



MEMORANDUM OF UNDERSTANDING ("MOU")

BETWEEN:

THE GOVERNORS OF THE UNIVERSITY OF LETHBRIDGE
("the Board")

and

UNIVERSITY OF LETHBRIDGE FACULTY ASSOCIATION
("ULFA")

(Collectively referred to as the "Parties")

WHEREAS the Parties identified an issue involving the use of University Consultant in the Faculty of Education for the supervision of practicum students in the Professional Semester ("PS") I and II aspect of the Education degree program.

AND WHEREAS the Faculty of Education currently uses a combination of Academic Staff and University Consultants to supervise the practicum portion of the PSI and PSII portions of the Education Degree program.

NOW THEREFORE the Parties agree to implement these changes to resolve the identified issue as follows:

- 1) All capitalised terms in this Memorandum of Understanding that are not defined in this Memorandum of Understanding shall have the meaning defined in the 2020-2024 University of Lethbridge Academic Staff Collective Agreement ("ASCA").
- 2) Beginning in the Fall 2026 Semester, the Faculty of Education will no longer use the category of University Consultants for work in the PSI and PSII elements of the Education Degree program for the supervision of practicum students while in practicum sites, where that work is also completed by Academic Staff Members in the Faculty of Education. Instead, in this circumstance the Faculty of Education will hire for, or assign these duties, within the categories of academic staff in the Academic Staff Collective Agreement, prorated as necessary.



- 3) Nothing in this MOU prevents the Faculty of Education from revising, updating and adapting program delivery in the future in ways that may change how practicums are supervised and staffed. The Board commits to consistency wherein work assigned to Members will only be done by Members.

DATED AT Lethbridge, Alberta on the dates as set out below.

DocuSigned by:

Michelle Helstein

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Board of Governors Representative

Dec-01-2025

Date

David Scott

ULFA Representative

November 20th, 2025

Date