

Memorandum of Agreement

This Memorandum of Agreement ("MOA") is by and between the Board of Higher Education on behalf of the Massachusetts State Universities (the "Universities") and the Massachusetts State College Association/MTA/NEA (the "Association") (collectively, the "Parties").

WHEREAS, the Parties reached a three-year agreement for the term of July 1, 2020 to June 30, 2023, through successor negotiations;

WHEREAS, a term of the three-year agreement reached states that "The parties agree that for the purpose of providing unit members with a one-time COVID Adjustment Bonus, each university shall create a pool of money in an amount equal to the aggregate of one and one-half percent (1.5%) of the base salary rate of all active full-time and salaried part-time unit members at the university, with a minimum amount of \$1,000 for each full-time and salaried part-time unit member who is employed as of the full execution of the memorandum of agreement. This pool of money shall be divided by the number of full-time, salaried part-time and part-time unit members and distributed per the terms of the Memorandum of Agreement"; and

WHEREAS, the Parties seek to effectuate of the aforementioned COVID Adjustment Bonus provision contained in the Parties' three-year agreement;

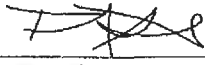
NOW, THEREFORE, in consideration of the foregoing premises and of the mutual covenants hereinafter set down, the Parties agree as follows:


1. Upon receipt of appropriate funding for the purposes of this provision of the Parties' July 1, 2020 to June 30, 2023 agreement, each university shall create a pool of moneys. For each active full-time unit member and for each active salaried part-time faculty member as of the full execution of the Parties Tentative Agreement, an amount equal to one and one-half percent (1.5%) of their annual salary rate, or \$1,000, whichever is greater, shall be contributed to this pool.
2. Each unit member (including part-time faculty) who was active or on a paid leave of absence by a university during any point between July 1, 2020, and June 30, 2021, shall receive an equal amount of the aforementioned pool of money at that university, as a one-time COVID Adjustment Bonus payment.

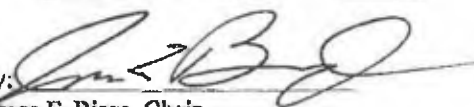
WHEREFORE, the Parties hereunder set their signs and seals as follows:

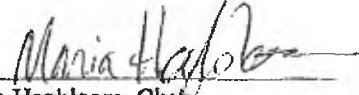
BOARD OF HIGHER EDUCATION

MASSACHUSETTS TEACHERS
ASSOCIATION/MSCA

By: 
Thomas Simard
Deputy Commissioner for Administration and Finance
Massachusetts Department of Higher Education
Date: 10/4/21

By: 
Christopher J. O'Donnell
President
Massachusetts State College Association
Date: Oct. 1, 2021

By: 
James F. Birge, Chair
Council of Presidents
Date: 10/4/21

By: 
Maria Hegbloom, Chair
MSCA Bargaining Team
Date: 10/4/21