

EDC U 499

Settlement Agreement In the Matter of the Compensation Case filed by X

This Agreement is made and entered into this 7th day of March, 2016, by and among these parties: X, the Trustees of the University of Massachusetts Boston ("University"), and the Massachusetts Society of Professors/Faculty Staff Union/MTA/NEA ("Union").

Background: X's continuing non-tenure-track appointment with the University indicates 50% FTE at the rank of Senior Lecturer. X teaches EDC U 499 (Practicum & Seminar) a credit-bearing course, on a per-student, fixed-stipend basis. These per-student stipends have been independent of X's base rate of pay. They have not contributed service credit toward retirement, nor have they been counted as part of his cumulative FTE, for the purposes of calculating promotion eligibility.

Agreement: In consideration of the mutual promises and covenants herein set forth, the parties agree as follows:

1. *25% FTE workload credit for teaching practicum (EDU U 499) courses, pro-rated by number of students enrolled:* the University agrees to implement a modified system, effective at the beginning of the Spring 2016 semester, that gives all EDC U 499 instructors a baseline 25% workload-assignment per practicum, on the understanding that, when the number of students enrolled in a particular instructor's practicum section(s) falls below 6, he/she will be credited for a workload assignment of one-sixth of 25% (4.167%) per student taught.