

Memo



ST. JOHN'S UNIVERSITY

Date: December 10, 2025

To: Deans*

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SUBJECT: Collective Bargaining Agreement (CBA) Update December 10, 2025

The Administration and Unions' negotiation teams met again today to continue our discussions. This week's session focused primarily on the need for more comprehensive CBA and statutory changes. We believe that clarifying and streamlining these documents are necessary to keep our Mission at the center of our work and ensure St. John's remains competitive in today's challenging higher education landscape. While this will require effort, we are confident that by focusing on streamlining processes, clarifying decision-making authority, and honoring shared governance, we can position St. John's for a stronger future.

We also responded to questions on a proposal on Student Evaluations and Medigap and had a discussion about the latter. We then made our last, best and final financial offer which we recapped at the table. It is:

- **Full-Time Faculty** raises for three consecutive years at:
 - 3% in Year 1
 - 3.25% in Year 2
 - 3.25% in Year 3
- **Adjunct Faculty** raises for three consecutive years at:
 - 3.25% in Year 1
 - 3.25% in Year 2
 - 3.25% in Year 3
- Maintaining the **Health Insurance Premium Fund**, now at \$476,010, to help reduce insurance premium costs.
- Funding the **Supplemental Health Insurance Fund** at:
 - \$135,000 in Year 1
 - \$140,000 in Year 2
 - \$145,000 in Year 3

As noted last week, we have committed to fund the 2026 calendar year regardless of whether negotiations are concluded by December 31.

- Maintaining the **Adjunct Faculty Health Insurance Premium Assistance Program** at \$100,000.
- Reinstatement of the **Annual Recognition Awards (Merit)** funded at \$125,000.

Our goal has always been to achieve an outcome that serves our dedicated faculty, prioritizes academics and student success, and ensures St. John's continued financial sustainability in this challenging environment - all while staying true to our Mission.

Please visit our webpage [Collective Bargaining Updates](#) where you will find this and all my prior messages, along with additional information. Our next negotiation session is scheduled for December 17, and I will provide another recap following that meeting.

Wishing you the best during finals week.

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