

**MEMORANDUM OF AGREEMENT**  
**By and between Massachusetts Community College Council and**  
**the Board of Higher Education**

This Agreement is made by and between the Massachusetts Community College Council Day Unit (Union) and the Board of Higher Education (BHE) as employer of record for employees at the Massachusetts State Universities and Community Colleges on this 6<sup>th</sup> day of February, 2023.

Whereas, the BHE and Union are parties to a Tentative Agreement dated February 6, 2023 (Tentative Agreement) for a successor collective bargaining agreement covering the period July 1, 2021 to June 30, 2023 (Agreement); and

Whereas, the Union and BHE are cognizant of the need for increases to compensation for authorized work beyond the academic year; and

Whereas, the Union and BHE are desirous of improving upon their existing harmonious relationship during the term of the Agreement;

Now therefore, the parties agree as follows:

1. The Union and BHE agree to amend Article 21.04 by adding a subsection E as follows:  
E. Faculty performing any authorized work beyond the term of the academic year not otherwise addressed in this Section 21.04 shall be paid for such additional work at the hourly rate of a minimum of Forty-Five (\$45.00) Dollars per hour.
2. This Memorandum of Agreement is contingent upon the ratification of the Tentative Agreement and the Agreement by the membership of the Union. In the event the Tentative Agreement and Agreement are not ratified by the membership of the Union, then this Memorandum of Agreement shall be void and of no legal effect.
3. This Agreement shall become effective on the date of the ratification of the Tentative Agreement and this Agreement to June 30, 2023. This Memorandum of Agreement shall remain in full force and effect until a successor collective bargaining agreement to the Agreement is executed or an impasse in negotiations on a successor agreement is reached.

**FOR MCCC**

By: */S/ Lisa G. Coole*

Date: 2/6/23

**FOR BHE**

By: */S/ Michael J. Murray*

Date: 2/6/23