



2018-2019 Resident Assistant Memorandum of Understanding

I, indicate by my signature below and by my signature on the attached Resident Assistant Position Description, my acceptance of the RA position and my acceptance of the following conditions of employment:

1. I understand that the compensation package for the Resident Assistant position includes a room fee waiver equal to the full 2018-2019 cost of a shared room, Information Technology (IT) Residential Services Fee waiver equal to the fees charged by IT to residence hall students (effective 16-17 academic year, fee is now included in the room rate) and a cash stipend. New RA staff members will receive a cash stipend totaling \$4650 for the academic year. Returning RA staff members will receive a cash stipend totaling \$4850 for the academic year. *Contract negotiations with the RA union (RAU/UAW) are pending, and there may be changes to the compensation and working conditions upon the completion of these negotiations.

I understand that the regular rate of pay for work during breaks is \$0 per day; however, RAs are paid additional compensation for work during Thanksgiving Break, Winter Break, and Spring Breaks at the rate of \$25 - \$40 per day depending on their duties. RAs assigned to Break Housing halls may only remain in housing during the break periods if working as a Resident Assistant during that break.
2. I understand that RAs must be University undergraduate students enrolled in degree granting programs with at least six credits and must be eligible to reside in a residence hall at the University of Massachusetts Amherst. RAs must resolve any academic or financial issues resulting in withdrawal from the University at least 14 calendar days prior to the commencement of the RA position in August and 7 calendar days prior to the RA spring semester training date.
3. I understand that RAs must have a minimum cumulative GPA of 2.5 at the time of hire to the position and by 14 calendar days prior to the commencement of fall training and 14 calendar days prior to the commencement of duties when starting the position at any other time during the year. RAs must maintain a 2.5 or greater cumulative GPA to continue in the position. I understand that at the end of each semester, the Department of Residential Life will review all RA cumulative grade point averages. If an RA's GPA does not meet these Residential Life requirements, the RA is no longer eligible and their contract will be terminated.
4. I understand that Resident Assistants must be free of current student conduct sanctions and have resolved any pending conduct charges 14 calendar days prior to the commencement of RA duties in August or 7 calendar days prior to the commencement of duties when starting the position at any other time during the year. I understand that Residential Life will review all Resident Assistant conduct histories at the end of each semester.
5. I understand that I will be expected to return to campus before Fall and Spring move-in. All New RAs are expected to return on Monday, August 20, 2018 for Fall training and on Sunday, January 13, 2019 for Spring training. Returning RAs return on Wednesday, August 22, 2018 for Fall training and on Monday, January 14, 2019 for Spring training. I understand that I am expected to participate in the entire training and move-in period prior to the start of classes. Requests to miss any portion of fall training or move-in must be submitted in writing no later than August 1, 2018. Requests to miss any portion of spring training or move-in must be submitted in writing no later than December 15, 2018. Requests are only considered for academic courses, personal injury or illness, or extenuating circumstances. If circumstances arise that necessitate a request to miss any portion of training or move-in after the stated deadline, staff member should submit request for leave as soon as circumstance is known.
6. I understand that if I resign or am otherwise terminated from the RA position, I must move out of the assigned RA room when directed to do so (in cases of termination, as outlined in CBA Article 11, section 7).
7. I understand that RAs are required to remain in the residence hall until move-out is completed prior to break periods as follows:
 - a. Thanksgiving Break: Saturday, November 17, 2018
 - b. Winter Break: Friday, December 21, 2018
 - c. Spring Break: Saturday, March 9, 2019
 - d. May Closing: Sunday, May 12, 2019
8. I understand that I must be able to meet the physical requirements of the RA position as outlined in the RA position description.

Name –Please Print--

Student ID Number

SIGNATURE

DATE