

**Letter of Agreement**  
**between**  
**Lake Superior State University Faculty Association**  
**MEA-NEA (Association)**  
**and**  
**Lake Superior State University (University)**

The Association and the University hereby mutually agree to the following with regard to Section 14.4.1 upon ratification of both parties and expiring June 30, 2027:

Current Contract language effective July 15, 2022 through June 30, 2027

14.4.1 For the first three (3) Academic Years (2022-2023, 2023-2024, and 2024-2025) of this Agreement the University shall grant a total of up to three (3) semesters of sabbatical leave at full pay. If in any given year, the University does not award all of the three (3) semesters, then the University shall grant up to a maximum of four (4) semesters of sabbatical leave at full pay for the following year only until Academic Year 2024-2025.

For the 4<sup>th</sup> and 5<sup>th</sup> Academic Years (2025-2026 and 2026-2027) of this Agreement the University shall grant a total of up to four (4) semesters of sabbatical leave at full pay.

For the 2026-2027 Academic year the parties agree to halt sabbaticals as described in 14.4.1 and the Association shall be allowed to have up to two (2) FA Members appointed by the Association at the Thursday Board Meeting workshops.

It is understood that this Letter of Agreement constitutes the entire understanding of the parties with respect to this matter and that it does not establish precedent in the future.

  
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For the University

Dated: 9-17-25

  
\_\_\_\_\_  
Association President

Dated: 9-17-25

  
\_\_\_\_\_  
MEA UniServ Director

Dated: Sep 18, 2025