

Memorandum of Understanding
Regarding Compensation of Full-time Faculty¹
When Regarded as on Unpaid Leave of Absence during the Work Year

For full-time faculty who are carried on the employer's attendance records as unpaid leave of absence during any part of the work year,² the employer will calculate the faculty member's compensation as follows:

1. Daily Rate

A faculty member's "daily rate" for any day during the work year shall be the faculty member's annual salary rate on that day multiplied by the fraction 1/195. Workdays are Monday through Friday during the Academic Year, exclusive of holidays.

2. Cost of an Unpaid Leave of Absence

The "cost of an unpaid leave of absence" shall be the sum of the daily rates for each workday the unit member was regarded as on an unpaid leave of absence. If the faculty member's salary changes during the work year, then the daily rate will change as well.

3. Compensation Earned during a Year when an Unpaid Leave Is Taken

The compensation earned during a year when a faculty member is regarded as on an unpaid leave of absence shall be computed as the annual salary the faculty member would have earned had he/she not been on an unpaid leave minus the cost of the unpaid leave.

¹ "Full-time faculty" Includes salaried part-time faculty, but does not include librarians.

² For faculty at Mass Maritime, the academic year is not the same as at the other eight universities.

Example:

A faculty member has an annual salary rate of \$68,250 on Tuesday, September 15th when the university regards the faculty member as on an unpaid leave of absence. On Tuesday, September 30th the faculty member received a minimum salary review adjustment so that the faculty member's salary becomes \$69,225. The faculty member returns to work on Monday, October 19th. Columbus Day is on Monday, October 12th.

Cost of the unpaid leave:

The faculty member's daily rate on September 15th was $\$68,250 \div 195 = \350 .

The faculty member's daily rate on September 30th was $\$69,225 \div 195 = \355 .

The faculty member was regarded as on an unpaid leave at the daily rate of \$350 for 11 days and at the daily rate of \$355 for 12 days, so the cost of the unpaid leave is:

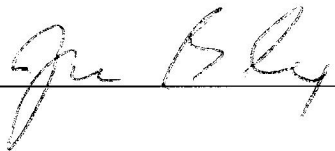
$$\$350 \times 11 = \$3,850$$

$$\underline{\$355 \times 12 = \$4,260}$$

$$\$8,110$$

BOARD OF HIGHER EDUCATION

MASSACHUSETTS STATE COLLEGE
ASSOCIATION/MTA

By: 

By: 

Date: 6/29/15

Date: 6/29/15