

**FY 2021-22 MOU MODIFICATION AND EXTENSION AGREEMENT
BY AND BETWEEN THE FACULTY AND ADMINISTRATION OF
FAIRFIELD UNIVERSITY**

WHEREAS, the Faculty and Administration of Fairfield University have been operating under a three-year Memo of Understanding (MOU) inclusive of a one year extension through June 30, 2021; and

WHEREAS, the current COVID-19 pandemic has resulted in a substantial economic impact to the University and the implementation of burdensome and costly operational measures; and

WHEREAS, the Faculty and Administration desire to set forth reasonable cost-saving measures to mitigate the economic impact and future risks:

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 and as extended through June 30, 2021, will be modified as follows effective with contract renewals on September 1, 2020:
 - a. A temporary reduction in the University's 403(b) match from 9% match to 3.5% effective September 1, 2020, and ending June 30, 2021. On July 1, 2021, the 403(b) match will return to 9%.
 - b. The salary increases associated with the merit budget (2.25%) and the supplemental budget (0.75%) will be canceled for AY 2020-21.
 - c. The minimum salaries for each rank in AY 2020-21 will be the same as in AY 2019-20, namely:

<u>Rank</u>	<u>Minimum Salary</u>
Instructor	\$ 63,945
Assistant	\$ 81,048
Associate	\$ 90,799
Professor	\$ 123,098

- d. The mean salaries for each rank in AY 2020-21 will be calculated by the FSC and the Administration based on actual salary data.

2. The modifications to the existing MOU for FY 21 described in 1 (a) and 1 (b) above are proposed specifically to mitigate the anticipated negative financial impacts resulting from the COVID-19 pandemic.
 - a. The need for the mitigation described in 1 (a) and 1 (b) becomes unnecessary (in whole or in part) in the event the University's losses to undergraduate tuition and room & board revenue throughout FY 21, due to lower enrollments, lower residency, or any other COVID-19 adjustments to undergraduate tuition, room & board are smaller than the \$11.1 million loss forecast in the FY 21 budget approved by the BOT on 6/25/2020.
 - b. To the extent that the specific revenue losses described in 2 (a) are smaller than \$11.1 million, as determined at the FY 21 year-end close, the foregone salary increases and retirement contributions described in 1 (a) and 1 (b) will then be restored to faculty in FY 22 beginning with the merit raises, then the supplemental budget, and lastly the retirement plan match. The amount of restoration will equal the difference between i) the actual FY 21 undergraduate net tuition and room & board revenue as determined at the FY 21 year-end close and ii) the undergraduate net tuition, room & board revenue in the BOT approved FY 21 budget from 6/25/2020.
 - c. Any restoration resulting from (b) above will be distributed as soon as administratively practical after the financial close for FY 21 has been completed.
 - d. Any faculty members retiring after the close of Academic Year 2020-21 will be provided with a prorata share of any restoration made available to other faculty members.
3. To provide additional relief for the foregone salary increases, in 2021-22 the University will apply a flat \$150 increase to the base salaries of faculty prior to the salary increases described in 4(a) and 4(b).
4. With the exception of the modifications to the existing MOU described herein, all other terms and conditions will apply to a one-year extension for 2021-22 which includes the following economic and key terms carried over and made part of this extension:
 - a. The salary budget for FY 2022 will be increased by the greater of a) 2.25% of the faculty 2020-21 salary budget or b) 1% less than the percentage increase in tuition for FY 2022.
 - b. The supplemental budget of 1.75% to be allocated by category or group, with all expenditures reviewed and approved by the Provost and the General Faculty.
 - c. The University's 403(b) retirement match will be 9%.
 - d. Means and increases for each rank for 2020-21 will be calculated by the Faculty Salary Committee and the Administration's Compensation Committee for FY 2022 based on actual salary data. Minimums for each rank for 2021-22 will be calculated

by the Faculty Salary Committee and the Administration's Compensation Committee as dictated by 3, 4(a), and 4(b) above.

- e. Continuation of medical reserve account and related operating rules, as described in section O of the existing MOU.
 - f. The medical plans offered under the existing MOU will be continued for the one-year extension for 2021-22 with no additional premium cost share or plan design changes unless otherwise agreed to by both parties.
5. The modification as described herein for FY21 shall be reflected in all letters of appointment for 2020-2021 and the one year extension for FY22 shall be reflected in all letters of appointment for 2021-2022. The Faculty Salary Committee and the Administration will be committed to collegial discussions for FY 2023 faculty compensation, as described in section Q of the existing MOU.

ACKNOWLEDGED AND AGREED TO This 17 day of August, 2020.

FOR THE FACULTY:

FOR THE ADMINISTRATION:



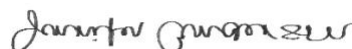
Paul Baginski (Chair)



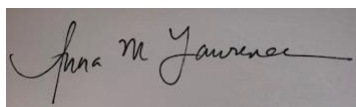
Scott Esposito (Chair)



Walt Hlawitschka



Jenn Anderson



Anna Lawrence



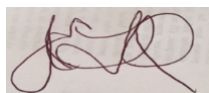
Richard Greenwald



Mike Puleo



Mike Trafecante



John Thiel

Approved by the General Faculty on August 17, 2020