

## **MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement (“MOA”) is by and between Southern New Hampshire University (“SNHU” or “University”) and the Southern New Hampshire University Professional Employees Association (“SNHUPEA” or “Association”), collectively referred to herein as the “Parties.” The terms of this agreement are as follows.

### **1. Duration of Extension of Parties’ Collective Bargaining Agreement and MOA.**

The Parties hereby agree to extend their collective bargaining agreement (“Agreement”) in effect until June 30, 2020 for three (3) additional years. The provisions set forth in the Parties’ collective bargaining agreement (Agreement) in effect through June 30, 2020 shall remain unchanged except as agreed to herein.

The Parties agree that the extended Agreement will be in effect from July 1, 2020 through June 30, 2023.

The Parties agree that on June 30, 2022 this extension may be extended by one (1) additional year from July 1, 2023 until June 30, 2024, if both SNHU and SNHUPEA agree to this further extension of the Agreement. However, if one party does not agree to the additional one (1) year extension, the Parties agree to begin contract negotiations for the successor contract to the Agreement in effect until June 30, 2023 on or shortly after June 30, 2022.

The Parties agree that this MOA will expire on June 30, 2023. However, if the Parties agree to the additional one (1) year extension described above, then this MOA will expire on June 30, 2024.

### **2. Salary Adjustments for FY 21, 22, 23, and 24.**

In accordance with the terms of Article XVII – SALARY, the Parties agree to the following salary adjustments during the extension of the Parties’ Agreement:

Salary Adjustment for FY21 – 4%

Salary Adjustment for FY22 – 4%

Salary Adjustment for FY23 – 3%

(If Parties agree to an additional one (1) year extension of Agreement): Salary Adjustment FY24 – 3%.

**3. Teaching Assignments Beyond the Normal Workload for FY 21, 22, 23, and 24.**

In accordance with the terms of Article XVII.G.1 – SALARY – Teaching Assignments Beyond the Normal Workload, the Parties agree to the following during the extension of the Parties’ Agreement:

Contract Year 2020-2021 – \$4000 effective the term/semester that starts that Contract Year.

Contract Year 2021-2022 – \$4000 effective the term/semester that starts that Contract Year.

Contract Year 2022-2023 – \$4000 effective the term/semester that starts that Contract Year.

(If Parties agree to an additional one (1) year extension of Agreement):  
Contract Year 2023-2024 – \$4000 effective the term/semester that starts that Contract Year.

**4. Medical Insurance for FY 21, 22, 23, and 24.**

In accordance with the terms of Article XVIII.A.3 – FRINGE BENEFITS – Medical Insurance, the Parties agree to the following medical insurance coverage during the extension of the Parties’ Agreement:

Contract Year 2020-2021 – University 88%, Employee 12%

Contract Year 2021-2022 – University 88%, Employee 12%

Contract Year 2022-2023 – University 88%, Employee 12%

(If Parties agree to an additional one (1) year extension of Agreement):  
Contract Year 2023-2024 – University 88%, Employee 12%.

**5. Retirement Benefits for FY 21, 22, 23, and 24.**

In accordance with the terms of Article XVIII.F.2 – FRINGE BENEFITS – Retirement Plan and Trust, the Parties agree to the following employer retirement contribution on base salary during the extension of the Parties’ Agreement:

Contract Year 2020-2021 – 9% Effective September 1, 2020

Contract Year 2021-2022 – 9% Effective September 1, 2021

Contract Year 2022-2023 – 9% Effective September 1, 2022

(If Parties agree to an additional one (1) year extension of Agreement):  
Contract Year 2023-2024 – 9% Effective September 1, 2023.


**6. Additional Agreed Upon Provisions of this MOA.**

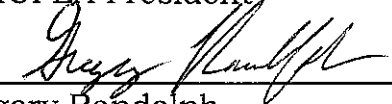
SNHU further agrees to pay each full time covered employee employed by the University on June 1, 2019, and still employed in the SNHUPEA bargaining unit at the time this MOA is ratified by the bargaining unit, a bonus of \$1,000.00 as soon as practicable following said ratification of this MOA.

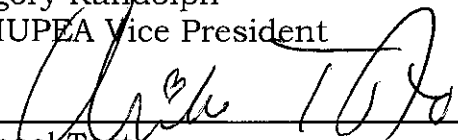
The Parties further agree to develop a means (whether working groups or otherwise) to discuss SNHUPEA bargaining unit members' concerns, including, but not limited to: overload policy, PTO policy, work from home options, and benefits structure options. The Parties further agree that these discussions do not constitute a reopener of nor renegotiation of the current and/or the extended Agreement.


In witness whereof, the University has caused this instrument to be signed and sealed by its duly authorized representatives and the Association has caused this instrument to be signed and sealed by its duly authorized representatives this 9<sup>th</sup> day of December, 2019.  
(ninth)

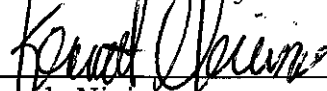
On Behalf of Southern New Hampshire University Professional Employees Association (SNHUPEA),

By:   
Patrick Cullen  
SNHUPEA President

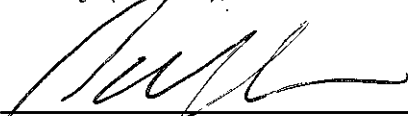
By:   
Gregory Randolph  
SNHUPEA Vice President

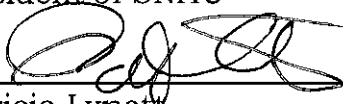
By:   
Michael Tasto  
SNHUPEA Treasurer

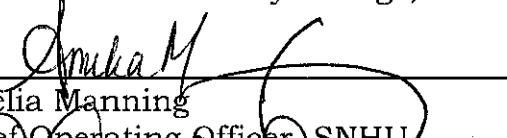
By:   
Joanne Normand  
SNHUPEA Secretary

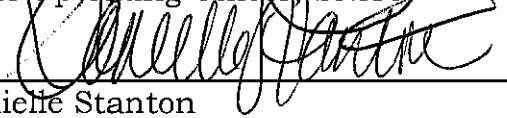
By:   
Kenneth Nivison  
SNHUPEA Representative to Board of Trustees

On Behalf of Southern New Hampshire University (SNHU),

By:   
Paul LeBlanc  
President of SNHU

By:   
Patricia Lynott  
President of University College, SNHU

By:   
Amelia Manning  
Chief Operating Officer, SNHU

By:   
Danielle Stanton  
Executive Vice President and Chief Human Resource Officer, SNHU