

**Memorandum of Agreement
Between the Uni Faculty Organization/IEA/NEA and the University of Illinois Board of Trustees
Covering the Extension of the Agreement, Wages, and Promotional Opportunities**

In full, final and complete resolution to the issues before the Joint Committee on Promotional Opportunities, the parties agree to the following:

1. The Teaching Associates covered by August 16, 2018 through August 15, 2023 collective bargaining shall be eligible to participate in the 2% Campus Wage Program AY21-22 retroactive to 8/16/21. This provision satisfies the third (3rd) year wage reopener provision set forth in Article VII, Section 1.
2. Article XXI shall be modified changing the expiration date from August 15, 2023 to August 15, 2025.
3. All Teaching Associates shall receive a one-time \$500 contract extension payment effective August 16, 2023.
4. Article VII, Section 1., shall be modified to add the following provision, "Effective August 16, 2023 and in each subsequent contract year, bargaining unit members shall be eligible to participate in any campus-wide general salary program that may be announced by the Chancellor and the Provost for that academic year under the terms established for that program."
5. Article VII, Section 4 shall be created and shall read as follows: "Article VII, Section 4. Promotions. Promotions shall be in accordance with the Uni High Promotional Plan and Materials. The minimum increases shall be in accordance with the below chart. Teaching Associates are eligible to receive both promotional increases and campus salary program in years where promotions occur. Promotional increases shall be effective August 16th of the year the promotion occurs. All bargaining unit members with at least five (5) years of service at Uni High as of the date of this memorandum shall be eligible to apply for promotion in AY22-23 and be approved for promotion for the AY23-24 academic year.

<u>Promotional Titles</u>	<u>Salary Increase Minimum</u>	<u>Eligibility</u>
Teaching Associate → Advanced Teaching Associate	\$3,000	6 Years as a TA
Advanced Teaching Associate → Senior Teaching Associate	\$3,000	6 Years as an ATA
Senior Teaching Associate → Distinguished Teaching Associate	\$4,000	6 Years as a STA

6. Article VII, Section 5 shall be created and shall read as follows: "Article VII, Section 5. Degree Advancement Related to Courses Taught. Teaching Associates shall receive an increase when achieving degree advancement related to their courses taught. The minimum increases shall be in accordance with the following chart. Any Teaching Associate who received an advanced degree in their field of study while employed at Uni High and was not compensated accordingly shall have their salary appropriately adjusted effective August 16, 2022.

<u>Degree Advancement Related to Courses Taught</u>	<u>Salary Increase Minimum</u>
BA/BS → MA/MS	\$2,000
MA/MS → PHD or equivalent	\$3,000
National Teacher Certification	\$3,000

IN WITNESS WHEREOF, the Parties hereto have hereunto affixed their hands on this 29th day of August, 2022.

UNI FACULTY ORGANIZATION

P. O'Simey
MSchoepflin

THE BOARD OF TRUSTEES
OF THE UNIVERSITY OF ILLINOIS

BY: Paul N. Ellinger

Paul Ellinger
Interim Comptroller

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Jami Painter
Senior Associate Vice President for Human Resources

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Shari Mickey-Boggs
Senior Associate Chancellor for Human Resources

Thomas Riley

Thomas H. Riley, Jr.
Executive Director of Labor and Special Counsel

Robb B. Craddock

Robb B. Craddock
Chief Negotiator

APPROVED AS TO LEGAL FORM:

[Signature]

August 17, 2022

Office of University Counsel (date)