

TENTATIVE AGREEMENT

The MSCA and the BHE, having resumed bargaining following the return to them of the Memorandum of Agreement executed on July 17, 2018, hereby agree as follows:

1. The parties agree to amend paragraph 5 and Attachment B of the MoA executed on July 17, 2018, relative to the accrual of vacation leave table, as follows:
 - A. Effective June 30, 2020, all librarians shall be credited with vacation leave subject to the following:
 - a. For one (1) full year of service through seven (7) full years of service, vacation leave of twenty-two (22) days
 - b. For eight (8) full years of service through eleven (11) full years of service, vacation leave of twenty-three (23) days
 - c. For twelve (12) full years of service through nineteen (19) full years of service, vacation leave of twenty-four (24) days
 - d. For twenty (20) years of service or more, vacation leave of twenty-five (25) days

The remainder of the parties' Memorandum of Agreement's provisions on Vacation and Personal Leave remains unchanged.

Should the BHE and the MCCC Day Unit enter into a successor collective bargaining agreement that provides greater accruals of vacation leave than are contained in this Article, the employer agrees that it will provide the same accruals to this bargaining unit.

2. The parties agree to rescind paragraph 14(c) of the Memorandum of Agreement executed on July 17, 2018, no later than the start of the Spring 2020 semester and will revert to the provision of Art XX, C(10) in the 2014-2017 Agreement at that time.
3. The Board of Higher Education will implement the salary increases, the chair stipend increment, the promotion increment, the terminal degree increment and the increase in minimum salary formula retroactive to July 1, 2017, as agreed upon in the Memorandum of Agreement executed on July 17, 2018.
4. The MSCA will withdraw with prejudice the consolidated grievance, AAA No. 01-18-0003-7968 now being held in abeyance upon the funding of the salary increases provided in this contract.



5. There will be established in the current year a pool of funds at each state university equivalent to two hundred fifty dollars for each full-time unit member (\$250/full-time unit member) as of March 4, 2019. The Association will determine a formula of statewide application for disbursing the funds; the Association is receptive to input from the Board of Higher Education concerning the formula. The funds from a university will be disbursed only at that university.
6. Librarians who will have fewer than twenty-five (25) years of service on June 30, 2020, shall receive two (2) continuing scholarship/innovation days each year.

For the Parties, dated March 4, 2019:

MSCA



By: Amy Everitt

Board of Higher Education



By: Michael J. Murray