

Memorandum of Understanding

The purpose of this Memorandum of Understanding between the United Faculty of Central (the “Union”), and Central Washington University (the “University”) is to memorialize the agreements reached during negotiations conducted pursuant to a reopener provision in the parties’ collective bargaining agreement, covering the period from September 1, 2023 through August 31, 2027 (the “Agreement”).

Recitals

Section 33.2 of the Agreement includes a reopener provision that permits each party to open bargaining over wages and up to two (2) additional articles by providing notice to the other party on or before June 30, 2025. The parties have met for reopener negotiations and have elected to make midterm changes to only the Compensation and Benefits portions of the Agreement. The parties have entered into this Memorandum to memorialize their agreements.

Agreement

Now, therefore, the parties agree as follows:

1. Effective September 1, 2025:
 - a. The salary or compensation paid to all tenured faculty, tenure-track faculty, non-tenure-track faculty with annual or multi-annual contracts (who are rehired), quarterly senior lecturers (who are rehired) and all coaches will be increased by the amount allocated to the University by the Washington State Legislature for general salary increases applicable to faculty during fiscal year 2026. For example, if the Legislature provides the University with funding for a three percent (3.0%) salary increase for all faculty, salaries will be increased by three percent (3.0%).
 - b. The minimum remuneration identified in Sections 18.3.2 (tenure-track and tenured faculty), 18.3.3 (non-tenure-track faculty) and 18.3.4 (coaches) will be increased by the amount allocated to the University by the Washington State Legislature for general salary increases applicable to faculty during fiscal year 2026. For example, if the Legislature provides the University with funding for a three percent (3.0%) salary increase for all faculty, the minimum remuneration values will be increased by three percent (3.0%).
2. Effective September 1, 2026:
 - a. The salary or compensation paid to all tenured faculty, tenure-track faculty, non-tenure-track faculty with annual or multi-annual contracts (who are rehired), quarterly senior lecturers (who are rehired) and all coaches will be increased by the amount allocated to the University by the Washington State Legislature for general salary increases applicable to faculty during fiscal year 2027.

b. The minimum remuneration for tenure-track and tenured faculty, non-tenure-track faculty and coaches established by Paragraph 1.b. above will be increased by the amount allocated to the University by the Washington State Legislature for general salary increases applicable to faculty during fiscal year 2027.

3. Except as described in this Memorandum, the terms and conditions of the Agreement will remain unchanged and in full effect through August 31, 2027.

4. This Memorandum will take effect upon ratification by both parties and will expire on August 31, 2027.

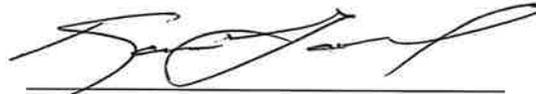
Signed and Dated this 7th day of April, 2025.

Central Washington University



Patrick Pease
Provost/Executive VP for Academic
Affairs

United Faculty of Central



Kara Gabriel
President, United Faculty of Central