

**Memorandum of Agreement
On the
Change in Intervals in Salary Grid Compensation System for
Full Time Unit Employees**

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 Grids to compensate Community College full-time employees under the Day Unit collective bargaining agreement, effective in part the first full pay period of July 2022.

The parties agree to revise and readjust the Day Unit Salary Grid MOA and adjust the New Hire Tables and Full-time Salary Grids to reflect the following:

- A. Effective the first payroll in July 2022, the parties agree to realign the minimums and maximum salaries of the grids by removing the three (3) lowest intervals on each Salary Grid at the minimum and adding three (3) new intervals at the maximum end of each grid as follows:
 1. Instructor Grid -remove current intervals 25, 24, and 23. The current Interval 22 becomes the minimum and is renumbered. Add three (3) new intervals after the current Interval 1. Renumber intervals as appropriate.
 2. Assistant Professor- remove current intervals 25, 24 and 23 The current Interval 22 becomes the minimum and is renumbered. Add three (3) new intervals after the current Interval 1. Renumber intervals as appropriate.
 3. Associate Professor-remove current intervals 35, 34 and 33. The current Interval 32 becomes the minimum and is renumbered. Add three (3) new intervals after the current Interval 1. Renumber intervals as appropriate.
 4. Professor-remove current intervals 35, 34 and 33. The current Interval 32 becomes the minimum and is renumbered. Add three (3) new intervals after the current Interval 1. Renumber intervals as appropriate.

5. Professional staff Grades 2-7- remove current intervals 30, 29 and 28. The current Interval 27 becomes the minimum and is renumbered. Add three (3) new intervals after the current Interval 1. Renumber intervals as appropriate.

B. The parties agree to move unit members currently on Instructor and Asst. Professor intervals 25, 24 and 23 or Associate Professor and Professor intervals 35, 34 and 33 or Professional Staff intervals 30, 29 and 28 respectively to the new minimum salary for their respective education column or Column H, depending on their current placement.

C. New Hire Tables

The parties agree to adjust the New Hire table minimum salaries to reflect the minimum Bachelor's and Master's salaries on the grids and amend New Hire Tables 1 and 2 as appropriate

D. Effective upon ratification and/or approval of the recommendations of the Joint Labor Management Committee on Distance Education by the aforementioned parties, the parties agree to revise and readjust the Day Unit Salary Grid MOA, New Hire Tables and existing Salary Grids by removing the two (2) lowest intervals on each Salary Grid at the minimum and adding two (2) new intervals at the maximum end of each grid as follows:

1. Instructor Grid -remove the then current intervals 25, and 24. The then current Interval 23 becomes the minimum and is renumbered. Add two (2) new intervals after the then current Interval 1. Renumber intervals as appropriate.

2. Assistant Professor- remove current intervals 25, and 24. The then current Interval 23 becomes the minimum and is renumbered. Add two (2) new intervals after the then current Interval 1. Renumber intervals as appropriate.

3. Associate Professor-remove current intervals 35 and 34. The then current Interval 33 becomes the minimum and is renumbered. Add two (2) new intervals after the then current Interval 1. Renumber intervals as appropriate.

4. Professor-remove current intervals 35 and 34. The then current Interval 33 becomes the minimum and is renumbered. Add two (2) new intervals after the then current Interval 1. Renumber intervals as appropriate.

5. Professional staff Grades 2-7- remove current intervals 30, and 29. The then current Interval 28 becomes the minimum and is renumbered. Add two (2) new intervals after the then current Interval 1. Renumber intervals as appropriate.

E. Move unit members then currently on Instructor and Asst. Professor intervals 25-24 or Associate Professor and Professor intervals 35-34 or Professional Staff intervals 30-29 respectively to the new minimum salary for their respective education column or Column H, depending on their then current placement.

F. New Hire Tables

In light of the above, the parties agree to adjust the New Hire table minimum salaries to reflect the minimum Bachelor's and Master's salaries on the grids and amend New Hire Tables 1 and 2 as appropriate

G. 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 MOA shall remain in full force and effect except as modified by the terms of this agreement.
3. 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:

/S/ Michael J. Murray

Date: 2/6/23

For The Massachusetts Community College Council:

/S/ Lisa G. Coole

Date: 2/6/23