

LETTER OF UNDERSTANDING

Between St. Francis Xavier University (hereafter referred to as the University)

And

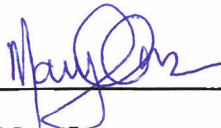
St. Francis Xavier Association of University Teachers (hereafter referred to as the STFXAUT)

Human Kinetics Instructors Teaching Skills Courses

In light of the recent review and proposed restructuring of the Human Kinetics program, the University and the STFXAUT agree to the following:

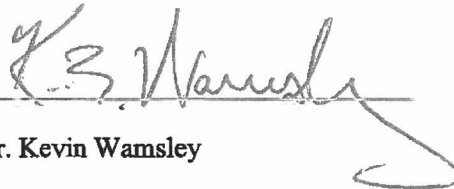
1. For lab instructors teaching in the Human Kinetics program, Instructors involved with laboratory instruction shall have a maximum teaching expectation of 18 contact hours per week (6 three hour lab periods or equivalent). Instructors solely involved with HK skills instruction shall have a maximum teaching expectation of 12 contact hours per week (four three hour skills periods or equivalent). Instructors may be assigned a combination of lab and skill instruction up to a maximum of 18 contact hours per Section 4.0.2.0(a) of the *Collective Agreement*.
2. Performance evaluations for skills courses will be conducted in accordance with Section 4.6 of the *Collective Agreement*.
3. For Lab Instructors and Senior Lab Instructors in the Human Kinetics department, their teaching assignment referenced in Section 4.4.8.1 of the *Collective Agreement* shall include an appropriate mix of labs and skills courses.
4. For the purposes of Section 2.10.11.2 of the *Collective Agreement*, a part-time instructor of a 12 week skills course shall receive a supplement equivalent to 75% of the stipend for a 3-credit course. Part-time instructors of a 12 week (one-term) skills course shall not have their annual pay reduced if there has been no change in their effective workload. Part-Time instructors on the Part-Time Roster shall be 'red-circled' at the 2017-18 pay level if their pay for a 12 week skills course exceeds 75% of the stipend for a 3 credit course inclusive of the long-term service increment.

Signed at Antigonish, Nova Scotia this 5 day of December, 2018



Dr. Mary Oxner

For the STFXAUT



Dr. Kevin Wamsley

For the University