

# MEMORANDUM OF AGREEMENT

---

between  
The Rhode Island Council on Postsecondary Education  
and  
Rhode Island College Faculty Association, AFT Local 1819

## **I. Purpose**

This Memorandum of Agreement (“Agreement”) is entered into by and between the Rhode Island Council on Postsecondary Education (“Council”) and the Rhode Island College Faculty Association, AFT Local 1819 (“Union”) to establish terms and conditions for the compensation of faculty members who participate in faculty search committees during the summer of 2026.

## **II. Term of Agreement**

This Agreement shall be effective for the period May 18, 2026 through August 23, 2026 unless extended or modified by mutual written agreement of the parties.

## **III. Covered Activities**

Academic year faculty members shall be eligible for additional compensation when appointed to faculty search committees operating during the Summer of 2026. The MOA does not apply to faculty searches conducted outside of the timeframe delineated above, or any other service, committee work or assignments for academic year faculty during this period.

Participation in a faculty search must be authorized or approved by the appropriate administrative authority (e.g., department chair, dean, or designee).

## **IV. Compensation**

Faculty members shall be compensated at a flat rate of \$1000.00 for time spent participating in faculty search committees outside of the academic year schedule. Compensation shall be paid in accordance with standard internal payroll procedures of Rhode Island College. Total compensation per faculty member shall not exceed \$1000.00 during this period. Compensation is contingent upon active participation and completion of committee responsibilities through the conclusion of the search process, as determined by the College.

## V. Eligibility

Only faculty members who are not otherwise compensated for these activities shall be eligible. This Agreement does not apply where compensation is already established through separate contractual provisions.

## VI. Approval and Documentation

Participation in a search committee must be approved by the appropriate department chair, dean or designee.

## VII. Non-Precedent


This Agreement is non-precedential and shall not establish a past practice or binding precedent beyond the stated term unless expressly incorporated into a successor collective bargaining agreement.

## VIII. Entire Agreement

This document represents the entire agreement of the parties regarding this matter and supersedes any prior discussions or understandings related to compensation for activities covered herein.

## IX. Signatures

For the Rhode Island Council on Postsecondary Education:



Name: Anne Marie O'Brien

Title: ASST Commissioner, HR & Labor Relations

Date: 7/8/2026

For Rhode Island College Faculty Association, AFT Local 1819



Name: Mikaila Mariel Lemonik Arthur

Title: President, RIC/AFT Local 1819

Date: 7/7/2026