

## Letter of Agreement

### Modification of the Academic Calendar and Four-Week Winter Breaks

This Letter of Agreement is entered into between Oregon Institute of Technology (“the University”) and the Oregon Tech-American Association of University Professors (“OT-AAUP”), jointly referred to as “the parties.”

The Faculty Senate has requested that classes in the Fall Quarter begin in the third week of September.

Starting classes during the third week of September will, at times, result in a four-week Winter Break, which will, in turn, extend the Work Year, as defined in Article 9, Section 14 of the 2025-2030 CBA, by one week for faculty on 9-month contracts.

Oregon Tech and OT-AAUP have agreed that during the academic year breaks, 9-month faculty remain on duty, as noted in the bargaining note of July 21, 2025, in Article 9, Section 14.

We agree to move the start of the Fall Quarter to the third week of September, beginning Fall 2027. We also agree that, with this Letter of Agreement, the start and end of the Work Year (“WY”) meet the conditions in Article 9, Section 14 of “on or around” September 15th, and “on or around” June 15th, respectively. When the start of classes in the third week of September results in a four-week winter break, which extends the Work Year of faculty on 9-month contracts, the parties agree as follows:

For one week during such winter breaks, all 9-month faculty will be considered "off duty" and will not be asked or required to perform any work or institutional duties.

The parties will identify which week will be designated as “off duty” for any work year that has a four-week Winter Break during the duration of the 2025-2030 CBA.

- 2027-2028 – WY from 9/13/27 to 6/20/28; 4 week winter break; week off contract 12/20 to 12/24
- 2028-2029 – WY from 9/11/28 to 6/18/29; 4-week winter break; week off contract 12/25 to 12/29
- 2029-2030 – WY from 9/10/29 to 6/17/30; 4-week winter break; week off contract 12/24 to 12/28

For the entire WY, 9-month faculty will receive their base 9-month salary.

Additionally, in said academic years, the Notice of Appointment for 9-month faculty will include a statement indicating which dates are “off duty” that year.

Agreed as of

For OT-AAUP

For Oregon Tech

Signed by:  
  
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 1/28/2026  
 Dr. Kari Lundgren, President, OT-AAUP

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 1/28/2026  
 Dr. Nagi Naganathan, President, Oregon Tech