

BOARD OF HIGHER EDUCATION
and
ASSOCIATION OF PROFESSIONAL ADMINISTRATORS, MTA/NEA
MEMORANDUM OF AGREEMENT

This Memorandum of Agreement, dated December ___, 2020, is entered into by the Board of Higher Education (the "Board") and the Association of Professional Administrators, MTA/NEA (the "Association").

WHEREAS, the Board and the Association are parties to a collective bargaining agreement that expired on June 30, 2020 ("the 2020 Agreement") and has been continued to this date by their mutual agreement;

WHEREAS, the parties concluded their negotiations for a successor to the 2020 Agreement the term of which shall commence on July 1, 2020 and expire on June 30, 2021; and

WHEREAS, the parties wish hereby to record and give effect to the terms of the agreement.

NOW, THEREFORE, in consideration of the foregoing premises and of the mutual covenants hereinafter set down, the parties agree as follows:

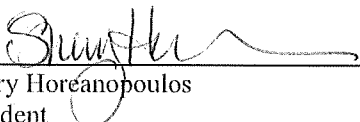
1. The provisions of the 2017-2020 Agreement shall be incorporated into the 2020-2021 Agreement except as the former are amended by the following provisions.
2. The 2020-2021 will include Appendix K in the form attached hereto.
3. Changes in dates and nomenclature will be made as necessary to preserve the meaning of the 2020 Agreement. Additional changes may be required in order to reconcile related provisions.

WHEREFORE the parties hereto hereunder set their signs and seals on the date first above written.

BOARD OF HIGHER EDUCATION

By: _____
Carlos E. Santiago,
Commissioner of Higher Education

MASSACHUSETTS TEACHERS
ASSOCIATION/APA

By: 
Sherry Horeanopoulos
President
Association of Professional Administrators

By: _____
Michael J. Murray
Director of Employee and Labor Relations