

MSCA Proposals
2023-2024 One-Year Extension Contract
June 21, 2023

<p>Salary Adjustments</p> <p>ARTICLE XIII.C.1 & 2; XIII.H.3a & b</p>	<p>Effective July 1, 2023, all bargaining unit members shall receive a 4% pay increase.</p> <p>Effective January 1, 2024, all bargaining unit members shall receive a 4% pay increase.</p>				
<p>Terminal Degree; Promotions; Minimum Salary Formula; Minimum Salary - Appendix O; Chairs Stipend</p> <p>ARTICLE XIII.D; E; F; I; Appendix O; ARTICLE VI.G.2</p>	<p>In order to ensure equity in salary and career progression, terminal degree increases, promotions, and minimum salary guidelines shall be increased in line with the salary increases outlined above.</p> <p>To help encourage robust participation in the important role of chair, the yearly stipend for that position shall also be increased in keeping with the salary increases outlined above.</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">Effective Date</td> <td style="width: 50%;">Stipend per Semester</td> </tr> <tr> <td>July 1, 2023</td> <td>\$3,094</td> </tr> </table>	Effective Date	Stipend per Semester	July 1, 2023	\$3,094
Effective Date	Stipend per Semester				
July 1, 2023	\$3,094				
<p>Equity Adjustments</p> <p>ARTICLE VIII-C.E</p>	<p>An Equity Pool equal to \$500.00/FTE shall be distributed on an annualized basis effective July 1, 2023 as follows:</p> <ul style="list-style-type: none"> • A cohort salary distribution, grouped by year of hire, shall be created for each campus using the base salaries of all FT-TT unit members at that campus. • The salaries of FT-TT unit members and salaried PT members (based on % FTE) shall be compared against their cohort's salary averages to observe pay disparities (i.e., standardized pay differences from the mean). • Salaries below the average shall receive allocations from the equity pool relative to standardized pay differences and adjusted for any cohort salary anomalies. • Equity pool adjustments for salaries over \$100,000 will be excluded from salary adjustments unless the cohort pay disparity is very large. 				
<p>Equity Committee</p> <p>ARTICLE II.A.10</p>	<p>See language below.</p>				
<p>Statewide Advocacy Committee</p> <p>MOA</p>	<p>See Appendix A</p>				

Duration	This agreement shall expire on June 30, 2024
ARTICLE XXI.A	

ARTICLE II.A.10

To advance the purposes and philosophies of this Section A, and in acknowledgement that a more diverse faculty will better serve our students and our communities, the parties shall constitute by ~~January-August~~ 1, 2023~~2~~, a joint labor-management Equity Committee to make recommendation(s) concerning the ways in which the parties may advance equity in faculty and librarian service. The committee shall examine all aspects of faculty and librarian employment, in recruitment, retention, promotion, tenure and post-tenure advancement with respect to race and gender. The committee shall identify systemic issues and biases that may impede success for faculty and librarians from historically underrepresented communities, and make recommendations for resource allocation, professional development, and recruitment and retention strategies. In addition, the committee shall review of bias incident reporting practices and assessment of processes for communications around bias incidents on each campus; shall evaluate anti-bias hiring training required by administrators, chairs, and search committee members; the equity committee will also be responsible for designing a yearly survey to collect demographic data and campus climate information for use in equity initiatives.

The committee shall be comprised of six (6) persons, three (3) of whom shall be appointed by the Council of Presidents and three (3) of whom shall be appointed by the Association president. The Council and the Association shall each designate an additional, non-voting participant on the committee who may be an employee/consultant of the Association or the Council. Either party may propose that the committee invite a consultant(s) to address a topic determined in advance by the Committee. Neither party shall unreasonably oppose the invitation of a consultant. At its first meeting the Committee shall develop rules for its administration. The committee shall make a report to the Council and the Association no later than June 30, 202~~4~~3.

Appendix A

Memorandum of Understanding

This Memorandum of Understanding (MOU) 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 have a shared commitment to public higher education and the mission of delivering high-quality, accessible and affordable post-secondary educational opportunities for the students of the Commonwealth of Massachusetts;

WHEREAS, the Parties seek to act on this shared commitment in order to further the mission of public higher education in the Commonwealth of Massachusetts; and

WHEREAS, the Parties believe such action may best be accomplished through a joint committee;

NOW, THEREFORE, the Parties agree to the following:

1. The Parties agree to establish a statewide, ~~one-year pilot program consisting of an~~ advocacy committee charged with developing collaborative advocacy practices around the Parties’ common goals.
2. The committee shall consist of three (3) unit members, three (3) state university presidents, ~~and three (3) students~~, the President of the Massachusetts State College Association, and the Executive Director of the State Universities Council of Presidents. To the extent that it is practicable, no university should have more than one representative on this committee, notwithstanding the inclusion of the President of the Massachusetts State College Association. In addition, the parties shall work together to encourage student members to join. The number of student representatives shall be established by the committee.
3. The committee shall develop and execute an advocacy strategy for the state university system that promotes legislation, policies, and funding sources on the state and federal levels that support our institutions and advance student access, success, and well-being. The areas of focus for the committee may include, but are not limited to:
 - a. identifying local, state, and national opportunities that support and promote the mission of our institutions with a focus on increased funding for Massachusetts state colleges and universities; and ensuring that students of all economic, racial, and ethnic backgrounds have full and equal access to Massachusetts state colleges and universities;
 - b. increasing public awareness of the issues facing public higher education, particularly in Massachusetts; and
 - c. working collaboratively with other systems of public higher education and

constituency groups to organize campus and statewide events with students, faculty, and alumni to expand advocacy initiatives for public education institutions.

4. The committee shall hold its first meeting no later than sixty (60) days after the effective date of this agreement and shall then meet quarterly. Following each meeting, the advocacy strategy may be shared with the Association's Chapter Presidents, the Council of Presidents, and campus constituency groups.

5. The members of the committee shall evaluate the efficacy of the advocacy committee and make recommendations to the Association and Council of Presidents on the utility of establishing a permanent State Universities Advocacy Committee no later than June 30, 2024~~November 15, 2022~~.

6. ~~If the recommendation of this committee is to continue this work, then t~~This MOU shall remain in effect until June 30, 2024~~3~~, ~~otherwise this pilot program shall terminate on~~ November 16, 2022.

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