MEMORANDUM OF UNDERSTANDING

BETWEEN CENTRAL WASHINGTON UNIVERSITY AND UNITED FACULTY OF CENTRAL

Application of 2023 Senior Lecturer Merit

This Memorandum of Understanding (MOU) between Central Washington University (CWU) and United Faculty of Central (UFC) memorializes an agreement of the timing for the application of 2023 senior lecturer merit in Article 18 of the 2021-2023 Collective Bargaining Agreement.

Recitals

2021-2023 CBA Section 18.6 states that, for those awarded senior lecturer merit, such increases "will take effect the quarter following their award." CWU has consistently applied increases to salary for promotion and merit, resulting from faculty evaluations, at the start of fall quarter of the academic year following the year in which they were evaluated; however, the language regarding senior lecturer merit does not specify that merit is applied in fall quarter. Accordingly, CWU is applying the 4% merit increase for senior lecturers awarded merit in spring 2023 effective June 16, 2023. This is a non-precedent setting agreement.

Agreement

Now, therefore, the parties agree as follows:

1. The 4% merit increase for senior lecturer faculty who applied for, and were awarded, merit in spring 2023 will be effective June 16, 2023.

The complete list of those awarded 4% merit is: Molly Andaya

Jerald Dougherty

Jim Miller

Connie Robinson Jessica Strawn

This non-precedent setting Memorandum of Understanding will take effect immediately and shall remain in effect until midnight August 31, 2023.

Approved and effective on the date last signed below.

FOR CENTRAL WASHINGTON UNIVERSITY FOR UNITED FACULTY OF CENTRAL

May 18, 2023 Michelle DenBeste Date

Provost, CWU

Kara Gabriel

Date

May 18, 2023

President, UFC