

AGREEMENT

BETWEEN

**ASSOCIATION OF PENNSYLVANIA
STATE COLLEGE AND
UNIVERSITY FACULTIES
(APSCUF)**

AND

**THE PENNSYLVANIA
STATE SYSTEM OF HIGHER EDUCATION
(STATE SYSTEM)**

July 1, 2018 - June 30, 2019

The parties agree to a one-year successor collective bargaining agreement effective July 1, 2018 through June 30, 2019, the terms of which shall be the same as the July 1, 2015 to June 30, 2018 agreement, except as modified by the following Articles and Appendices. This agreement must be read in conjunction with the July 1, 2015 to June 30, 2018 agreement.

PREAMBLE

THIS AGREEMENT made and entered into this 25th day of January 2018, by and between the Board of Governors of the State System of Higher Education ("STATE SYSTEM") for and on behalf of itself, the State Universities and their respective Councils of Trustees, of the first part, and the Association of Pennsylvania State College and University Faculties ("APSCUF") of the second part.

Article 22

SALARIES

A. Salaries for Full-Time FACULTY MEMBERS

1. The salaries payable to FACULTY MEMBERS in an active pay status for the fall semester of academic year 2018-2019 shall be as set forth in Pay Schedule A. (Same schedule as FACULTY PAY SCHEDULE C, EFFECTIVE FALL 2017, July 1, 2015-June 30, 2018 Faculty Agreement.)

2. General Pay Increases

All FACULTY MEMBERS will receive a general pay increase of two and one-half percent (2.5%) effective with the 11th pay of the 2018-2019 academic year for FACULTY MEMBERS on a 20-pay schedule and with the 14th pay of the 2018-2019 academic year for FACULTY MEMBERS on a 26-pay schedule, as reflected in Pay Schedule B.

3. Annual Increments

In addition to the above listed general pay increase, a full-time regular FACULTY MEMBER below Step 13 shall be entitled to the following annual increment. Such annual increment shall be granted solely on the basis of service as follows:

Effective with the first pay of the fall semester 2018, all full-time regular FACULTY MEMBERS shall move one increment.

4. Cash Payments

FACULTY MEMBERS who are at Step 13 of their present rank as of the fall 2018 semester shall receive a one-time cash payment of two and one-half percent (2.5%), which shall be paid in September 2018. These payments are cash payments paid in lieu of longevity increases to employees who are at or above the maximum step of their pay range.

B. Procedure

Pursuant to the STATE SYSTEM Compensation Plan, general pay increases, as set forth in Section A. above, and annual increments (if applicable) shall be applied in that order. An employee on leave without pay shall, upon return to active pay status, be entitled to the above general pay increase and the annual increment or cash payment, as applicable, provided for in the attached pay schedules.

C. Salaries for Part-Time FACULTY MEMBERS

1. Part-time ACADEMIC FACULTY MEMBERS shall be paid on the basis of one-twenty-fourth (1/24) of a full-time academic year's salary for each workload hour taught.

2. Part-time ADMINISTRATIVE FACULTY MEMBERS shall be paid on a pro-rata basis.

D. Recruitment

During the term of this Agreement, a University may appoint regular full-time FACULTY MEMBERS at Step 13 of any rank then in effect for which they are legally qualified if the following conditions are met:

1. The FACULTY MEMBER is in a specialty or discipline which has been identified by agreement at local meet and discuss for that academic year as a specialty or discipline in which the University has had difficulty recruiting. Such specialties and disciplines must be identified and agreed to at local meet and discuss each academic year; and
2. The final appointment must be reported to local meet and discuss for notification purposes.

E. The parties shall meet and discuss, during the term of the Agreement, aspects of this Article that are of mutual interest.

F. Winter Session Classroom Faculty

Compensation for courses offered between the end of fall semester and the beginning of spring semester, commonly referred to as Winter Session, will be based on the continuing education agreement between the respective University and the local APSCUF chapter. In the event that no such agreement exists, compensation for Winter Session shall be determined by the salary scale set forth in this Article.

Article 28

MAINTENANCE OF MEMBERSHIP AND CHECK-OFF

A. Maintenance of Membership

All FACULTY MEMBERS who are members of APSCUF as of the date of ratification of this Agreement or who, thereafter, during its term become members of APSCUF, shall, as a condition of continued employment, maintain their membership in APSCUF for the term of this Agreement; provided, however, that any such FACULTY MEMBER may resign from membership in APSCUF during the period of fifteen days prior to the expiration of the Agreement (June 16, 2019 through June 30, 2019) by sending a certified letter (return receipt requested) to APSCUF headquarters, Harrisburg, Pennsylvania, and a copy to his/her personnel office. The letter shall be postmarked between June 16 and June 30, inclusive, and shall state that the employee is resigning his/her membership and, where applicable, is revoking his/her check-off authorization. The payment of dues and assessments while he/she is a member shall be the only requisite employment condition.

Article 43

FACULTY PROFESSIONAL DEVELOPMENT PROGRAM

A. The STATE SYSTEM will provide the Professional Development Council with funding for the enhancement of professional development of FACULTY MEMBERS.

B. The Professional Development Council

The Professional Development Council and all substructures shall continue to remain in effect under the present guidelines, makeup and operations. Any subsequent changes shall be made by the Council.

C. Professional Development Fund

1. For the 2018-2019 fiscal year, the STATE SYSTEM shall provide the Professional Development Council \$300,000 to support a Professional Development Fund that shall be utilized for FACULTY professional development programs and activities approved by the Council.

2. For the 2018-2019 fiscal year, the STATE SYSTEM shall provide the Professional Development Council with an additional \$50,000 to be utilized for professional development programs and activities related to innovation in teaching and improvement of student learning outcomes approved by the Council and an additional \$50,000 to be utilized for professional development programs and activities approved by the Council solely for probationary FACULTY MEMBERS.

3. Any unexpended funds shall be carried into the next fiscal year for utilization by the Council.

Article 45


TERM OF AGREEMENT


A. This Agreement shall be effective as of July 1, 2018 and shall remain in full force and effect to and including June 30, 2019. This Agreement shall automatically be renewed from year to year thereafter unless either party shall notify the other party in writing of their intent to renegotiate all or parts of this contract by such time as would permit the parties to comply with the collective bargaining schedule established in the Public Employee Relations Act.

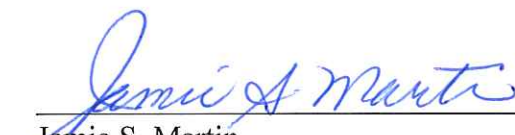
B. Prior agreements and/or understandings that were established on or after July 1, 1989, shall expire at the end of the tenth year of the agreements and/or understandings, unless the agreements and/or understandings have been reviewed and reaffirmed at local meet and discuss, or negotiated in the case of summer school, promotion policies and procedures, and continuing education. Only the Chancellor/University President and the State/local APSCUF President have the authority to establish/reaffirm agreements and/or understandings. Before any local agreement or understanding becomes null and void, it will be referred to State Meet and Discuss for resolution. If not resolved at State Meet and Discuss, the agreement or understanding shall expire as described above. (This procedure does not apply to past practices and local/state agreements settling grievances.)

In Witness Whereof, the parties to this Agreement intending to be legally bound by its provisions have signed and executed this Agreement on January 25, 2018.

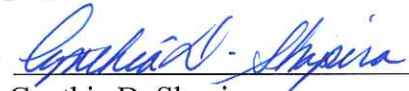
Union:

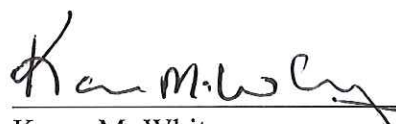
By 
Kenneth M. Mash
President



Stuart W. Davidson
Chief Negotiator


Jamie S. Martin
Negotiations Team Chairperson

Employer:

By 
Cynthia D. Shapira
Chair
Board of Governors


Karen M. Whitney
Interim Chancellor
Pennsylvania State System
of Higher Education

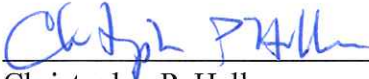

Gretchen K. Love
Chief Negotiator




Margaret C. Ervin
Negotiator



Lisa A. Sanno
Negotiator



Christopher P. Hallen
Negotiator



Mary Rita DuVal
Negotiator



Amy L. Rosenberger
Negotiator

STATE SYSTEM OF HIGHER EDUCATION
FACULTY PAY SCHEDULE A
EFFECTIVE FALL 2018

PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	REGULAR BIWEEKLY (20 PAYS)	\$2,442.46	\$2,827.46	\$3,273.13	\$3,978.52
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,878.81	\$2,174.97	\$2,517.79	\$3,060.40
	ACADEMIC ANNUAL	\$48,849.12	\$56,549.17	\$65,462.64	\$79,570.34
2	REGULAR BIWEEKLY (20 PAYS)	\$2,564.58	\$2,968.83	\$3,436.79	\$4,177.45
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,972.75	\$2,283.71	\$2,643.68	\$3,213.42
	ACADEMIC ANNUAL	\$51,291.59	\$59,376.55	\$68,735.70	\$83,548.98
3	REGULAR BIWEEKLY (20 PAYS)	\$2,692.81	\$3,117.26	\$3,608.63	\$4,386.32
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,071.40	\$2,397.90	\$2,775.87	\$3,374.10
	ACADEMIC ANNUAL	\$53,856.27	\$62,345.27	\$72,172.62	\$87,726.48
4	REGULAR BIWEEKLY (20 PAYS)	\$2,827.46	\$3,273.13	\$3,789.06	\$4,605.64
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,174.97	\$2,517.79	\$2,914.66	\$3,542.80
	ACADEMIC ANNUAL	\$56,549.17	\$65,462.64	\$75,781.19	\$92,112.84
5	REGULAR BIWEEKLY (20 PAYS)	\$2,968.83	\$3,436.79	\$3,978.52	\$4,835.92
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,283.71	\$2,643.68	\$3,060.40	\$3,719.94
	ACADEMIC ANNUAL	\$59,376.55	\$68,735.70	\$79,570.34	\$96,718.49
6	REGULAR BIWEEKLY (20 PAYS)	\$3,043.04	\$3,522.70	\$4,077.98	\$4,956.82
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,340.80	\$2,709.77	\$3,136.91	\$3,812.94
	ACADEMIC ANNUAL	\$60,860.89	\$70,454.04	\$81,559.54	\$99,136.33
7	REGULAR BIWEEKLY (20 PAYS)	\$3,117.26	\$3,608.63	\$4,177.45	\$5,077.72
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,397.90	\$2,775.87	\$3,213.42	\$3,905.94
	ACADEMIC ANNUAL	\$62,345.27	\$72,172.62	\$83,548.98	\$101,554.44
8	REGULAR BIWEEKLY (20 PAYS)	\$3,195.20	\$3,698.85	\$4,281.88	\$5,204.66
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,457.84	\$2,845.27	\$3,293.75	\$4,003.58
	ACADEMIC ANNUAL	\$63,903.95	\$73,977.06	\$85,637.59	\$104,093.17
9	REGULAR BIWEEKLY (20 PAYS)	\$3,273.13	\$3,789.06	\$4,386.32	\$5,331.61
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,517.79	\$2,914.66	\$3,374.10	\$4,101.24
	ACADEMIC ANNUAL	\$65,462.64	\$75,781.19	\$87,726.48	\$106,632.21
10	REGULAR BIWEEKLY (20 PAYS)	\$3,354.96	\$3,883.78	\$4,495.98	\$5,464.91
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,580.74	\$2,987.53	\$3,458.44	\$4,203.77
	ACADEMIC ANNUAL	\$67,099.29	\$77,675.65	\$89,919.52	\$109,298.14
11	REGULAR BIWEEKLY (20 PAYS)	\$3,436.79	\$3,978.52	\$4,605.64	\$5,598.19
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,643.68	\$3,060.40	\$3,542.80	\$4,306.30
	ACADEMIC ANNUAL	\$68,735.70	\$79,570.34	\$92,112.84	\$111,963.80
12	REGULAR BIWEEKLY (20 PAYS)	\$3,522.70	\$4,077.98	\$4,720.78	\$5,738.15
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,709.77	\$3,136.91	\$3,631.37	\$4,413.96
	ACADEMIC ANNUAL	\$70,454.04	\$81,559.54	\$94,415.52	\$114,762.95
13	REGULAR BIWEEKLY (20 PAYS)	\$3,610.77	\$4,179.93	\$4,838.80	\$5,881.60
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,777.51	\$3,215.33	\$3,722.15	\$4,524.31
	ACADEMIC ANNUAL	\$72,215.38	\$83,598.51	\$96,775.91	\$117,632.02

APPENDIX A

FALL SEMESTER 2018 OVERLOAD PAY SCHEDULE (BASED ON PAY SCHEDULE A)

PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	PER WORKLOAD HOUR	\$1,384.06	\$1,602.23	\$1,854.77	\$2,254.49
2	PER WORKLOAD HOUR	\$1,453.26	\$1,682.34	\$1,947.51	\$2,367.22
3	PER WORKLOAD HOUR	\$1,525.93	\$1,766.45	\$2,044.89	\$2,485.58
4	PER WORKLOAD HOUR	\$1,602.23	\$1,854.77	\$2,147.13	\$2,609.86
5	PER WORKLOAD HOUR	\$1,682.34	\$1,947.51	\$2,254.49	\$2,740.36
6	PER WORKLOAD HOUR	\$1,724.39	\$1,996.20	\$2,310.85	\$2,808.86
7	PER WORKLOAD HOUR	\$1,766.45	\$2,044.89	\$2,367.22	\$2,877.38
8	PER WORKLOAD HOUR	\$1,810.61	\$2,096.02	\$2,426.40	\$2,949.31
9	PER WORKLOAD HOUR	\$1,854.77	\$2,147.13	\$2,485.58	\$3,021.25
10	PER WORKLOAD HOUR	\$1,901.15	\$2,200.81	\$2,547.72	\$3,096.78
11	PER WORKLOAD HOUR	\$1,947.51	\$2,254.49	\$2,609.86	\$3,172.31
12	PER WORKLOAD HOUR	\$1,996.20	\$2,310.85	\$2,675.11	\$3,251.62
13	PER WORKLOAD HOUR	\$2,046.10	\$2,368.62	\$2,741.98	\$3,332.91

STATE SYSTEM OF HIGHER EDUCATION
FACULTY PAY SCHEDULE B
EFFECTIVE SPRING 2019

PAY STEP		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	REGULAR BIWEEKLY (20 PAYS)	\$2,503.52	\$2,898.14	\$3,354.96	\$4,077.98
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$1,925.78	\$2,229.34	\$2,580.74	\$3,136.91
	ACADEMIC ANNUAL	\$50,070.35	\$57,962.90	\$67,099.21	\$81,559.60
2	REGULAR BIWEEKLY (20 PAYS)	\$2,628.69	\$3,043.05	\$3,522.70	\$4,281.89
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,022.07	\$2,340.81	\$2,709.77	\$3,293.76
	ACADEMIC ANNUAL	\$52,573.88	\$60,860.96	\$70,454.09	\$85,637.70
3	REGULAR BIWEEKLY (20 PAYS)	\$2,760.13	\$3,195.20	\$3,698.85	\$4,495.98
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,123.18	\$2,457.84	\$2,845.27	\$3,458.45
	ACADEMIC ANNUAL	\$55,202.68	\$63,903.90	\$73,976.94	\$89,919.64
4	REGULAR BIWEEKLY (20 PAYS)	\$2,898.15	\$3,354.96	\$3,883.79	\$4,720.78
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,229.34	\$2,580.74	\$2,987.53	\$3,631.37
	ACADEMIC ANNUAL	\$57,962.90	\$67,099.21	\$77,675.72	\$94,415.66
5	REGULAR BIWEEKLY (20 PAYS)	\$3,043.05	\$3,522.70	\$4,077.98	\$4,956.82
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,340.81	\$2,709.77	\$3,136.91	\$3,812.94
	ACADEMIC ANNUAL	\$60,860.96	\$70,454.09	\$81,559.60	\$99,136.45
6	REGULAR BIWEEKLY (20 PAYS)	\$3,119.12	\$3,610.77	\$4,179.93	\$5,080.74
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,399.32	\$2,777.52	\$3,215.33	\$3,908.26
	ACADEMIC ANNUAL	\$62,382.41	\$72,215.39	\$83,598.53	\$101,614.74
7	REGULAR BIWEEKLY (20 PAYS)	\$3,195.20	\$3,698.85	\$4,281.89	\$5,204.67
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,457.84	\$2,845.27	\$3,293.76	\$4,003.59
	ACADEMIC ANNUAL	\$63,903.90	\$73,976.94	\$85,637.70	\$104,093.30
8	REGULAR BIWEEKLY (20 PAYS)	\$3,275.08	\$3,791.32	\$4,388.93	\$5,334.78
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,519.29	\$2,916.40	\$3,376.10	\$4,103.67
	ACADEMIC ANNUAL	\$65,501.55	\$75,826.49	\$87,778.53	\$106,695.50
9	REGULAR BIWEEKLY (20 PAYS)	\$3,354.96	\$3,883.79	\$4,495.98	\$5,464.90
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,580.74	\$2,987.53	\$3,458.45	\$4,203.77
	ACADEMIC ANNUAL	\$67,099.21	\$77,675.72	\$89,919.64	\$109,298.02
10	REGULAR BIWEEKLY (20 PAYS)	\$3,438.84	\$3,980.88	\$4,608.38	\$5,601.53
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,645.26	\$3,062.21	\$3,544.90	\$4,308.87
	ACADEMIC ANNUAL	\$68,776.77	\$79,617.54	\$92,167.51	\$112,030.59
11	REGULAR BIWEEKLY (20 PAYS)	\$3,522.70	\$4,077.98	\$4,720.78	\$5,738.15
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,709.77	\$3,136.91	\$3,631.37	\$4,413.96
	ACADEMIC ANNUAL	\$70,454.09	\$81,559.60	\$94,415.66	\$114,762.90
12	REGULAR BIWEEKLY (20 PAYS)	\$3,610.77	\$4,179.93	\$4,838.80	\$5,881.60
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,777.52	\$3,215.33	\$3,722.15	\$4,524.31
	ACADEMIC ANNUAL	\$72,215.39	\$83,598.53	\$96,775.91	\$117,632.02
13	REGULAR BIWEEKLY (20 PAYS)	\$3,701.04	\$4,284.42	\$4,959.77	\$6,028.64
	DISTRIBUTED BIWEEKLY (26 PAYS)	\$2,846.95	\$3,295.71	\$3,815.20	\$4,637.42
	ACADEMIC ANNUAL	\$74,020.76	\$85,688.47	\$99,195.31	\$120,572.82

APPENDIX B
 SPRING SEMESTER 2019 OVERLOAD PAY SCHEDULE
 (BASED ON PAY SCHEDULE B)

Pay Step		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	PER WORKLOAD HOUR	\$1,418.66	\$1,642.28	\$1,901.14	\$2,310.86
2	PER WORKLOAD HOUR	\$1,489.59	\$1,724.39	\$1,996.20	\$2,426.40
3	PER WORKLOAD HOUR	\$1,564.08	\$1,810.61	\$2,096.01	\$2,547.72
4	PER WORKLOAD HOUR	\$1,642.28	\$1,901.14	\$2,200.81	\$2,675.11
5	PER WORKLOAD HOUR	\$1,724.39	\$1,996.20	\$2,310.86	\$2,808.87
6	PER WORKLOAD HOUR	\$1,767.50	\$2,046.10	\$2,368.63	\$2,879.08
7	PER WORKLOAD HOUR	\$1,810.61	\$2,096.01	\$2,426.40	\$2,949.31
8	PER WORKLOAD HOUR	\$1,855.88	\$2,148.42	\$2,487.06	\$3,023.04
9	PER WORKLOAD HOUR	\$1,901.14	\$2,200.81	\$2,547.72	\$3,096.78
10	PER WORKLOAD HOUR	\$1,948.68	\$2,255.83	\$2,611.41	\$3,174.20
11	PER WORKLOAD HOUR	\$1,996.20	\$2,310.86	\$2,675.11	\$3,251.62
12	PER WORKLOAD HOUR	\$2,046.10	\$2,368.63	\$2,741.98	\$3,332.91
13	PER WORKLOAD HOUR	\$2,097.25	\$2,427.84	\$2,810.53	\$3,416.23

APPENDIX C

2019 SUMMER PAY SCHEDULE (BASED ON PAY SCHEDULE B)

Pay Step		PAY RANGE Q01	PAY RANGE Q02	PAY RANGE Q03	PAY RANGE Q04
1	PER WORKLOAD HOUR	\$1,147.45	\$1,328.32	\$1,537.69	\$1,869.07
2	PER WORKLOAD HOUR	\$1,204.82	\$1,394.73	\$1,614.57	\$1,962.53
3	PER WORKLOAD HOUR	\$1,265.06	\$1,464.46	\$1,695.30	\$2,060.66
4	PER WORKLOAD HOUR	\$1,328.32	\$1,537.69	\$1,780.07	\$2,163.69
5	PER WORKLOAD HOUR	\$1,394.73	\$1,614.57	\$1,869.07	\$2,271.88
6	PER WORKLOAD HOUR	\$1,429.60	\$1,654.94	\$1,915.80	\$2,328.67
7	PER WORKLOAD HOUR	\$1,464.46	\$1,695.30	\$1,962.53	\$2,385.47
8	PER WORKLOAD HOUR	\$1,501.08	\$1,737.69	\$2,011.59	\$2,445.11
9	PER WORKLOAD HOUR	\$1,537.69	\$1,780.07	\$2,060.66	\$2,504.75
10	PER WORKLOAD HOUR	\$1,576.13	\$1,824.57	\$2,112.17	\$2,567.37
11	PER WORKLOAD HOUR	\$1,614.57	\$1,869.07	\$2,163.69	\$2,629.98
12	PER WORKLOAD HOUR	\$1,654.94	\$1,915.80	\$2,217.78	\$2,695.73
13	PER WORKLOAD HOUR	\$1,696.31	\$1,963.69	\$2,273.23	\$2,763.13



OFFICE OF THE CHANCELLOR

January 25, 2018

Dr. Kenneth M. Mash
President
Association of Pennsylvania State College and University Faculties
319 North Front Street
Harrisburg, PA 17101

RE: Side Letter - Advocacy Efforts and Phased and/or Early Retirement Work Group

Dear Dr. Mash:

The parties, Pennsylvania's State System of Higher Education (State System) and the Association of Pennsylvania State College and University Faculties (APSCUF), agree to continue vigorous advocacy efforts as a means to increase investment by the Commonwealth. Additional state funding is necessary to ensure tuition remains affordable for students while enabling the universities to meet their financial needs.

Additionally, the parties agree to establish a work group to explore the possibility of offering phased retirement and/or early retirement incentives in a fiscally responsible manner. The work group will consist of an equal number of members appointed by State APSCUF and by the State System, not to exceed a total of fourteen (14) members. The work group shall research the issue, compile data and prepare a report that informs the parties as to the feasibility of offering phased retirement and/or early retirement incentives without incurring additional cost to the State System universities. To facilitate the operations of the work group, State APSCUF and the State System will each appoint a co-chair from their respective members. The work group shall complete its report no later than December 31, 2018. The work group or its results are not binding on the parties. Both parties retain their rights to bargain about this matter in future contract negotiations.

Please signify your concurrence with the above by signing below and returning a copy to this office.

Sincerely,

A handwritten signature in black ink, appearing to read "Karen M. Whitney".

Karen M. Whitney, Ph.D.
Interim Chancellor

A handwritten signature in black ink, appearing to read "Kenneth M. Mash".

Kenneth M. Mash
On behalf of APSCUF

1/25/18

Date

