

**MEMORANDUM OF UNDERSTANDING BETWEEN
PORTLAND STATE UNIVERSITY (PSU) AND
THE PSU CHAPTER OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS (PSU-AAUP)
REGARDING INDIVIDUAL PROFESSIONAL DEVELOPMENT ACCOUNTS
February 24, 2017**

Recitals

- A. During successor bargaining that concluded in April 2016, PSU and PSU-AAUP negotiated and agreed upon new collective bargaining agreement terms providing for Individual Professional Development Accounts (IPDAs) for members of the bargaining unit. See CBA Art. 19, Section 3.
- B. In the course of implementing these terms, the parties have determined that certain provisions in Art. 19, Section 3 should be clarified in order to properly reflect the parties' intent.

THEREFORE, the parties agree as follows:

Agreement

- 1. An IPDA will be created for newly employed members upon hire. If continued employment is conditioned upon completion of a trial service period provided for by Art. 17, Section 5, the academic professional will not be able to access their IPDA funds until they have successfully completed their trial service. If employment is not conditioned on the completion of a trial service period, the employee will have access to their IPDA funds from the date of hire.
- 2. The amount credited to an IPDA for a newly employed member will be prorated according to the number of full calendar months remaining in the fiscal year from their date of hire. Nine-month members hired on September 16 of the academic year will be credited with the full year's IPDA.
- 3. The amount credited to an IPDA for a member who is less than 1.0 FTE will be prorated based on the member's FTE. However, an approved sabbatical leave will not result in proration of the IPDA credit.
- 4. This MOU shall become an addendum to the parties Collective Bargaining Agreement. The parties shall determine how to include this language in the Collective Bargaining Agreement when the successor agreement is being bargained.

PSU

PSU-AAUP

By: Shelly Chabov

By: [Signature]

Its: 2/24/17

Its: 02/24/2017