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Regulation and the IRB Guidelines and Regulation.
Effective provisions in accordance with the University policies and applicable federal,
state, and local laws.

Monetary compensation during the academic year shall be made in bi-weekly
payments. For purposes of calculating payments for vacation of a term, designated
vacation time of each teacher shall begin on July 1 and end on June 30. Summer
pay shall be paid in two (2) installments: The first half shall be paid during the first
pay period after the final pay period for 10-month employment; the second half shall be
paid two (2) pay periods thereafter.

Except as specifically provided otherwise, designated
vacation time shall be compensated in the form of one load payment
and/or in the form of eleventh-month pay. The affected vacation member shall indicate
the compensation to the School Dean who shall honor the compensation where possible
and make the final determination based on program need. Whenever a vacation member
elects eleventh-month pay, it shall be scheduled within the same Academic Year (Fall-Spring)
in which it is earned, except as allowed below.

This Agreement shall remain in full force and effect from the date until June 30, 2023 unless
modified by change in the Master Agreement or unless a new MOA replaces this one. The
Agreement shall automatically be renewed from year to year thereafter, unless either party shall
give to the other party written notice of its desire to terminate, modify, or amend this Agreement.
Such notice shall be given to the other party in writing no later than 30 days prior to June 30, 2022,
or 30 days prior to June 30 of any succeeding year for which this Agreement is automatically
renewed.

IN WITNESS WHEREOF, the University and the Sock on Federation of Teachers have caused
this Memo and terms of Agreement to be executed this 6-8-2020.

For: Sock on University

For: The Sock on Federation of Teachers