

MEMORANDUM OF AGREEMENT BETWEEN  
CONNECT COMMUNITY COLLEGES  
AND  
THE MASSACHUSETTS COMMUNITY COLLEGE COUNCIL/MTA

The Massachusetts Community College Council (MCCC/MTA/NEA) and Bristol Community College, Cape Cod Community College, and Massasoit Community College (CONNECT Community Colleges) agree as follows regarding the CONNECT shared faculty (hereinafter faculty member).

1. This agreement covers up to three shared faculty positions. Proposed positions include music, international business and Creole, Cape Verdean.
2. If CONNECT Community Colleges propose further shared full time faculty positions, the parties agree to meet to discuss them prior to creating or posting such positions.
3. Each shared full-time faculty position will be situated and on the payroll of one institution, hereinafter the “home college.”
4. The faculty member will teach at not more than two CONNECT colleges, one of which is the “home college,” the other of which is the “partner college.”
5. The faculty member’s workload will be scheduled to approximate a 50% split between the home and partner college, on an annual basis.
6. The home and partner colleges will schedule the faculty member’s classes at only one College each day, so that the faculty member does not have classes scheduled at both the home and partner College on the same day of the week, unless mutually agreed otherwise.
7. The shared faculty member will accrue seniority at both the home and partner college.
8. The shared faculty member’s summary evaluation will be conducted by the home college, with input from the partner college.
9. The shared faculty member’s student evaluations from the partner college will be forwarded to the home college for inclusion in the summary evaluation.
10. The Classroom observation will be conducted alternatively at the home college and partner college. In cases where the classroom observation is at the partner college, the observing administrator will provide that input into the summary evaluation.

11. The faculty member becomes tenured by going through the process and being awarded tenure at the home college, the faculty member's tenure also applies to the partner College.

12. If a shared faculty member's position becomes full time at either the home or partner college, the faculty member has the option of converting her or his shared position to the full time position, thus relinquishing any rights to a position at the other college.

13. The faculty member will have office space at both the home and partner college.

14. The Colleges will schedule advising at the home College, unless by mutual agreement the faculty member and Colleges prefer a different schedule. The College will be flexible on college service apportionment by the faculty member to home and partner colleges.

15. This agreement is not intended to alter either party's bargaining obligations which may exist under the law.

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For the MCCC/MTA

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For Bristol Community College

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For Cape Cod Community College

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For Massasoit Community College

Dated \_\_\_\_\_