

Memo



ST. JOHN'S
UNIVERSITY

Date: November 20, 2025

To: Deans*

Simon G. Møller, Ph.D.

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SUBJECT: Bargaining Update from the Provost 11.20.2025

Dear Colleagues,

I am writing to provide a recap of yesterday's bargaining session with the AAUP-FA:

Compensation Proposals

- We offered **full-time faculty** three consecutive annual raises: 3% in Year 1; 3.25% in Year 2; and 3.25% in Year 3.
- We offered **adjunct faculty** three consecutive annual raises: 3.25% (previously agreed to in the prior CBA) in Year 1; 3.25% in Year 2; and 3.25% in Year 3.
- We proposed **maintaining** the Health Insurance Premium Fund, now at \$430,000, to further reduce insurance premium costs.
- We proposed **funding** the Supplemental Health Insurance Premium Fund at \$135,000 in Year 1; \$140,000 in Year 2; and \$145,000 in Year 3.

Additional Priorities

In addition to offering meaningful wage increases and health insurance premium relief in the context of declining enrollment and increasingly challenging market conditions, we continue to:

- Advocate to increase the number of contract faculty positions and for measures that promote their stability; and
- Support a streamlined collective bargaining agreement that facilitates excellence in teaching and faculty development and ensures a quality and fulfilling education for our students.

The next bargaining session is scheduled for December 3, 2025.

I wish you and your families a wonderful Thanksgiving.

*Teresa Delgado
Caroline Fuchs
Luca Iandoli
Anne Lin
Maciek Nowak
James Wolfinger