

**NEGOTIATIONS BETWEEN EASTERN ILLINOIS UNIVERSITY AND THE
UNIVERSITY PROFESSIONALS OF ILLINOIS, LOCAL 4100, EASTERN ILLINOIS
CHAPTER**

MEMORANDUM OF AGREEMENT

**NON-RENEWAL FOR UNIT B BARGAINING UNIT MEMBERS FOR FISCAL YEARS
2027 AND 2028**

This Agreement (“Unit B MOA”) is entered into by and between the Board of Trustees of Eastern Illinois University (“Employer”) and the University Professionals of Illinois, Local 4100, Eastern Illinois Chapter (“Union”) (collectively the “Parties”) regarding the impact of non-renewals announced on October 14, 2025, and whose non-renewal has not been/is not rescinded by their specified last day of employment, as well as the non-renewal of Unit B bargaining unit members during the term of this Unit B MOA.

All terms and conditions of this Unit B MOA shall be effective upon signatures from both Parties and shall remain in effect through August 31, 2028. Any disputes arising from this Unit B MOA shall be subject to the grievance and arbitration procedure in the Parties’ Collective Bargaining Agreement.

- I. Non-renewal of Unit B Bargaining Unit Members in Fiscal Years 2027 and 2028:
 - A. The number of non-renewals and/or reduction in work assignment below full-time status among ACF members shall not be more than 7% of the total ACF roster at the end of previous Spring semester, rounded down to the nearest whole number. For FY27, the reference number shall be from the end of Spring 2026 (after May 15, 2026). For FY28, the reference number shall be from the end of Spring 2027 (after May 15, 2027). The reference number of ACF employees shall exclude any ACFs with pending non-renewals beyond July 1, 2026. This total non-renewed/non-reduced ACF number shall exclude the following categories of ACFs: (i) any ACF member who does not receive re-employment as a result of an “Unsatisfactory” evaluation; (ii) ACFs covering duties from full-year Unit A sabbatical; (iii) any ACF member who is hired to cover teaching duties of a specific Unit A position while a search for that position is carried out.
 - B. In each of FY 27 and FY 28, the number of non-renewals and/or reduction in work assignment for Academic Support Professional bargaining unit members (“ASPs”) shall not exceed 6% of the total number of ASPs employed as of June 30, 2026 rounded down to the next whole integer. ASPs with pending non-renewals beyond July 1, 2026 shall not be included in the calculation of the total number of ASPs. ASPs who are not renewed based on an “Unsatisfactory” evaluation shall not be counted as non-renewals applied to the 6% cap.

II. The Union President will be confidentially notified of all non-renewals subject to this Agreement at least three business days prior to informing the non-renewed employee(s). This confidentiality restriction shall extend to and include the chapter executive board, the Local executive board, and IFT leadership team.

III. When programmatic need is asserted in a non-renewal decision, then an assessment for programmatic need must be carried out for all non-renewal decisions in the same academic year. A written assessment shall then be shared with the Union in a timely manner.

IV. For the purpose of this MOA, Section 6.5 of CBA Unit B shall be applied as follows for all ACF employees:

6.5. Contract Length for Annually Contracted Faculty

a. The Provost shall have the discretion to offer a two-year or three-year contract to an annually contracted faculty member for purposes such as, but not limited to, recruitment and retention.

b. ACF members who have not received a notice of non-renewal by April 15 prior to the start of an academic year will be issued a contract for that academic year.

c. After four (4) annual evaluations of 'Satisfactory', 'Highly Effective', or 'Superior,' and absent a declaration of financial exigency, ACF members will receive notice of non-renewal no later than January 1. Individuals who have not received a notice of non-renewal will be issued a full-time or part-time contract based on their previous contract, for the following academic year.

d. After eight (8) annual evaluations of 'Satisfactory', 'Highly Effective', or 'Superior' and absent a declaration of financial exigency, ACF members who have received notice of nonrenewal beyond the next academic year on or before January 1 will receive a terminal contract for full-time or part-time appointment based on their previous contract for the following academic year. Individuals who have not received a notice of nonrenewal will be issued a full-time or part-time contract based on their previous contract, for the following academic year.

e. For the duration between an ACF member being given the notice of non-renewal to the actual end of employment, the ACF member's workload and pay may not fall below 50%. In cases where instructional CUs are not available to be assigned, non-instructional CUs shall be assigned instead to reach the minimum of 12 CUs per academic year.

f. During assignment of duties, ACF members shall receive instructional CU assignments for courses they are qualified to teach based on seniority (years of service). No instructional CUs from courses that an ACF member is qualified to teach may be assigned to adjunct staff until all ACF members have at least 24 CUs assigned.

IN WITNESS WHEREOF, the Parties hereto by their authorized representative, have executed this Agreement on Apr 27, 2026

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