

Tentative Memorandum of Agreement Between the  
**BOARD OF HIGHER EDUCATION (BHE)**  
and the  
**MASSACHUSETTS COLLEGE COUNCIL (MCCC)**  
FOR A TERM COVERING FROM JULY 1, 2006 THROUGH JUNE 30, 2009

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**Information**

Information routinely provided to the MCCC will be sent to one electronic address.

A small labor management committee will be established to determine the format of the information (i.e. excel, word, etc.).

**Student Evaluations**

Clarify that administrators may use questions 1-22 (1-13 for form J) on the University of Washington student evaluation form to make comments in faculty evaluations. Clarify that the columns titled Decile Rank on the University of Washington form may not be used by administrators for any purpose. Questions 1-4 on the University of Washington form will continue to be the only questions used to calculate the median overall student evaluation scores for each class in the summary evaluation. The MCCC will hold in abeyance temporarily all grievances filed regarding the use of comments on questions other than 1-4. The MCCC agrees that once the Governor approves and submits the contract to the legislature for funding the MCCC will not arbitrate the grievances.

The University of Washington online evaluation form shall be used for day distance ed courses. The online evaluation for the first two times a day distance ed course is taught will be conducted but will only be used for the information of the faculty member and will not be used for purposes of evaluation.

**Reassigned Time**

The MCCC will be billed by the Colleges at the level 2 DCE rate for all reassigned time sections.

**Part-Time Provisions**

Part-timers will continue to receive the paid time off contained in the current agreement.

Part-timers will receive a 3% raise on July 1, 2006 and 4% raises September 1, 2007 and 2008.

**Licensures and Certifications**

Licenses and certificates will be given a point value of 3 times the score they are assigned in the report of the licenses and certifications committee. The payment of these points will be phased in over three years, starting in 2007, with 1/3 of the points paid each year. There will be a cap of 30 for licenses and certificates.

**College Service**

Not later than October 15 for the fall semester and February 15 for the spring semester a faculty member shall submit a list of college service activities proposed to be undertaken during the semester.

**Preparations**

Any provision to the contrary notwithstanding, any faculty member may request, in accordance with the applicable procedure, a course schedule which results in a number of course preparations beyond three (3) per semester or five (5) per year. As long as the faculty member voluntarily agrees, approval of any such request of a faculty member shall not require a corresponding decrease in advisee and/or office hours and/or college service.

Any faculty member wishing to do so is required to sign a document with the following statement:

“I voluntarily agree to teach more than 3 preparations per semester or more than 5 preparations per year without a corresponding workload reduction.”

## **Health and Welfare**

Increase amount contributed by Colleges by \$1/week each year.

## **Professional Staff Grades**

Eliminate Pay Grade 1 during the second year of the agreement (move current grade 1 unit members up to pay grade 2).

## **Workload**

New workload computation form designed that eliminates the left hand side of the form (units of instruction). Workload will be computed using instructional hours. Workload language re-organized with no substantive changes.

## **Salary**

### **July 1, 2006:**

3% across the board raise

Raise the minimum and maximum salaries and the point value by 3%

3% Raise for part-timers, raise the part-time minimum pay by 3%

### **July 1, 2007:**

Payment of the points from the October 15, 2006 snapshot

Payment of 1/3 of the points for licensures and certifications

Payment of dollar amount on base equal to the value of 16 points (seniority and experience) for faculty and professional staff

Payment of differential on base for professional staff so that they receive the same value of points as faculty

Raise the minimum and maximum salaries and the point value by 3%

### **September 1, 2007:**

4% raise for part-timers, raise the part-time minimum pay by 4%

### **Fall 2007:**

Payment of the dollar value of a 3% across the board raise minus the dollar value of the increase in salary paid out on July 1, 2007 and September 1, 2007

### **July 2008:**

Payment of the points from the October 15, 2007 snapshot

Payment of 1/3 of the points for licensures and certifications

Payment of dollar amount on base equal to the value of 16 points (seniority and experience) for faculty and professional staff

Payment of differential on base for professional staff so that they receive the same value of points as faculty

Raise the minimum and maximum salaries and the point value by 3%

### **September 1, 2008:**

4% raise for part-timers, raise the part-time minimum pay by 4%

### **Fall 2008:**

Payment of the dollar value of a 3% across the board raise minus the dollar value of the increase in salary paid out on July 1, 2008 and September 1, 2008