Letter of Agreement

Regular Faculty Overload Compensation

This Letter of Agreement (LOA) clarifies overload compensation for regular faculty who are members of the bargaining unit. Effective fall term 2013, the following language will supersede the language of Article 10.2.E and Article 13.3. This letter will remain in effect through June 30, 2015 or until its contents are embedded in the contract as a result of the 2013-2015 contract negotiations.

Overload Compensation

The Deans schedule and manage overload. The University determines rate structure for overload classes it offers, seated or asynchronous, as follows:

1. Bargained overload pay is defined as remuneration given by the University during the academic (9-month) calendar for all overload beyond the full-time faculty appointment.

2. Summer Session instruction shall be compensated at the same rates noted in numbers 3 and 4 below.

3. Overload pay for undergraduate courses shall be compensated at the following rates:
   a. For courses enrolling less than 20 students, $47.50 per student per credit hour.
   b. For courses enrolling 20 or more students, $1,061 per credit hour.

4. Overload pay for graduate courses shall be compensated at the following rates:
   a. For courses enrolling less than 20 students, $68.50 per student per credit hour.
   b. For courses enrolling 20 or more students, $1,370 per credit hour.

For Eastern Oregon University:

[Signature]

Stephen Adkison, Provost and Senior VP for Academic Affairs

For the Associated Academic Professionals:

[Signature]

Donald Wolff, AAP Chief Negotiator

5/7/13 (02161526C) 5/20/13 (corrected)