



**Resolution No. 26-02**

***Approval of Memorandum of Agreement with  
University Professionals of Illinois, Local 4100***

**WHEREAS,** The Board of Trustees of Governors State University (the “Board” and “University,” respectively) was created on January 1, 1996, by Public Act 89-4 to operate, manage, control, and maintain the University in accordance with the rights, powers, and duties vested by law in the Board;

**WHEREAS,** The Board is comprised of eight members, seven of whom are appointed by the Governor of Illinois with the advice and consent of the Senate, and one of whom is a University student selected by student peers;

**WHEREAS,** The University’s faculty and certain other employees are organized and represented by University Professionals of Illinois, Local 4100 (“UPI”), a labor union;

**WHEREAS,** The University proposes extending that Collective Bargaining Agreement by and between the University and UPI, which expired as of August 15, 2025, for a term of one year, with the following modification to Article 28, which is reflected in the Memorandum of Understanding (“MOU”) attached hereto as Exhibit A:

(e) Effective Academic Year 2025-2026 the Board shall grant each eligible Employee a 2.0% salary increase to the Employee’s AY2024-2025 base salary. If the University enrolls a net two hundred (200) additional full-time students (defined as taking 12 or more credit hours per semester) in Fall 2025 relative to Fall 2024, which will be determined after Fall 2025 census data, the Board shall grant each eligible Employee an additional 1.0% salary increase to the Employee’s AY2024-2025 base salary, which shall

be retroactive to the Employee's salary effective date under this Agreement for AY2025-2026.

**WHEREAS,** The MOU is subject to ratification by UPI and will be void if not ratified by UPI by October 1, 2025;

**WHEREAS,** President Ester recommends approval of the MOU as presented; and

**WHEREAS,** The Board believes the MOU has been reached in arms' length negotiations and is in the best interests of the University.


Now, therefore, it is:


*Resolved,* that the Board approves the MOU, which is subject to UPI approval by October 1, 2025 and which will be void absent such timely approval.

*Resolved,* that the Board directs the Chair to execute the MOU on behalf of the University.

*Resolved,* that the Board directs the University to take all reasonable and necessary steps to otherwise effectuate this Resolution.

*Approved this 18<sup>th</sup> Day of August 2025*

  
James Kvedaras  
Chair

  
Karen Nunn  
Secretary