

**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 an individual, non-precedent setting arrangement that provides programmatic continuity and the opportunity for a laid off faculty member to earn additional compensation.

- 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 2024-2025 academic year.
- b. 1<sup>st</sup> Year Unit A Faculty assigned more than 18 ACEs for the 2024-2025 academic year shall have their ACEs assignments and associated compensation adjusted as follows:  

All ACE assignments beyond 18 for the 2024-2025 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.)
- c. The impacted faculty member may be assigned a single IC course, identified as HE 120.
- d. The impacted faculty must complete the online teaching training as required to teach the course. The impacted faculty member shall be assigned 1 ACE for completing the online teaching training, as required.
- e. 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:

	<u>10/15/24</u>		<u>10/16/24</u>
Dr. Richard Filipink, UPI Grievance Officer	Date	Dr. Holly Nikels, Interim Associate Provost/Contract Administrator	Date