

Memorandum of Understanding Regarding Compensation

WHEREAS, The University of Akron has conducted a comprehensive compensation study and will be implementing the findings of the study in phases. The University of Akron (the "University") and the Communication Workers of America, Local 4302, Staff Bargaining Unit ("SBU"), collectively referred to herein as the "Parties",

WHEREAS, Article 33 § 1 of the collective bargaining agreement currently provides as follows:

Effective July 1, 2021, through December 31, 2026, each bargaining unit member will remain at the same base wage rate in place as of June 30, 2021, unless otherwise indicated.

WHEREAS, the practice for compensation and wage structure in the SBU has been consistent with that of Classified Staff,

NOW THEREFORE, the Parties agree to the following compensation structure amendment, maintaining consistency with Classified Staff:

Job Profile Name	Position(s) in Profile	Comp Grade	Min	Mid	Max
Assistant 1, Business Operations Support, Union	Secretary, Administrative Secretary	SBU-108	\$ 15.00	\$ 17.26	\$ 20.14
Assistant 1, Libraries	Library Associate	SBU-108	\$ 15.00	\$ 17.26	\$ 20.14
Coordinator 1, Mailing & Delivery Services	Material Handling Delivery Worker	SBU-108	\$ 15.00	\$ 17.26	\$ 20.14
Archives Associate 2, Libraries	Archives Associate	SBU-109	\$ 16.19	\$ 19.42	\$ 22.66
Assistant 2, Business Operations Support, Union	Administrative Assistant, Medical Secretary	SBU-109	\$ 16.19	\$ 19.42	\$ 22.66
Assistant 2, Libraries	Library Associate Sr	SBU-109	\$ 16.19	\$ 19.42	\$ 22.66
Assistant 3, Technical Support	Computer Support Assistant	SBU-109	\$ 16.19	\$ 19.42	\$ 22.66
Coordinator 1, Libraries	Library Cataloging Specialist	SBU-109	\$ 16.19	\$ 19.42	\$ 22.66
Coordinator 1, Student Enrollment Services	Student Financial Aid Associate	SBU-109	\$ 16.19	\$ 19.42	\$ 22.66
Coordinator 2, Printing Services	DocuZip Asst	SBU-109	\$ 16.19	\$ 19.42	\$ 22.66
Coordinator 1, Testing Services	Testing Specialist	SBU-109	\$ 16.19	\$ 19.42	\$ 22.66
Coordinator 2, Event Services	Coordinator Events	SBU-109	\$ 16.19	\$ 19.42	\$ 22.66
Storekeeper 1, Stores	Storekeeper	SBU-109	\$ 16.19	\$ 19.42	\$ 22.66
Assistant 1, Accounting	Payroll Clerk	SBU-110	\$ 18.21	\$ 21.85	\$ 25.49
Assistant 3, Academic Program Services	Dept Safety Programs Specialist	SBU-110	\$ 18.21	\$ 21.85	\$ 25.49
Assistant 3, Business Operations Support, Union	Administrative & Student Support Specialist	SBU-110	\$ 18.21	\$ 21.85	\$ 25.49
Assistant 3, Libraries	Library Specialist	SBU-110	\$ 18.21	\$ 21.85	\$ 25.49
Coordinator 1, Purchasing	Coord PFOC Procurement	SBU-110	\$ 18.21	\$ 21.85	\$ 25.49
Coordinator 2, Art Program Support	3 D Technician, Digital Technology & Fabrication Technician	SBU-110	\$ 18.21	\$ 21.85	\$ 25.49

Coordinator 2, Business Operations Support	College Program Specialist, Coord Student Success Admin, Coord Counseling & Testing Center, Office Manager Accessibility, PFOC Service Center Rep Sr	SBU-110	\$ 18.21	\$ 21.85	\$ 25.49
Coordinator 2, Financial Operations, Union	Student Life Financial Specialist	SBU-110	\$ 18.21	\$ 21.85	\$ 25.49
Coordinator 2, Student Enrollment Services	Student Services Counselor, Student Enrollment Coordinator, Student Enrollment Counselor, Student Financial Aid Sr Associate	SBU-110	\$ 18.21	\$ 21.85	\$ 25.49
Coordinator 2, Testing Services	Testing Specialist	SBU-110	\$ 18.21	\$ 21.85	\$ 25.49
Storekeeper 2, Stores	Storekeeper Sr, Chemical Storekeeper	SBU-110	\$ 18.21	\$ 21.85	\$ 25.49
Technician 1, Technical Support	Coordinator, Classroom Services	SBU-110	\$ 18.21	\$ 21.85	\$ 25.49
Assistant 2, Accounting	Coord Student Accounts, Accounting Clerk Sr, Payroll Clerk Sr	SBU-111	\$ 20.49	\$ 24.59	\$ 26.68
Coordinator 2, Purchasing	Coord Procurement Card	SBU-111	\$ 20.49	\$ 24.59	\$ 26.68
Coordinator 3, Libraries	Library Services Coord	SBU-111	\$ 20.49	\$ 24.59	\$ 26.68
Technician 2, Network & Systems	Telecom Technician II	SBU-111	\$ 20.49	\$ 24.59	\$ 26.68
Assistant 3, Accounting	Accounting Specialist, Payroll Specialist	SBU-112	\$ 23.05	\$ 27.66	\$ 32.27
Coordinator 4, Libraries	Sr Library Services Coord – Resource Sharing Specialist, Sr Library Coord – MakerStudio Specialist	SBU-112	\$ 23.05	\$ 27.66	\$ 32.27
Analyst 1, Database Administration	Data Systems Specialist	SBU-114	\$ 28.02	\$ 35.02	\$ 42.02

Limitations: Shall become effective as of October 1, 2025, and the intent of this implementation is to bring affected positions to the minimum of the graded wage within the respective profile. Changes to wages will be paid beginning with the October 6, 2025, pay period begin date prospectively and not be retroactively calculated or paid out from differences resulting in the revised compensation structure. Holiday pay, overtime, compensatory time and/or paid time off in any form will not be retroactively impacted by the new structure.

Duration: This amended structure shall remain in effect through the duration of the current collective bargaining agreement wherein the parties may agree to permanently amend the contractual language, in whole or in part, and include said language in a successive collective bargaining agreement.

Conflict Resolution: Parties intend the terms of this MOU to supersede the Collective Bargaining Agreement (CBA) and Ohio Revised Code provisions on the same subject. In the event of a conflict between the terms of this MOU and CBA on other subjects, provisions of the CBA shall prevail, provided that the Ohio Revised Code or other applicable law does not provide specific guidance on the subject.

IN WITNESS WHEREOF, The Parties agree to this Memorandum of Understanding Regarding Compensation as of October 1, 2025.

THE UNIVERSITY OF AKRON

By: Sarah J Kelly

Date: 10/3/25

COMMUNICATION WORKERS OF AMERICA, LOCAL 4302

By: J.S.

Date: 10/1/2025