

APPENDIX B1
Memorandum of Agreement
On the
Salary Grid Compensation System for Part-Time Unit Employees

Whereas, the Board of Higher Education (BHE) and the Massachusetts Community College Council (MCCC) are committed to providing salaries for part-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 the following salary grid(s) system to compensate Community College part-time employees under the Day Unit collective bargaining agreement, effective the first full pay period of July 2022.

A. Grid Structure

1. The parties agree that effective the first full payroll period after July 1, 2022, a salary grid system described below for MCCC Day Unit part time employees shall be implemented. Effective the first full pay period after July 1, 2022, each part time unit member on the payroll shall be placed on the part-time employee salary grid commensurate with their years of continuous service.
2. Under the salary grid, there shall be four (4) intervals. Each interval shall have a specified minimum hourly rate. Colleges, in their discretion, may compensate a part time employee at an hourly rate higher than the specified interval minimum hourly rate. The salary grid(s) is attached hereto.
3. Nothing in this Memorandum of Agreement shall be construed as reducing the hourly rates of employees that are currently paid above the minimums outlined in the part-time grid.

B. Advancement within the Grid

1. Part-Time employees shall advance intervals on the grid upon the attainment of a specified number of years of continuous service to the college as of July 1 of each year. In order to receive credit for the initial year of hire, part-time employees must have at least six (6) months of continuous service at the college. For the purposes of this Memorandum of Agreement,

continuous service shall mean that the part time unit member has not retired, resigned, or otherwise separated from employment with the college or had a break of one year or more during which the part time unit member did not work for the college without authorized leave.

2. Part-time employees shall advance from Interval 1 to Interval 2 upon the commencement of their fourth (4th) year of continuous service to the college.

3. Part-time employees shall advance from Interval 2 to Interval 3 upon the commencement of their seventh (7th) year of continuous service to the college.

4. Part-time employees shall advance from Interval 3 to Interval 4 upon the commencement of their tenth (10th) year of continuous service to the college.

5. A new part-time employee would normally be employed at Interval 1 but may, at the discretion of the President or the President's designee, be placed at Interval 2, Interval 3, or Interval 4 or a higher hourly rate based upon degrees, experience, qualifications, or job market conditions.

6. Grant funded part-time employees shall be eligible for placement and advancement on the salary grid to the extent allowed by the grant's funding levels and/or the grant's other terms and conditions.

C. Miscellaneous Provisions

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

2. The terms of this Memorandum of Agreement do not waive any party's rights under Article X of the Collective Bargaining Agreement.

3. The Collective Bargaining Agreement of the parties 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.

PART TIME EMPLOYEE SALARY GRID- Minimum Hourly Rates

Effective the first full payroll of July 2022

Interval 1 (minimum)	\$32.00
Interval 2 at 4th Year of Continuous Service:	\$35.50
Interval 3 at 7th Year of Continuous Service:	\$39.00
Interval 4 at 10th Year of Continuous Service:	\$42.00

For the Board of Higher Education:

/S/ Michael J. Murray _____

Date: 2/6/23

For The Massachusetts Community College Council

/S/ Lisa C. Coole _____

Date: 2/6/23