

**Memorandum of Understanding**

This Memorandum of Understanding (“Agreement”) is made and entered into by and between the University of Maine System and all of its campuses, locations, sites, centers, and affiliated entities (collectively “UMS”) and the Associated Faculties of the Universities of Maine (AFUM) (hereinafter the “Union”), collectively (“the Parties”).

WHEREAS, the Collective Bargaining Agreement between the Parties expired June 30, 2021;

WHEREAS, the Parties have reached a tentative agreement on a successor contract;

WHEREAS, amendments to the successor agreement include adding a lecturer career path and other changes related to non-tenure track instructors; and

WHEREAS, the Parties desire to ensure any non-tenure track instructors hired prior to 2010 are compensated for longevity pay which they did not receive.

NOW THEREFORE, the Parties have mutually agreed to the following:

1. Instructors hired before 2010 who have previously received the lecturer longevity increases shall receive no additional longevity pay but shall receive a title change to Principal Lecturer.
2. Instructors hired before 2010 who have sixteen (16) or more years of service shall receive four-thousand four-hundred forty-seven dollars (\$4,447) increase to their base salary retroactive to September 1, 2021 and shall receive a title change to Principal Lecturer.
3. Instructors hired before 2010 who have more than ten (10) years and fewer than sixteen (16) years of service shall receive four-thousand four-hundred forty-seven dollars (\$4,580) increase to their base salary effective September 1, 2022 and be promoted to Principal Lecturer (see Article 20(D)(1)(c) of the successor agreement).
4. Increases resulting from this Agreement shall be subject to the equity review outlined in Article 20(D)(1)(e) of the successor agreement.

\_\_\_\_\_  
Association

\_\_\_\_\_  
DATE

\_\_\_\_\_  
University of Maine System

\_\_\_\_\_  
DATE