecturer, Associate Professor and Full Professor; and adjustments to the Salary Minima.
- All other provisions of the 2020-2023 CBA remain in effect for AY 20/21 and until a successor agreement is negotiated or unless and until the parties agree to additional modifications during the term of the Agreement.

IN WITNESS WHEREOF, the University and the FTNTT Unit of the Association have caused this Memorandum of Understanding effective May 6, 2020 to be executed by their duly authorized representatives.

KENT STATE UNIVERSITY

By Ralph M. Della Ratta
Chairman, Board of Trustees

FULL-TIME NON-TENURE TRACK
FACULTY UNIT, AMERICAN
ASSOCIATION OF UNIVERSITY
PROFESSORS, KENT STATE CHAPTER

By Troy A. Hay
FTNTT Unit President