



Joanna Gonsalves  
President  
91 Burrill Ave.  
Bridgewater, MA 02325

Office: (508) 807-1055  
Fax: (508) 697-9721  
Cell: (781) 439-7254  
Email: [president@mscaunion.org](mailto:president@mscaunion.org)

---

## NOTICE OF CONTRACT RATIFICATION

March 21, 2025

To DGCE Unit Members of the Massachusetts State College Association,

Attached to this notice is a copy of the tentative agreement that was reached for the 2024-2026 DGCE contract between the Massachusetts Board of Higher Education (BHE) and the Division of Graduate and Continuing Education (DGCE) unit of the Massachusetts State College Association (MSCA). The proposed changes to the 2021-2023 DGCE contract are bolded in text in the attachment. These documents are also posted on the MSCA website <https://www.mscaunion.org/cbas>

The MSCA Board of Directors voted unanimously to recommend ratification of the proposed 2024-2026 collective bargaining agreement. Below is a summary of the agreement highlights. The DGCE Co-chairs will host two informational sessions next week for members who may have questions or want to learn more about the Tentative Agreement.

### **Zoom Information Sessions: [Please Register Here](#)**

Monday, March 24th, 4:00-5:00pm

Thursday, March 27th, 12:00-1:00pm

The ratification vote on the Tentative Agreement will be conducted electronically by the MSCA Elections Committee. Ballots will be open to all dues-paying members in the bargaining unit covered by the proposed 2024-2026 agreement (i.e., members who taught a course(s) for DGCE that commenced January 1, 2024 through the present time).

**The link to the ballot will be sent to eligible voters' campus email addresses on March 31, 2025 and the voting period will end April 3, 2025.**

If you are currently not a member but would like to be one, please visit the [MSCA website](#). **The cut off date to submit dues and become eligible to receive a ballot is March 26, 2025.**

Sincerely,  
Joanna Gonsalves  
MSCA President

## **HIGHLIGHTS OF THE TENTATIVE AGREEMENT**

### **What language was agreed to in the proposed 2024-2026 DGCE Contract?**

1. **Pay increases:** DGCE faculty course stipends will increase 4% (retroactively to the start of the spring semester of January 2024) then 3% in January 2025, this will also be retroactive, and a final increase of 3% in January 2026.
2. Rank adjustments (and corresponding pay bumps between 3.5% to 9.0%) for our part time members who do not hold a terminal degree, but who have been teaching in our programs for many years. Management accepted our proposal for **two new ranks, Senior Instructor II and Senior Instructor III** (beginning January, 2026) . They also agreed to a transparent and timely review process for these adjustments to ensure that our eligible members can progress through ranks without complication and delay. Management also agreed to review and award faculty promotions and retroactive pay to the Senior Instructor level, for eligible faculty who apply within 60-days of contract ratification.
3. Notice to part-time faculty (upon hiring) about sick leave and paid family medical leave entitlements.
4. Travel expense reimbursement (IRS mileage rate, parking and tolls) to conduct on-site visits for Teacher Education Practicum/Internship supervision.
5. Course Cancellation Policy Changes: Notice must be given at least a week before the start of classes (unless otherwise agreed to by the unit member).
6. Clarifying that outside of the classroom, DGCE faculty's duties include "providing course assistance" NOT "student advising" for which there is no compensation.
7. Updating what counts as terminal degrees (for rank determination) for multiple disciplines, including librarians , who teach in DGCE to match the language in the Day contract.
8. Provision for progressive discipline for non-compliance of mandatory cybersecurity training.
9. Additional training for the Universities' Equal Opportunity, Diversity and Affirmative Action Policy.
10. Evaluations every two years.