

**Memorandum of Agreement  
Amending the Parties' Salary Grid Compensation Memorandum of Agreement**

Whereas, the Board of Higher Education (BHE) and the Massachusetts Community College Council (MCCC) are committed to providing salaries for full-time faculty and professional staff that are appropriately reflective of the contributions that unit members provide to the Community Colleges and Higher Education system in the Commonwealth; and

Whereas, the parties believe that a predictable, user friendly and transparent salary system is an equitable and efficient way to compensate unit members; and

Whereas, the parties agree that long term college service employees should be recognized in the employees' compensation; and

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

NOW THEREFORE, the parties agree to amend the existing full-time Day Unit Faculty and Professional Staff Salary Grid Compensation Memorandum of Agreement as follows:

A. The parties agree that effective first full payroll of July 2022, the parties' Full Time Employee Salary Grid MOA shall be amended as follows:

8. Advancement within the Professional Staff grid system

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c. Successful Completion of Post-tenure Evaluation

- i. Upon receipt of an "other-than unsatisfactory" post-tenure evaluation, professional staff shall advance two (2) intervals for up to 10 post-tenure reviews.
- ii. Professional staff who receive "other than unsatisfactory" post-tenure evaluations shall receive the associated salary adjustment effective the July following the evaluation.

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d. Service Achievements

- i. Effective the first payroll period in July 2022, any professional staff member upon achieving certain benchmark years of service within the Community College system based on date of hire, will be advanced an interval as follows:
  1. 15 years of Service-One (1) interval
  2. 20 years of service-One (1) interval
  3. 25 years of service-One (1) interval
  4. 30 years of service-One (1) interval

Professional staff eligible for advancement on the grid per 8.d.i above shall receive the associated salary adjustment on July 1 following the attainment of the service achievement.

- ii. Initial implementation- Unit members who have already achieved and surpassed the benchmark years of service shall be awarded all prior service achievement intervals on the following schedule:
  - 1. 15 years of service- All unit members with at least 15 years of service will receive 1 intervals effective and retroactive to 7/1/2022.
  - 2. 20 years of service- All unit members with at least 20 years of service will receive an additional 1 interval effective and retroactive to 7/1/2022. This is in addition to prior service achievement intervals already awarded.
  - 3. 25 years of service- All unit members with at least 25 years of service will receive an additional 1 interval effective 1/1/2023. This is in addition to prior service achievement intervals already awarded.
  - 4. 30 years of service- All unit members with at least 30 years of service will receive an additional 1 interval effective 6/30/2023. This is in addition to prior service achievement intervals awarded.

#### 10. Advancement within the Faculty grid system

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- d. Successful Completion of Post-Tenure Evaluation
  - i. Upon receipt of an "other than unsatisfactory" post-tenure evaluation, faculty shall advance two intervals for up to 10 post-tenure evaluations.
  - ii. Faculty who receive "other than unsatisfactory" post-tenure evaluation shall receive the associated salary adjustment in the first payroll of the academic year following the successful completion of the post-tenure evaluation.

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#### e. Service Achievements

- i. Effective the first payroll period of July 2022, faculty members upon achieving certain benchmark years of service within the Community College system based on dates of hire will be advanced an interval as follows:
  - 1. 15 years of Service-One (1) interval
  - 2. 20 years of service-One (1) interval
  - 3. 25 years of service-One (1) interval
  - 4. 30 years of service-One (1) interval

Faculty eligible for advancement on the grid per 10.e.i above shall receive the associated salary adjustment on first payroll of the academic year following the attainment of the service achievement.

- ii. Initial implementation- Unit members who have already achieved and surpassed the benchmark years of service shall be awarded all prior service achievement intervals on the following schedule:
  - a. 15 years of service- All unit members with at least 15 years of service will receive 1 interval effective and retroactive to 7/1/2022.
  - b. 20 years of service- All unit members with at least 20 years of service will receive an additional 1 interval effective and retroactive to 7/1/2022. This is in addition to prior service achievement intervals awarded.
  - c. 25 years of service- All unit members with at least 25 years of service will receive an additional 1 interval effective 1/1/2023. This is in addition to prior service achievement intervals awarded.
  - d. 30 years of service- All unit members with at least 30 years of service will receive an additional 1 interval effective 6/30/2023. This is in addition to prior service achievement intervals awarded.

#### B. Miscellaneous Provisions

1. The parties agree to meet, if needed to discuss the placement of unit members on the grid(s) per this Agreement or on any other issues that may arise related to the implementation of this Agreement.

2. The Collective Bargaining Agreement of the parties as well as the parties' Day Unit Full Time Salary Grid Compensation System MOA shall remain in full force and effect except as modified by the terms of this agreement.

4. The terms of this Memorandum of Agreement shall not become effective until this Agreement is approved and/or ratified by the parties' principals or members as appropriate in conjunction with the parties' successor collective bargaining agreement for the period July 1, 2021 to June 30, 2023 (2021-2023 CBA). In the event that either or both parties fail to approve or ratify this Memorandum of Agreement and/or the 2021-2023 CBA, this Agreement shall be null and void and of no force and effect.

**For the Board of Higher Education:  
Council**

**For The Massachusetts Community College**

By: /s/ Michael J. Murray

By: /s/ Lisa G. Coole

Date: 2/6/23

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