

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between KENT STATE UNIVERSITY (hereinafter called the “University”) and the Full Time Non-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 that was originally effective August 23, 2020, through August 23, 2023 (the “2020-2023 CBA”);

WHEREAS, in a Memorandum of Understanding effective May 6, 2020 (the “2020 MOU”), the University and the Association agreed to modify and extend the 2020-2023 CBA until 11:59 p.m. on August 23, 2023; and

WHEREAS, the University and the Association have agreed to extend and 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, which, pursuant to the 2020 MOU currently expires on August 23, 2024, will be extended until 11:59 p.m. on August 31, 2026. Should no successor agreement be reached by August 1, 2026, the parties shall comply with the terms in Article XX, Section 1.
- The provisions in the 2020-2023 CBA at Article XI, Section 2 Salaries – Academic years 2023-2024, 2024-2025, 2025-2026 will be as follows:

A. For Academic Year 2023-2024.

1. *Standard increment.* For the academic year 2023-2024, each continuing member of the bargaining unit shall receive the standard increment negotiated in the 2020 MOU plus an additional one and one half for a total standard increment of three and one-half percent (3.5%) of their base annual contract salary.

B. For Academic Year 2024-2025.

1. *Standard increment.* For the academic year 2024-2025, each continuing member of the bargaining unit shall receive a standard increment of three percent (3.0%) of their base annual contract salary.

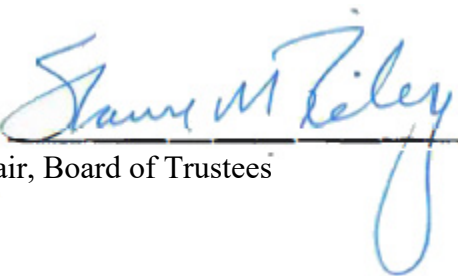
C. For Academic Year 2025-2026.


1. *Standard increment.* For the academic year 2025-2026, each continuing member of the bargaining unit shall receive a standard increment of two percent (2.0%) of their base annual contract salary.
 2. On or before the last day of November 2025 each continuing member of the bargaining unit shall receive a one-time payment of \$1500.
- No later than June 1, 2026, the parties shall commence negotiations on a successor Agreement.
 - The parties agree to bargain the effects of any newly adopted policy mandated by State law which alters the terms and conditions of employment of Faculty prior to the implementation of any newly adopted policy. Except where explicitly prohibited by State law, existing language in the 2020-2023 CBA prevails over any conflicting provision of such a policy.
 - All other provisions of the 2020-2023 CBA remain in effect 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 August 24, 2023 to be executed by their duly authorized representatives.

KENT STATE UNIVERSITY

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

By 
Chair, Board of Trustees

By 
FTNTT Unit President