

**LETTER OF AGREEMENT**  
**February 20, 2023**  
**between**  
**Western Oregon University and**  
**the Western Oregon University Federation of Teachers**  
**Local 2278, AFT-Oregon, AFL-CIO**

**WHEREAS**, Western Oregon University (“WOU” or “University”) and the Western Oregon University Federation of Teachers (“WOUFT” or “Union”) (“Party” individually or “Parties” collectively), Local 2278, American Federation of Teachers (AFT), AFT-Oregon, AFL-CIO are parties to a collective bargaining agreement with an effective term of July 1, 2020 through June 30, 2023 (“CBA” or “Agreement”); and

**WHEREAS**, the Agreement includes Article 29: Negotiation of a Successor Agreement, states the following:

“For the purpose of negotiating a full successor agreement, either party may give written notice during the period of October 15-November 15, 2022, of its desire to negotiate a full successor Agreement specifying those new subjects or sections of this Agreement it proposes to negotiate. Such negotiations shall commence with an exchange of written proposals by the parties no later than the first week in February 2023. Those sections of this Agreement not opened by said notices or by subsequent mutual agreement shall automatically become a part of any successor agreement;” and

**WHEREAS**, on November 1, 2022, WOUFT notified WOU of its intent to open negotiations over a successor collective bargaining agreement during the first week of February 2023; and

**WHEREAS**, WOU and WOUFT have engaged in discussions reasonably understood to be contract negotiations (hereinafter “Negotiations”) over extending the effective dates of the CBA beyond its June 30, 2023 end date (“Term”), and several terms and conditions of the CBA; and

**WHEREAS**, WOU and WOUFT have engaged in Negotiations and wish to extend the Term of the CBA but also make specific amendments to certain terms and conditions of the CBA.

**NOW AND THEREFORE**, WOU and WOUFT mutually agree that by action of this Letter of Agreement the CBA will be understood to have been amended as follows (amendments in **BOLD and UNDERLINED**):

1. The title page of the CBA will be amended as follows:

July 1, 2020 through June 30, 2024  
Re-Opened Article 16 for 2021-2022 and 2023 years  
**Extended in February, 2023 through June 30, 2024**

2. The Term of the CBA will be extended by one calendar year through June 30, 2024.
3. Article 16, Section 4.A will be amended to include the 2023-2024 academic year as follows

“Annual Tenure Track and Tenured Faculty. For annual Tenure-Track and tenured faculty, there will be a 40-step salary step system for the 2021-2022, 2022-2023 **and 2023-2024** academic years starting with the normal entry level salary for Assistant Professors, with increasing steps. Twelve-month faculty will be assigned annual salaries on the basis of their step value times the ratio 11 to 9.”

4. Article 16, Section 4.A.5 will be amended to include Occupational Therapy to the disciplines subject to Market Place Advances as follows:

**“Market Place Advances** (Business & Economics and Computer Science **and Occupational Therapy**). The University offers degrees and programs in disciplines subject to national market pressures, which cause competitive faculty starting salaries to exceed the starting salaries of other disciplines. The disciplines subject to these national salary pressures at WOU presently are **Occupational Therapy, and** those contained in the divisions of Business & Economics and Computer Science. Other divisions may contain disciplines that, in the future, will be subject to national market pressures on faculty starting salaries. If this happens, the University will negotiate with the Union to include other divisions in this agreement. **Article 16, Section 4.A.5.a. applies to the three disciplines specified here, while Article 16, Section 4.A.5.b. applies exclusively to Business & Economics.**

5. Article 16 Annual Tenure-Track and Tenured Faculty Salary Schedule will be amended to extend the 2022-2023 salaries through the 2023-2024 academic year as follows:

**Salary Adjustments.** Salary adjustments of annual tenure and tenured faculty salaries for the 2021-2022, 2022-2023, and 2023-24 academic years shall occur as follows:

**c. Annual Tenure-Track and Tenured Faculty Salary Schedule**

July 1, 2021, 2022 <b>and 2023</b> (12-month)		Academic year 2021-2022 step increases for eligible faculty will be granted at the first pay period following ratification of the re-opener agreement and no sooner than the February 2022 pay period. Academic year 2022-2023 step increases for eligible faculty will be granted on September 16, 2022. <b>Academic year 2023-2024 step increases for eligible faculty will be granted on September 16, 2023.</b>	
September 16, 2021, 2022 <b>and 2023</b> (9-month)			
October 1, 2021, 2022 <b>and 2023</b> (Deferred Pay)			
step	2020-2021	2021-2022	<u>2022-2023 &amp; 2023-2024</u>
1	54,215	54,486	55,303
2	55,372	55,649	56,484
3	56,628	56,911	57,765
4	56,932	57,217	58,075
5	57,435	57,722	58,588
6	58,218	58,509	59,387
7	59,019	59,314	60,204
8	59,838	60,137	61,039
9	60,677	60,980	61,895
10	61,535	61,843	62,770
11	62,411	62,723	63,664
12	63,307	63,624	64,578
13	64,224	64,545	65,513
14	65,162	65,488	66,470

15	66,121	66,452	67,448
16	67,101	67,437	68,448
17	68,102	68,443	69,469
18	69,127	69,473	70,515
19	70,175	70,526	71,584
20	71,245	71,601	72,675
21	72,339	72,701	73,791
22	73,458	73,825	74,933
23	74,602	74,975	76,100
24	75,771	76,150	77,292
25	76,964	77,349	78,509
26	78,185	78,576	79,755
27	79,433	79,830	81,028
28	80,708	81,112	82,328
29	82,009	82,419	83,655
30	83,340	83,757	85,013
31	84,700	85,124	86,400
32	86,089	86,519	87,817
33	87,509	87,947	89,266
34	88,959	89,404	90,745
35	90,440	90,892	92,256
36	91,954	92,414	93,800
37	93,500	93,968	95,377
38	95,132	95,608	97,042
39	96,931	97,416	98,877
40	98,766	99,260	100,749

6. Article 16, Section 4.B.1.2 will be amended to provide eligible Non-Tenure Track faculty with a 1.7% salary increase as follows:

“For the current Bargaining Agreement, eligible Lecturers, Instructors, and non-tenure track Assistant Professors will receive increases of 3.5% in the first pay period following ratification and no sooner than February 2022; and 2.75% for the academic year beginning September 16, 2022; **and 1.7% for the academic year beginning September 16, 2023.**”

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7. Article 17, Section 2 will be amended to extend the employer contribution to Health and Dental Insurance for the 2024 plan year as follows:

**Article 17, Section 2. Employer Contribution.** For plan years 2021, 2022, 2023, and **2024**, the Employer will contribute ninety-five percent (95%) of the premium costs of the coverage, and the employee will contribute five percent (5%). For these plan years, where an employee has the opportunity to choose between two (2) healthcare plans and the employee enrolls in the least expensive PEBB health plan available to them, the Employer will contribute ninety-seven (97%) of the premium costs of the coverage and the employee will contribute three percent (3%).

8. Article 22, Section 6.B will be amended to provide \$270,000 faculty development funding for the 2023-2024 academic year as follows:

“The University shall devote a total of \$180,000 for funding for the 2020-2021 academic year, \$225,000 for funding for the 2021-2022 academic year, and \$270,000 for funding for the 2022-2023 academic years, **and \$270,000 funding for the 2023-2024 academic year** for Type 1 faculty development.”

9. Article 23, Section 8 will be amended to provide salary provisions for summer, 2024 as follows:

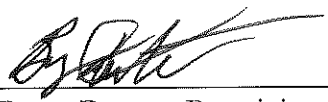
**Article 23, Section 8. Faculty Compensation for Summer Session 2021, 2022, 2023, and 2024.** The rate of pay for the 2021, 2022, 2023, and 2024 Summer Sessions will be 20% of the faculty member’s current salary rate. The rate of pay for all faculty members will be based on nine (9) credit hours for full-time teaching.


10. Article 29 will be amended to establish a 2023 notice period for contract successor negotiations as follows:

“For the purpose of negotiating a full successor agreement, either party may give written notice **no later than** November 15, **2023** of its desire to negotiate a full successor Agreement specifying those new subjects or sections of this Agreement it proposes to negotiate. Such negotiations shall commence with an exchange of written proposals by the parties no later than the first week in February 2024. Those sections of this Agreement not opened by said notices or by subsequent mutual agreement shall automatically become a part of any successor agreement.”

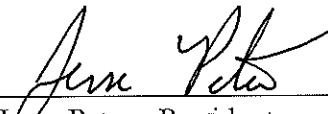
11. No other amendments will be made to the CBA. The CBA and this Letter of Agreement should be understood to be read together. Any conflict between the CBA and this Letter of Agreement should be understood to follow the instruction and amendments set forth in this Letter of Agreement.

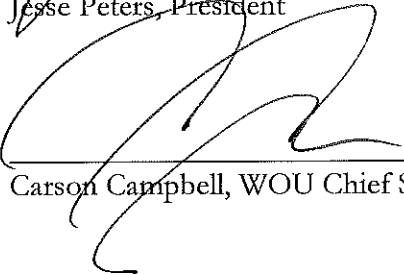
WOUFT:

  
Bryan Dutton, Bargaining, Team Chair      2/20/23      Date

  
Melanie-Landon Hays, WOUFT President      2/20/23      Date

WOU:

  
Jesse Peters, President      2/20/23      Date

  
Carson Campbell, WOU Chief Spokesperson      2/20/23      Date