

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") by and between SUNY Oneonta ("Oneonta") and United University Professions ("UUP"), herein collectively referred to as the "Parties," sets forth the terms and conditions of an agreement resolving uncertainty regarding the appropriate pay and workload calculation for Composition courses offered by the Department of English for part-time academic employees.

Recitals:

1. United University Professions ("UUP") is the certified bargaining agent for all of the employees in the Professional Services Negotiating Unit ("PSNU").
2. The State of New York is the public employer of the members of PSNU. State University of New York ("SUNY") is an agency thereof and SUNY Oneonta ("Oneonta") one of its campuses.
3. There exists a collectively bargained agreement ("the Agreement") between the State of New York and UUP (collectively "the parties") currently in effect.
4. The Parties have experienced uncertainty regarding the appropriate pay and workload calculation related to Composition courses offered by the Department of English at Oneonta for part-time academic employees.
5. The Parties resolve this uncertainty and to memorialize their agreement regarding the appropriate pay and workload treatment of such courses, as set forth below.

Agreement:

1. This MOA shall take effect beginning with the Fall 2026 semester and shall remain in effect thereafter unless modified in writing. Either party may exercise their right to modify and/or cancel the terms of this agreement at any time, provided that any modifications to the terms and conditions are mutually agreed upon.
2. Effective Fall 2026, 3-credit hour Composition courses, offered by the English Department and assigned to part-time academic employees in a qualified academic rank (non-tenure track), shall be paid on the basis of a 4-credit hour equivalency.
3. Such courses shall continue to be paid in accordance with all applicable requirements of the Agreement and in accordance with any applicable local agreements pertaining to the terms and conditions of employment of employees at Oneonta.
4. For purposes of part-time academic employee workload, including factors differentiating between part-time and full-time employment status, Composition courses shall be considered equivalent to any other 3-credit hour course.
5. Nothing in this MOA shall be construed to modify any provision of the Agreement.

6. In the event that any one or more of the provisions contained herein shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provisions of this agreement, but this agreement shall be construed as if such invalid, illegal or unenforceable provisions had never been contained herein, unless the deletion of such provision or provisions would result in such a material change so as to cause completion of the transactions contemplated herein to be unreasonable.

Signatures:



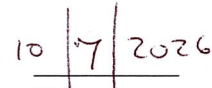
For Oneonta
Dia Carleton
Chief Human Resources Officer
Designee of the President for Employee Relations



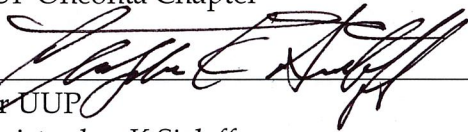
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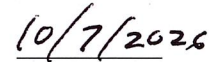
For UUP
Shirley Clark
President
UUP Oneonta Chapter



Date



For UUP
Christopher K Sielaff
Labor Relations Specialist for UUP
New York State United Teachers



Date