

MEMORANDUM OF UNDERSTANDING

Between

KING'S UNIVERSITY COLLEGE ("King's")

And the

KING'S UNIVERSITY COLLEGE FACULTY ASSOCIATION ("Association")

Collectively referred to as "the Parties"

**Whereas** the Parties have entered into a Collective Agreement (CA) for the period of May 1st, 2022 to April 30th, 2024, and

**Whereas** Appendix A (Salaries and Benefits) section V. outlines that KUCFA retains the right, should Bill 124 be revoked or amended by legislation or by practice, to reopen negotiations regarding financial issues impacted by the provincially enforced 1% increase maximum for the 2023-2024 academic year.

**Whereas** the parties met to negotiate specifically on salaries

**Therefore**, the Parties agree to the following:

For 2023-2024 there shall be an increase of **2.95%** on the base salary and on the negotiated experience increment. The salaries at May 1st 2023-2024 will be determined as follows:

Full Professor: **\$93,919** plus **\$2,909** for each year of experience to a maximum of 40 total years\*.

Associate Professor: **\$93,919** plus **\$2,769** for each year of experience to a maximum of 35 total years\*.

Assistant Professor: **\$93,919** plus **\$2,631** for each year of experience to a maximum of 20 total years.

Lecturer: **\$92,879** plus **\$2,631** for each year of experience to a maximum of 10 years

For 2023-2024 there shall be an additional one-time increase of \$5,000 on the base salary to address the comparator wage gap. The salaries at January 1st, 2024 will be determined as follows:

Full Professor: **\$98,919** plus **\$2,909** for each year of experience to a maximum of 40 total years\*.

Associate Professor: **\$98,919** plus **\$2,769** for each year of experience to a maximum of 35 total years\*.

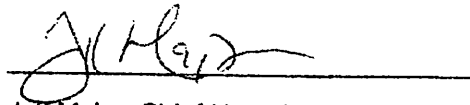
Assistant Professor: **\$98,919** plus **\$2,631** for each year of experience to a maximum of 20

total years.

Lecturer: \$97,897 plus \$2,631 for each year of experience to a maximum of 10 years

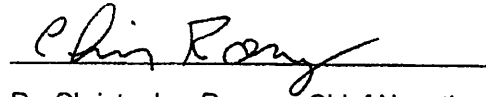
That the foregoing has been tentatively agreed to by the respective bargaining committees for the purpose of formal ratification by the applicable Parties:

For King's



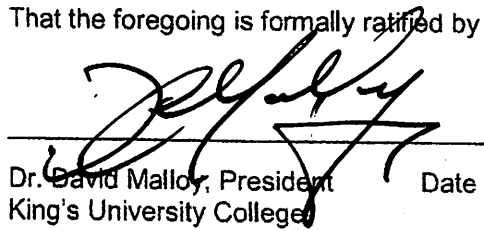
Jeff Major, Chief Negotiator  
King's University College

For KUCFA

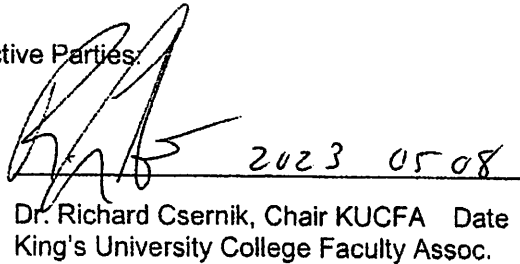


Dr. Christopher Rooney, Chief Negotiator  
King's University College Faculty Assoc.

That the foregoing is formally ratified by the respective Parties:



Dr. David Malloy, President      Date  
King's University College



2023 05 08

Dr. Richard Csernik, Chair KUCFA      Date  
King's University College Faculty Assoc.