

**RESOLUTION OF THE BOARD OF TRUSTEES  
UNIVERSITY OF THE VIRGIN ISLANDS**

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Purpose: To approve and ratify the Collective Bargaining Agreement between the faculty and the University of the Virgin Islands.

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**WHEREAS**, the faculty and administration of the University have agreed mutually on a new *Table of Contents* of the Collective Bargaining Agreement; and

**WHEREAS**, the faculty and administration of the University have agreed mutually to now include Online Courses explicitly in the description of processes for course observation; and

**WHEREAS**, the faculty and administration of the University have agreed that the final rating for faculty will be that of the Unit Manager (Dean) with consideration of all other ratings, inclusive of the ratings of the Academic Supervisor (Chair) and the unit's Retention, Promotion and Tenure committee; and

**WHEREAS**, the faculty and administration of the University have agreed that, if there is strong disagreement regarding the final rating given by the Unit Manager, the matter will be referred to the Provost, whose rating will be final; and

**WHEREAS**, the faculty and administration of the University have agreed that a team representative of faculty and administration will meet to resolve issues regarding how UVI integrates UVI Online with UVI on-the-ground courses and programs; and

**WHEREAS**, the faculty and administration of the University have agreed that for the current year (2024) and the next two years there will be a 3% salary adjustment pool; and

**WHEREAS**, the faculty and administration of the University have agreed that there will be no bonuses, and salary adjustments will be based on longevity and performance evaluations; and

**WHEREAS**, the entire document has been ratified by the membership of the UVI-AAUP; and

**WHEREAS**, the new Collective Bargaining Agreement builds on the previous Collective Bargaining Agreement after three years of negotiations between administration and UVI AAUP; and

**WHEREAS**, the Executive Committee of the Board discussed and approved the entire Collective Bargaining Agreement at a meeting on May 14, 2024.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY THAT:**

1. The Collective Bargaining Agreement is hereby approved.
2. The Collective Bargaining Agreement will replace the current Collective Bargaining Agreement, and be valid from August 15, 2023, through August 14, 2026.
3. That the President is authorized to publish the Collective Bargaining Agreement, and to take such other action as may be necessary to implement the Resolution.

**CERTIFICATION**

The undersigned hereby certify that the foregoing is a true and exact copy of a resolution of the Board of Trustees of the University of the Virgin Islands and adopted at its meeting on Saturday, June 22, 2024, as recorded in the minutes of the said meeting.



June 22, 2024

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Secretary of the Board

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Date