

## 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 Union sought clarification on the promotion timeline for faculty converted to the Associate Teaching Professor title under the CBA, who previously held full-time terminal appointments. The Union suggested that the promotion timeline recognize credit for years of service based on faculty's effective date of promotion to a "Senior" title. The College agreed to this suggestion and further suggested likewise crediting Associate Teaching Professors on legacy full-time renewable appointments with all years of service since their previous promotions to a "Senior" title.
4. The College suggested that the promotion timeline for faculty converted to the Assistant Teaching Professor title under the CBA, who previously held full-time terminal or renewable appointments, be clarified as well. The CBA does not reference service credit for faculty who were previously on full-time renewable appointments.

*As reference: CBA Article XXII – Appointments and Assignments, Section 1B.1. If a faculty member on a terminal appointment is appointed to a renewable appointment, the College will credit the faculty member with all prior years of full-time service, to a maximum of three (3) years, towards promotion. Also, per the CBA, Unit members are eligible to apply for promotion to the Associate rank in their sixth (6<sup>th</sup>) year at the Assistant rank.*

5. The Parties hereby agree that:
  - a. For the purposes of determining a unit member's eligibility for promotion to the Full Teaching Professor rank, their promotion to Senior Teaching Professor, Senior Lecturer, or Senior Instructor prior to June 1, 2025, shall be considered equivalent to promotion to the Associate Teaching Professor rank.
  - b. Therefore, unit members who previously held terminal or renewable appointments, and who were converted during implementation to renewable appointments at the Associate Teaching Professor rank, shall be eligible to put themselves forward for promotion to the Full Teaching Professor rank in their sixth (6<sup>th</sup>) or any subsequent year of service following either (a) June 1, 2025, or (b) the effective date of their promotion to Senior Teaching Professor, Senior Lecturer, or Senior Instructor, whichever is sooner.

This approach is consistent for Senior Artists-in-Residence who were promoted to that title prior to June 1, 2025 being eligible to put themselves forward for promotion to Distinguished Artist-in-Residence in their sixth (6<sup>th</sup>) or any subsequent year of service following either (a) June 1, 2025, or (b) the effective date of their promotion to Senior Artist-in-Residence, whichever is sooner.

- i. The faculty members eligible and their promotional review year, assuming continued full-time credited service as defined under the terms of the CBA, include:

| Promotion Review Year | Faculty Member         |
|-----------------------|------------------------|
| 25-26                 | Halstead, Evan         |
| 25-26                 | Freiermuth, Timothy    |
| 25-26                 | Roca, Maryuri          |
| 27-28                 | Kim, Young             |
| 27-28                 | Pujic, Erika           |
| 27-28                 | Read, David            |
| 27-28                 | Stoner-Hawkins, Sylvia |
| 28-29                 | Dunn, Olivia           |
| 28-29                 | Szabo, Csilla          |
| 29-30                 | Almansberger, Sara     |
| 29-30                 | McAdams, Ruth          |
| 30-31                 | Murray, Peter          |

- c. Faculty who previously held full-time renewable appointments, and who received a title change to Assistant Teaching Professor during implementation, shall be credited with prior consecutive years of full-time service, up to a maximum of three (3) years, towards promotion. The parties agreed that Jeremy Sloane would be credited for all years of full-time service in his prior renewable Instructor title.

- i. The faculty members eligible and their promotional review year, assuming continued full-time credited service as defined under the terms of the CBA, include:

| Promotion Review Year | Faculty Member   |
|-----------------------|------------------|
| 25-26                 | Sloane, Jeremy   |
| 28-29                 | Showalter, Ann   |
| 28-29                 | Banks, Stephanie |
| 28-29                 | Arora, Neha      |

6. This MOA is non-precedent setting and shall not be cited by any party in any proceeding or arbitration, except one to enforce the terms of and covenants contained within this Agreement.
7. 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: 11/10/2025

SKIDMORE COLLEGE

By: Sarah Delaney Vero

Sarah Delaney Vero  
General Counsel and Vice President of  
Human Resources

DATED: 11/11/25

SEIU LOCAL 200 UNITED

By: [Signature]

Sean Collins  
Union Representative