

MEMORANDUM OF AGREEMENT

Whereas, the *2012-2016 EIU-UPI Unit A Agreement* and the *2012-2016 EIU-UPI Unit B Agreement* (Agreements) were ratified by the University Professionals of Illinois (UPI) and approved by the Board of Trustees of Eastern Illinois University (EIU) on September 21, 2012; and

Whereas, the 26 annually contracted faculty listed on Appendix 1 are not scheduled to teach at EIU during the 2015-16 academic year or thereafter, and the three annually contracted faculty listed on Appendix 2 are scheduled to have reduced contracts; and

Whereas, EIU and UPI wish to provide additional notice to the affected annually contracted faculty (ACFs).

Therefore be it resolved:

1. EIU agrees to issue fall semester term contracts to the ACFs listed on Appendix 1 at the percentage appointment of their respective AY2015-16 offers.
2. EIU agrees to issue fall semester term contracts to the ACFs listed on Appendix 2 at 100% appointment.
3. EIU and UPI mutually agree to extend the Agreements for one year to expire on August 31, 2017.
4. UPI agrees to defer the 1.5% ATB negotiated increase in year four to year five of the extended Agreements for Unit A and for Unit B employees.
5. UPI and EIU agree to use the deferred dollar amount specified in #4 to fund the contracts specified in #1 and the additional cost to EIU in #2.
6. UPI and EIU agree that the balance remaining, if any, from #5 will fund spring semester term contracts for rescinded ACFs who had a multiple-year contract during the third year of the Agreement on a proportional pro rata basis; these spring term contracts will be offered on or before September 15, 2015.
7. UPI and EIU agree that if the balance remaining, if any, from #5, funds the contracts specified in #6 at 100%, the then-remaining balance will be applied to the 2016 September base.
8. UPI agrees no grievance will be filed under Article 19 of the Unit A Agreement or Article 15 of the Unit B Agreement pertaining to EIU actions related to the employment of the ACFs listed on Appendices 1 and 2.
9. EIU will offer term contracts in #1 and #2 within one business day of notification of successful ratification of this MOA, and those offered term contracts will have five business days to accept.


UPI and EIU further agree as follows:

10. This MOA is contingent on vote of the membership and upon ratification of this MOA, UPI and EIU will issue a joint statement of cooperation.

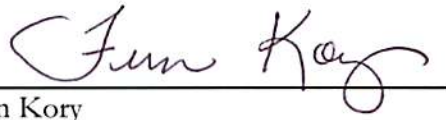
11. To discuss rehire procedures for the ACFs who are the subject of this MOA.
12. To discuss a one-time retirement incentive effective with the conclusion of the 2015 fall semester for those who have not previously declared (and had accepted) a retirement date prior to the date of this MOA.

At a minimum, UPI-represented employees with an accepted retirement date after the date of this agreement and before August 31, 2016, will receive an incentive equivalent to 1.5% of their AY2014-15 base salary paid to date.

It is further agreed that this Memorandum of Agreement does not constitute a precedent or practice.



Blair M. Lord
for
David M. Glassman President
Eastern Illinois University



Fern Kory
for
Ann Fritz
UPI Chapter President, Eastern
Illinois University

7-24-15
Date

24 July 2015
Date

Appendix 1

LFMINAMIE	Position	WORK DEPT	WORK COLLEGE	1 Year Contract
Adjibade, Abdel A.	F97880	PHY	COS	Yes
Baker, Misty M.	F98260	FCS	LCBAS	
Best, Kelly J.	F97390	TEC	LCBAS	Yes
Burge, Ryan P.	F97870	PLS	COS	Yes
Chiritescu, Valeria A.	F99280	ECN	COS	
Craig, Cameron D.	F99610	G-G	COS	
Dandotkar, Srikanth	F97420	PSY	COS	Yes
Danyi, Paul D.	F97450	PLS	COS	Yes
Dust, Holly J.	F97810	BIO	COS	
Fay, Debbie A.	F97800	KSS	CEPS	Yes
Heicher, Rachel D.	F97160	ENG	CAH	
Hurt, Jillian E.	F97620	FCS	LCBAS	
Laribee, Florentina C.	F97520	MAT	COS	
Lenzi, Diana E.	F98380	KSS	CEPS	
Maheshwari, Shilpa	F99930	ELE	CEPS	
McNeal, G Sean	F98330	FL	CAH	Yes
Melton, Aaron S.	F97510	TEC	LCBAS	Yes
Movshovich, Yevgenya	F98970	MAT	COS	Yes
Oetting, Jeffrey L.	F99390	BUS	LCBAS	Yes
Page, Brenda K.	F98020	SED	CEPS	Yes
Rogowski, Paul B.	F99110	MAT	COS	Yes
Sullivan, Margaret R.	F99710	HST	CEPS	Yes
Thompson, Philip C.	F99810	PHI	CAH	
Walk, Anne M.	F99600	PSY	COS	Yes
Yager, Kristin M.	F98630	BIO	COS	

Appendix 2

Ederati, Jan	F98070	SCE	SCE	Yes
McInerney, John P.	F97890	KSS	CEPS	Yes
Poelker, Brian	F98670	ELE	CEPS	Yes