

**FY 2021 MOU EXTENSION AGREEMENT
BY AND BETWEEN THE FACULTY AND ADMINISTRATION OF
FAIRFIELD UNIVERSITY**

WHEREAS, the Faculty and Administration of Fairfield University are presently operating under a three-year Memo of Understanding (MOU) that has promoted a stable, productive and collaborative working relationship which they desire to extend; and

WHEREAS, the Faculty and Administration desire to continue collegial discussions on important University priorities unimpeded by the pressure of a short timeline; and

WHEREAS, the Faculty and Administration desire to dedicate sufficient time and effort to research and analyze unanticipated escalation in health care costs; and

WHEREAS, the Faculty and Administration desire to explore ways to reduce escalation under the current medical plans and to explore and evaluate different plan designs and healthcare models:

NOW, THEREFORE:

After collegial discussions, the Faculty Salary Committee and the Administration have agreed to recommend to the General Faculty for ratification and to the Budget Committee for inclusion in the budget to be submitted to the President and the Board of Trustees the following:

1. The three-year Memorandum of Understanding (MOU) with appendices, between the Faculty and Administration effective 7/1/2017 will be extended for one additional year through June 30, 2021.
2. The same terms and conditions in the existing MOU will apply to the one-year extension which includes the following economic terms carried over and made part of this extension:
 - a. The salary budget for FY 2021 will be increased by the greater of a) 2.25% of the faculty 2019-20 salary budget or b) 1% less than the percentage increase in tuition for FY 2021.
 - b. The supplemental budget of 0.75% to be allocated by category or group, with all expenditures reviewed and approved by the Provost and the General Faculty.
 - c. Continuation of medical reserve account and related operating rules, as described in section O of the existing MOU.
3. The calculation of the dollar budget for the supplemental budget (the first provision of section E of the existing MOU) is revised to be:

The budget will be established on July 1st for each year of the three year agreement – the FY 2021 dollar budget is calculated by multiplying the supplemental budget percentage times the sum of: the aggregate Jun 30th paid full-time faculty salaries plus the aggregate Jun 30th faculty base salary of those serving in administrative positions with faculty status (whose administrative rate is derived from their faculty salary.)

4. The supplemental budget allocation will be applied to individual salaries, the means of the ranks, and the minimums of the ranks, prior to the application of standard and additional merit.
5. The medical plans offered under the existing MOU will be continued for the one-year extension with no additional premium cost share or plan design changes unless otherwise agreed to by both parties.
6. Means and increases for each rank for 2019-2020 will be calculated by the Faculty Salary Committee and the Administration's Compensation Committee for FY 2021 based on actual salary data. Minimums for 2020-2021 will be calculated by the Faculty Salary Committee and the Administration's Compensation Committee as dictated by 2 and 4 above.
7. Provisions in sections H, J, K, L (updated to 2020), and P of the existing MOU will continue through the one-year extension period.
8. The benefits and conditions stated in this one-year extension of the MOU shall be reflected in all letters of appointment for 2020-2021. The Faculty Salary Committee and the Administration will be committed to collegial discussions for FY 2022 faculty compensation, as described in section Q of the existing MOU.

ACKNOWLEDGED AND AGREED TO This 18 day of April, 2019.

FOR THE FACULTY:



Paul Baginski (Chair)



Walt Hlawitschka

FOR THE ADMINISTRATION:



Scott Esposito (Chair)



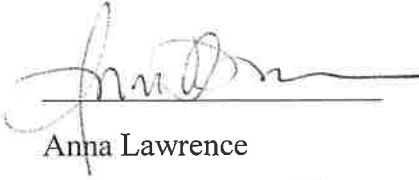
Jenn Anderson



Paul Lakeland



Mark Ligas



Anna Lawrence



Mike Trafecante



Mike Puleo

Approved by the General Faculty on April 12, 2019