

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is entered into by and between Cornish College of the Arts ("College") and Cornish Federation of Teachers AFT Local 4169 ("CFT").

WHEREAS, the College and CFT are parties to a 2022-2025 collective bargaining agreement containing a reopener in Article 13.5; and

WHEREAS, the parties entered into a Memorandum of Understanding on October 28, 2024, agreeing to continue reopener bargaining in December 2024 over COLA, deferred compensation, academic support task rates, and Department Chair salary; and

WHEREAS, the parties have met and bargained; and

WHEREAS, in consideration of its financial circumstances, the College has proposed no changes to compensation for the 2024-2025 academic year.

NOW, THEREFORE, in consideration of the mutual covenants, promises and conditions set forth herein, it is voluntarily agreed by and between the College and CFT as follows:

1. There shall be no changes to COLA, deferred compensation, academic support task rates, and Department Chair salary for the 2024-2025 academic year.
2. The College will send educational information to all members of CFT regarding the Orca Card Subsidy program.
3. Unallocated funds and allocated funding left unused by Faculty Development Fund recipients in the 2024/2025 Academic Year will remain in the Faculty Development Fund for the 2025/2026 Academic Year.
4. This MOU is effective when signed by both parties.

CORNISH COLLEGE OF THE ARTS

CORNISH FEDERATION OF TEACHERS, AFT  
LOCAL 4169

Emily Parkhurst

Matthew Sures

Date: January 30, 2025

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