

## MEMORANDUM OF UNDERSTANDING

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

WHEREAS, the University and the Association are parties to a collective bargaining agreement (the “2019-2022 CBA”); and

WHEREAS, the University and the Association have agreed to modify some of the terms of the 2019-2022 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 2019-2022 CBA will be extended by one year and will now expire at 11:59 p.m. on August 18, 2023. Should no successor agreement be reached by August 1, 2023, the University will issue continuation contracts otherwise in accord with Article XXIV, Section 3.G.
- The provisions in the 2019-2022 CBA at Article XII, Section 5.B for Standard Increments, President’s Faculty Excellence Awards, and Merit Awards will be deferred until Academic Year (AY) 21/22. Except for the reference to January 1, 2018 in Article XII, Section 5.B.3, all dates in Article XII, Section 5.B will be extended by one year. As a result, the applicable review period for Merit Awards will begin on January 1, 2018 and be extended through December 31, 2021.
- The provisions in the 2019-2022 CBA at Article XII, Section 5.C for Standard Increments and President’s Faculty Excellence Awards will be deferred until AY 22/23. All dates in the 2019-2022 CBA at XII.5.C will be extended by one year.
- The only pay increases that will be distributed in AY 20/21 will be the promotion increments for promotion to Associate Professor and Full Professor as specified in the 2019-2022 CBA at Article XII, Section 6, and the President’s Faculty Excellence Awards for AY 19/20 as specified in the 2019-2022 CBA at XII.5.A.2.

- All other provisions of the 2019-2022 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 Association have caused this Memorandum of Understanding effective May 6, 2020 to be executed by their duly authorized representatives.

KENT STATE UNIVERSITY

AMERICAN ASSOCIATION  
OF UNIVERSITY PROFESSORS  
KENT STATE CHAPTER

By Ralph M. Della Ratta  
Chairman, Board of Trustees

  
By \_\_\_\_\_  
Chapter President