

**Memorandum of Agreement between the University of Delaware and the University of Delaware Chapter of the American Association of University Professors**

1. The parties agree to extend the 2016-2021 collective bargaining agreement by two years. Accordingly, Article XIX, Term of Agreement, will be modified as follows:

This Agreement shall be effective as of July 1, 2016 and shall remain in full force and effect to and including ~~June 30, 2021~~ **June 30, 2023** and automatically renew itself from year to year thereafter unless, no sooner than ~~September 1, 2020~~ **September 1, 2022** and not later than ~~December 31, 2020~~ **December 31, 2022**, either party shall serve written notice on the other of its desire to terminate, modify or amend this Agreement. Upon receipt of such notice, negotiations shall commence within sixty (60) days on such matters as are specifically set forth in such written notice, and both sides agree that every effort shall be made to reach agreement prior to the end of ~~May 2021~~ **May 2023**.

2. Section 12.5 of the current collective bargaining agreement between the parties will be deleted. There will be no merit pool increases or structural salary adjustments for FY 21. In its place, the parties agree to the following:

**12.5 For the period of July 1, 2020 through June 30, 2021, there will be no merit pool increases or structural salary adjustments.**

3. The following new sections will be added to Article 12.

**12.6** For the period July 1, 2021 through June 30, 2022, salaries of continuing members of the bargaining unit shall be adjusted in the following manner:

- (a) Each continuing member of the bargaining unit shall have their salary structurally adjusted in the following manner: Full Professors: \$3240; Associate Professors: \$2273; Assistant Professors: \$1969; and Instructors \$1653.
- (b) All increases will be effective July 1, 2021 for bargaining unit members on fiscal year contract and September 1, 2021 for bargaining unit members on academic year or tenth month appointments.

**12.7** For the period July 1, 2022 through June 30, 2023, salaries of continuing members of the bargaining unit shall be adjusted in the following manner:

- (a) Each continuing member of the bargaining unit shall have their salary structurally adjusted in the following manner: Full Professors: \$3305; Associate Professors: \$2319; Assistant Professors: \$2008; and Instructors \$1686.
- (b) All increases will be effective July 1, 2022 for bargaining unit members on fiscal year contract and September 1, 2022 for bargaining unit members on academic year or tenth month appointments.

4. Article 12.7 Promotion increases for FY 21 will be paid as provided for in the current agreement. For FY 22 and FY 23, the promotion increments set forth in the Agreement will be increased by 1.0% in each year. The language in Article 12.7 will read as follows with regard to FY 21, 22 and 23:

The promotion increments, and increments by title for instructors only, shall be adjusted to the following amounts effective July 1, 2020:

	<u>Academic Year</u>	<u>Fiscal Year</u>
Increment to Associate Instructor	\$6,150	\$7,455
Increment to Senior Instructor	\$7,550	\$9,090
Promotion to Asst. Professor	\$4,625	\$5,655
Promotion to Assoc. Professor	\$6,150	\$7,455
Promotion to Full Professor	\$7,550	\$9,090

The promotion increments, and increments by title for instructors only, shall be adjusted to the following amounts effective July 1, 2021:

	<u>Academic Year</u>	<u>Fiscal Year</u>
Increment to Associate Instructor	\$6,212	\$7,530
Increment to Senior Instructor	\$7,626	\$9,181
Promotion to Asst. Professor	\$4,671	\$5,712
Promotion to Assoc. Professor	\$6,212	\$7,530
Promotion to Full Professor	\$7,626	\$9,181

The promotion increments, and increments by title for instructors only, shall be adjusted to the following amounts effective July 1, 2022:

	<u>Academic Year</u>	<u>Fiscal Year</u>
Increment to Associate Instructor	\$6,274	\$7,605
Increment to Senior Instructor	\$7,702	\$9,273
Promotion to Asst. Professor	\$4,718	\$5,769
Promotion to Assoc. Professor	\$6,274	\$7,605
Promotion to Full Professor	\$7,702	\$9,273

5. The University will continue to honor salary increases associated with Year 6 and Year 13 contract renewals for Continuing Track faculty members for the life of the Agreement.
6. Article 12.9 The minimum salaries by rank set forth for FY 21 will be deleted. The minimum salaries by rank will not be increased beyond FY 20 levels during the life of the Agreement.
7. There will be no increase in the Overload Compensation rates (Appendix A of the Agreement) for the FY 21, FY 22 or FY23.
8. The deadline for faculty members to elect retirement and receive the retirement leave option will be extended from June 30, 2020 to June 30, 2021 (Article 9.8(b)). The final date by which a faculty member who has elected the retirement leave option must be retired by August 31, 2024.
9. Until June 30, 2022, faculty members qualify for retirement benefits at age 55 with 20 years of service, at age 60 with 15 benefit years of service, at age 65 with 10 benefit years of service, and at any age with 30 benefit years of service (Article 9.8(a)).
10. The parties agree to postpone peer reviews in accordance with the following: Faculty will have the option to defer for one year all pre-tenure, post-tenure and CT peer reviews and their associated administrative reviews.
11. Faculty members who are employed through the 2020-21 academic year and will retire before receiving either or both of the raises in Articles 12.6 and 12.7 shall receive a lump sum payment equal to the amount of that raise on the date of their retirement.
12. The committee that is currently studying issues of salary compression and inversion and gender and racial equity shall continue to meet during the 2020-21 academic year and shall issue a report to the President and the Provost with specific remedies no later than December 1, 2020.
13. All other terms of the 2016-2021 collective bargaining agreement will remain in full force and effect.

For the University:

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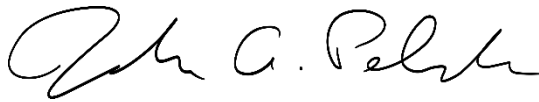
Matthew J. Kinservik, Professor  
 Vice Provost for Faculty Affairs  
 Date: 7/13/2020

For the AAUP-UD:

*Deni S. Galileo*

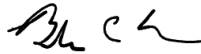
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Deni S. Galileo, Assoc. Professor  
 President, AAUP-UD  
 Date: 7/9/20



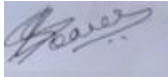
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John Pelesko, Professor  
Dean, College of Arts & Sciences  
Date: 7/13/2020



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Brooke Minor  
Director, Employee & Labor Relations  
Date: 7/13/2020



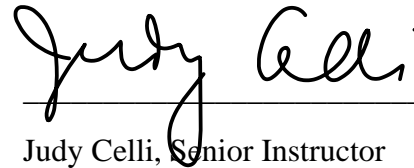
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Sunaina Soares  
Assistant Provost for Faculty Affairs & HR  
Date: 7/13/2020



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Martha Buell, Professor  
Contract Maintenance Officer  
Date: 7/9/20



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Judy Celli, Senior Instructor  
Date: 7/9/20