

**MEMORANDUM OF AGREEMENT**

**Between**

**UNIVERSITY OF RHODE ISLAND BOARD OF TRUSTEES**

**And**

**UNIVERSITY OF RHODE ISLAND PROFESSIONAL STAFF ASSOCIATION**

This Memorandum of Agreement between the University of Rhode Island Board of Trustees ("BOT") and the University of Rhode Island Professional Staff Association/NEARI ("UNION") is executed for purposes of extending the terms and conditions of the 2021 – 2024 Collective Bargaining Agreement, previously extended through separate Memorandum of Agreement between the PARTIES dated May 7, 2024, and now further extended by the terms herein through June 30, 2027.

The Collective Bargaining Agreement dated July 1, 2021 through June 30, 2024 between the PARTIES is incorporated herein by reference as if fully reproduced, except as modified below:

**1. Appendix A – Salary Provisions**

Effective July 1, 2025, bargaining unit members shall receive a three and one-quarter percent (3.25%) across the board salary increase.

Effective July 1, 2026, bargaining unit members shall receive a three and one-quarter percent (3.25%) across the board salary increase.

**2. Side Letter**

The PARTIES recognize a desire to review current contractual language related to Article 7.3 entitled "Sea Pay" for modification but further recognize that such a review may require in depth discussions that would otherwise delay effectuation of this Memorandum of Agreement. As such, the PARTIES agree that within six months of full execution of this Memorandum, a thorough review of Article 7.3 will be conducted and discussed between appropriate representatives of the UNION and URI, with the goal of agreeing to modification of such terms. Should the PARTIES agree to terms during the six (6) month period, the same will be reduced to writing and will automatically be incorporated into the 2027 successor agreement. If the PARTIES do not reach agreement, the matter will close, and UNION reserves the right to negotiate such changes with the 2027 – 2030 successor contract.


Discussions regarding modification of Article 7.3 in accordance with this Memorandum are in no way meant to suggest or result in a reopening of the Collective Bargaining Agreement for negotiation. The terms herein are meant specifically and only to address potential changes to Article 7.3 of the contract, and as such discussions in accordance with this Memorandum of Agreement are expressly limited thereto.

**SIGNATURES ON FOLLOWING PAGE**

P.G. MK  
2/21/2025

(Memorandum of Agreement – Extension of 2021-2024 Collective Bargaining Agreement)

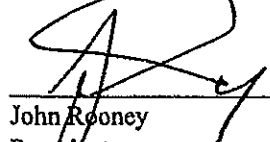
**For URI and URI Board of Trustees:**


 2/24/25  
Date:  
Becky Hill  
Vice President  
Office of Human Resources

Margo L. Cook Digitally signed by Margo L. Cook  
Date: 2025.02.24 09:16:17 -05'00'

Margot Cook Date:  
Chair  
URI Board of Trustees

**For Union:**

 2/21/25  
Date:  
John Rooney  
President  
URI Professional Staff Association

 2/21/2025  
Date:  
Pete Gingras  
Assistant Executive Director  
NEARI

PSA Pay Schedule  
Calendar Year 26 Pay Periods  
07/01/2025

<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
1.	32,261	46,535
2.	33,782	48,318
3.	36,193	52,020
4.	38,683	55,958
5.	41,626	60,221
6.	44,471	64,939
7.	47,768	70,904
8.	51,220	75,565
9.	55,127	82,606
10.	59,013	89,126
11.	63,507	95,774
12.	68,124	103,574
13.	73,278	111,334
14.	78,634	120,316
15.	84,674	129,454
16.	90,945	140,202
17.	97,668	151,545
18.	104,853	163,375

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2/21/25  
P.G.  
2/21/2025

PSA Pay Schedule  
Calendar Year 26 Pay Periods  
07/01/2026

<u>Pay Grade</u>	<u>Minimum</u>	<u>Maximum</u>
1.	33,309	48,047
2.	34,880	49,888
3.	37,369	53,711
4.	39,940	57,777
5.	42,979	62,178
6.	45,916	67,050
7.	49,320	73,208
8.	52,885	78,021
9.	56,919	85,291
10.	60,931	92,023
11.	65,571	98,887
12.	70,338	106,940
13.	75,660	114,952
14.	81,190	124,226
15.	87,426	133,661
16.	93,901	144,759
17.	100,842	156,470
18.	108,261	168,685

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6/21/25 2/21/2025