

MEMORANDUM OF AGREEMENT  
 BETWEEN  
 THE MASSACHUSETTS COMMUNITY COLLEGE COUNCIL/MTA  
 AND  
 THE MASSACHUSETTS COMMUNITY COLLEGES

PAYMENT FOR UNDERENROLLED COURSES  
 DIVISION OF CONTINUING EDUCATION

Pursuant to the recommendations of the joint committee and the adoption of these recommendations by the Presidents of the Community Colleges at their meeting of April 6, 2007, the parties hereby agree to the following:

Consistent with the language of Article 14.06, the parties agree as follows regarding Compensation for faculty teaching underenrolled courses which the College chooses to run and pay reduced compensation on a per capita basis.

1. Effective Fall 2007

Compensation should be calculated on a per student /per credit basis according to the following schedule up to but not exceeding full salary:

| Per credit/per student |                |                 |                |
|------------------------|----------------|-----------------|----------------|
| <u>Step I</u>          | <u>Step II</u> | <u>Step III</u> | <u>Step IV</u> |
| \$68.40                | \$73.35        | \$78.83         | \$82.75        |

2. Compensation for lab hours shall be calculated on a 1 to 1.5 hours basis consistent with the current collective bargaining agreement (2/3<sup>rd</sup> the rate).

| <u>Step I Hrly Rate</u> | <u>Step II Hrly Rate</u> | <u>Step III Hrly Rate</u> | <u>Step IV Hrly Rate</u> |
|-------------------------|--------------------------|---------------------------|--------------------------|
| \$45.60                 | \$48.90                  | \$52.55                   | \$55.17                  |

3. Going forward each per capita/per credit step rate will be adjusted consistent with compensation scheduled increases in the DCE collective bargaining agreement and with future increases which may be negotiated in successor agreements.

4. Until September 2008, all DCE faculty shall be held harmless by implementation of this plan. Commencing September 2008, this plan shall be implemented at all Community Colleges.

5. Conversion to this schedule for Springfield Technical Community College will be in September 2008.

6. The parties recognize that each College has the authority to determine whether a course will be offered or run. This compensation schedule is not intended to impinge on that authority.

By

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Joseph LeBlanc, President  
For the MCCC

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Daniel Asquino, President MWCC  
For the Community Colleges

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John Palmer  
For the MCCC

Dated: \_\_\_\_\_