

Letter of Agreement  
Between  
Western Oregon University (WOU)  
And  
Western Oregon University Federation of Teachers (WOUFT)  
February 28, 2025

This Letter of Agreement addresses the matter of pay for Non-Tenure Track and Instructional Faculty on a 12-month contract, as it is not currently specified by Article 17, Section 4B of the collective bargaining agreement (CBA) between WOU and WOUFT.

This Letter of Agreement represents the collaborative and common understanding of the above-named parties.

**WHEREAS**, Article 17, Section 4A of the CBA specifies that "Twelve-month faculty will be assigned annual salaries on the basis of their step value times the ratio 12 to 9,"

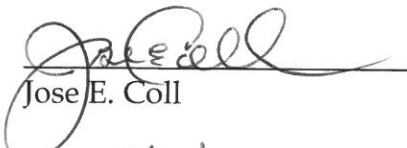
and **WHEREAS**, during the bargaining process, both parties understood the change of this ratio (from 11 to 9 in the previous CBA) to apply to all types of faculty,

and **WHEREAS**, the initial pay for non-tenure track and instructional faculty on a 12-month contract at WOU has historically been calculated by multiplying the appropriate value on the salary schedule on page 65/66 by a ratio of 11 to 9;


**NOW AND THEREFORE**, until the successor agreement is bargained in 2027, WOU and WOUFT agree as follows:

Twelve-month non-tenure track or instructional faculty will be assigned annual salaries on the basis of their 9-month salary value times the ratio 12 to 9, and this ratio applies retroactively to July 1, 2024.

On behalf of the University:

  
Jose E. Coll  
Date: 3/3/2025

On Behalf of the Union:

  
Melanie Landon-Hays  
Date: 2.28.25