

## MEMORANDUM OF AGREEMENT (MOA)

### 1<sup>st</sup> YEAR UNIT A PROBATIONARY FACULTY ACE ASSIGNMENT LIMITS

The UPI and University agreed to limit the ACE assignments of 1<sup>st</sup> year Unit A probationary faculty as established in Article 18.22 (New Faculty Course Releases) of the collective bargaining agreement (CBA) effective August 2023-June 2026. In this memorandum of agreement UPI and WIU agree to a temporary, non-precedent setting arrangement that provides programmatic continuity in negatively impacted programs and departments while recognizing the spirit and intent of the bargained agreement.

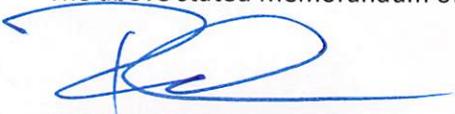
Given that the full implementation date of the 2023-2026 WIU UPI Collective Bargaining Agreement shall be after the 10<sup>th</sup> day of the Fall 2023 semester, the following provisions shall govern the limitation of ACE assignments for 1<sup>st</sup> Year Unit A Probationary Faculty:

- a. The parties agree that none of the provisions of this MOA are precedent setting, and that this MOA and the processes and practices described herein shall not be extended beyond the 2023-2024 academic year.
- b. For Spring 2024, impacted faculty shall be consulted by their immediate supervisors about their Spring 2024 ACE assignment by September 30, 2023. The impacted faculty member shall have until October 15, 2023 to refuse the ACE assignments that were identified during the consultation as being paid on supplemental contracts.
- c. Impacted faculty who refuse the overload ACEs shall be held harmless for exercising their right to refuse said contracts.
- d. Confirmation of the final disposition of ACE assignments and overload assignments for the Spring 2024 semester shall be communicated to the impacted employee by their immediate supervisor, with appropriate additional members of WIU administration and UPI leadership cc'd by October 30, 2023.
- e. 1<sup>st</sup> Year Unit A Faculty assigned more than 18 ACEs for the 2023-2024 academic year shall have their ACE-assignments and associated compensation adjusted as follows:

All ACE assignments beyond 18 for the 2023-2024 academic year shall be paid to the faculty employee as overload at the rate of \$1500/ACE. (This rate being equal to the overload rate in the 2023-2026 WIU/UPI Collective Bargaining Agreement.)

- f. Overload for first year Unit A probationary faculty shall be paid out by March 1, 2024.
- g. The parties agree to settle any disputes arising from this MOA using the grievance and arbitration procedures set forth in Article 6 of the 2023-2026 CBA between the parties.

The above stated Memorandum of Agreement has been agreed upon by both parties on the following dates:

  
\_\_\_\_\_ 9/20/23

Dr. Patrick McGinty,  
UPI President

Date

  
\_\_\_\_\_ 9/19/23

Dr. Russell Morgan  
Contract Administrator

Date