

MSCA One-Year Extension of the Day Unit CBA

(July 1, 2007 to June 30, 2008)

Financial Parameters

1. A 3.5% across-the-board pay increase retroactive to July 1, 2007. This increase is applicable to:
 - a. All full-time tenured and tenure-track unit member employed on July 1, 2007.
 - b. All salaried part-time faculty at the Massachusetts College of Art and clinical nurses at Fitchburg State College.
 - c. The stipends for day unit part-time faculty (\$4142 for three-credit courses and \$5522 for four-credit courses.) The stipends will increase effective on July 1, 2007 and will be paid retroactive to the start of the fall 2007 semester.
 - d. Faculty employed as a full-time temporary during the spring 2007 semester who were rehired on a full-time basis (temporary or tenure-track) for the fall 2007 semester. [Faculty in this category must receive a pay increase for the fall 2007 semester that is not less than 3.5% of the spring 2007 semester salary, plus the appropriate longevity adjustment as indicated below.]
2. A longevity adjustment pool of \$350,000 (0.3% of payroll.) These increases will be applied with effect on July 1, 2007 after the 3.5% across-the-board increase.
 - a. All full-time unit members, salaried part-time faculty at the Massachusetts College of Art, and clinical nurses at Fitchburg State College employed on July 1, 2007 will receive these increases.
 - b. Faculty employed as a full-time temporary during the spring 2007 semester who were rehired on a full-time basis (temporary or tenure-track) for the fall 2007 semester will receive these increases. [See 1 (d) above.]

c. Longevity in the bargaining unit for full-time unit members will be determined as described in the last paragraph on page 130 of the current agreement (years of service as determined for post-tenure review.)

d. Longevity for salaried part-time faculty at the Massachusetts College of Art and clinical nurses at Fitchburg State College will be computed on a full-time equivalent basis.

e. Each longevity adjustment “share” will be approximately \$110 - \$120 (the exact amount will be calculated by the parties.) The number of shares will be determined as follows:

Years of Service Number of Shares

Less than 10 1

At least 10, but less than 20 2

At least 20, but less than 30 3

At least 30, but less than 40 4

40 or more 5

3. A one dollar (\$1) per week per full-time equivalent member increase in the state’s contribution to the Health & Welfare Trust, effective January 1, 2008.

4. Other payments and adjustments (promotion and terminal degree increases, chair stipends, professional development and post-tenure review for AY 2007-08) will continue as provided in the current agreement.

5. The minimum salary review for those receiving a promotion or terminal degree adjustment on September 1, 2007 will be conducted after the full funding and implementation of the pay increases above. Any adjustments will be paid retroactive to September 1, 2007.

6. The minimum salary review of all full-time and salaried part-time unit members scheduled for September 30, 2007 will be conducted after the full funding and implementation of the pay increases above. Any adjustments will be paid retroactive to September 30, 2007.

7. There will be no increase in the components of the minimum salary formula, the promotion amount or the terminal degree adjustment during this contract extension.