
MEMORANDUM OF UNDERSTANDING
TERM OF AGREEMENT – AUGUST 22, 2005 – AUGUST 17, 2008

Both parties, having ratified the 2008-2011 YSU/YSU-OEA Agreement, mutually agree to implement its Article 4.5:4 provisions as stated below for summer 2008. Both parties further agree that they will use the experience gained from the summer 2008 implementation of this innovative summer school policy to evaluate the process and outcomes. After the conclusion of the summer 2008 sessions, either party may propose changes to this language for the purpose of improving the summer school policy. Any resulting changes that may be mutually agreed to will be incorporated into the 2008-2011 Agreement.

Article 4.5:4 states:

- a. Faculty teaching undergraduate courses with enrollment of 13 or more as of 6:00 a.m. on the day of the first class of the session in which it is offered shall receive .0375 of his/her 9-month salary of the previous academic year for each TH.
- b. Faculty teaching undergraduate courses with enrollment of 10, 11, or 12 as of 6:00 a.m. on the day of the first class of the session in which it is offered shall be paid according to the following formula: $\text{pay} = (N/13)(TH)(.0375)(S)$, where pay is the amount of compensation the faculty member will receive for the course, N is the number of students enrolled in the course at 6:00 a.m. on the first day of class, TH is the number of workload hours assigned to the course and S is the faculty member's 9-month salary in the previous year.
- c. Undergraduate courses with enrollment of 9 or fewer as of 6:00 a.m. on the day of the first class of the session may be canceled or offered as conference courses. If the course is offered, faculty shall be paid according to the following formula: $\text{pay} = (2/3)(TH)(.0375)(S)$. Courses can be canceled at the discretion of the administration up until the first day of the summer session in which the course is scheduled.
- d. Faculty teaching graduate classes and graduate/undergraduate swing classes with enrollment of 9 or more as of 6:00 a.m. on the day of the first class of the session in which it is offered shall receive .0375 of his/her 9-month salary of the previous academic year for each TH.

- e. Faculty teaching graduate or swing courses with enrollment of 7 or 8 as of 6:00 a.m. on the day of the first class of the session in which it is offered shall be paid according to the following formula: $\text{pay} = (N/9)(TH)(.0375)(S)$, where pay is the amount of compensation the faculty member will receive for the course, N is the number of students enrolled in the course at 6:00 a.m. on the first day of class, TH is the number of workload hours assigned to the course and S is the faculty member's 9-month salary in the previous year.
- f. Graduate or swing courses with enrollment of 6 or fewer as of 6:00 a.m. on the day of the first class of the session may be canceled or offered as conference courses. If the course is offered, faculty shall be paid according to the following formula: $\text{pay} = (2/3)(TH)(.0375)(S)$. Courses can be canceled at the discretion of the administration up until the first day of the summer session in which the course is scheduled.
- g. Summer courses that are offered as conference courses are to be scheduled at times and dates that are mutually convenient to the faculty member and students.
- h. For undergraduate classes with enrollment less than 13 and graduate/swing classes with enrollment less than 9 students the department chair will notify the assigned faculty member that the pay for the course could be less than .0375 of his/her 9-month salary of the previous academic year for each TH. The chair must notify the faculty member in writing of the possibility of reduced pay no less than two weeks before the start of the particular summer session. The faculty member shall indicate in writing whether he or she accepts or declines to teach the course at this time. If he or she declines, the course will be offered to other faculty in the department according to the rotation system in place.
- i. For courses in which WH is already enrollment-defined on a per capita basis (see Article 13), the above formulae do not apply.