

MEMORANDUM OF AGREEMENT  
BETWEEN  
THE BOARD OF HIGHER EDUCATION  
AND THE  
MASSACHUSETTS STATE COLLEGE ASSOCIATION/MTA/NEA

This MEMORANDUM OF AGREEMENT is entered into by and between the Board of Higher Education (the "Board") and the Massachusetts State College Association/MTA/NEA (the "Association") (collectively, the "Parties").

WHEREAS, the Board and the Association are parties to a collective bargaining agreement for the period of a July 1, 2020 through June 30, 2021, and a predecessor collective bargaining agreement for the period of a July 1, 2017 through June 30, 2020 (the "2017 Agreement");

WHEREAS, Article IV, Section A (9)(c) includes language that provides for the conversion of vacation leave credits in excess of three hundred and seventy-five (375) hours to sick leave in the last payroll period of June 2020; and

WHEREAS, the COVID pandemic may have presented challenges to the use of vacation leave credits on or before June 30, 2020;

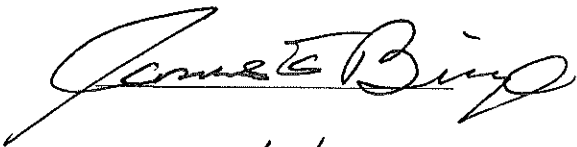
NOW, THEREFORE, the Parties agree as follows:

1. Librarians employed on the date of execution of the 2017 Agreement with accrued vacation credits greater than three hundred seventy-five (375) hours shall have until June 30, 2021, to reduce their accrued vacation leave credits to three hundred and seventy-five (375) hours or fewer. In the last payroll period in June of 2021 the employer shall convert accrued vacation credits in excess of three hundred and seventy-five (375) hours to sick leave. After June 30, 2021, any vacation leave accrual in excess of three hundred and seventy-five (375) hours shall be forfeited.
2. Librarians whose employment is terminated for any reason prior to June 30, 2021 shall not be paid for vacation leave accruals in excess of three hundred and seventy five (375) hours.

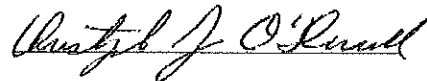
WHEREFORE the Parties hereto set their signs and seals as follows:

COUNCIL OF PRESIDENTS

MASSACHUSETTS STATE  
COLLEGE ASSOCIATION



Date: 12/11/20



Date: December 11, 2020