

MEMORANDUM OF AGREEMENT

SKIDMORE COLLEGE

and

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 200UNITED

This Memorandum of Agreement ("MOA") is entered into by and between Skidmore College ("College") and SEIU Local 200United ("Union"), collectively referred to as "Parties," as follows:

1. The College and the Union are Parties to a new Collective Bargaining Agreement ("CBA"), effective June 1, 2024 through May 31, 2027.
2. The Parties continue to meet and discuss the ongoing implementation of the CBA, and the terms and conditions of employment it provides.
3. The Parties agree that the CBA does not address or otherwise define workload credits or compensation related to the Psychology Department's Field Placement Coordinator for its Clinical Psychology Field Experience, when this role is fulfilled by a member(s) of the bargaining unit.
4. The Parties hereby agree that:
 - a. A bargaining unit member serving as the Psychology Department's Field Placement Coordinator shall receive a ten- (10-) month appointment, with a commensurate salary pursuant to the terms of CBA Article XX, Section 11.1, in a manner consistent with any similarly situated unit member(s) designated as department Field Placement/Work Coordinators in any of the College's other academic departments, and shall be responsible for the administrative aspects of the relevant placements.
 - b. A bargaining unit member(s) who teaches the four- (4-) credit PS 329 Clinical Psychology Field Experience shall receive one (1) teaching credit for each section each term.
 - c. Typically, the unit member serving as Field Placement Coordinator would be assigned to teach the PS 329 seminar each term that it is offered. However, faculty assignments to teach PS 329 are determined by the Psychology Department, and the unit member shall receive teaching credit only when they

teach the seminar.

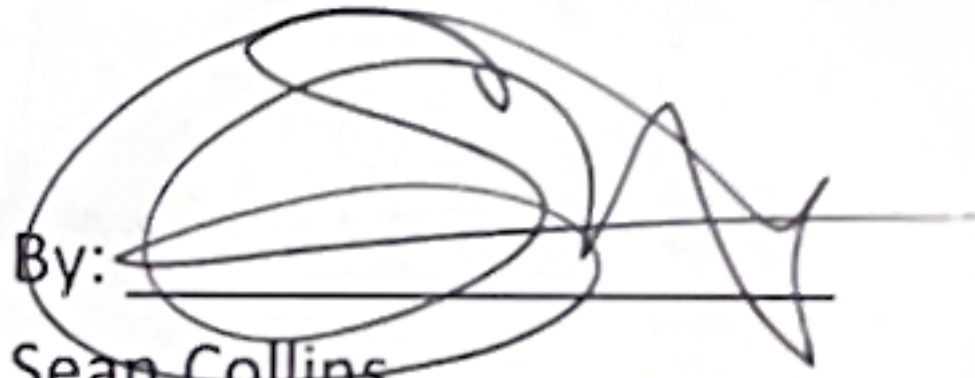
- d. Any bargaining unit member assigned the PS 329 seminar shall receive the teaching credit provided for in this MOA.
 - e. Consistent with the terms of CBA Article XX, Section 16, should the unit member's workload exceed the eighteen (18) credits per year, averaged over the length of the appointment, the unit member is entitled to an overload payment at the current standard per-credit/contact-hour rate.
5. Except as specifically set forth above in this MOA, there shall be no other modifications of the CBA, and it shall otherwise continue in full force and effect.

DATED: 8/26/25

SKIDMORE COLLEGE

By: Sarah Delaney Vero
Sarah Delaney Vero
General Counsel and Vice President
of Human Resources

SEIU Local 200United

By: 
Sean Collins
Union Representative