

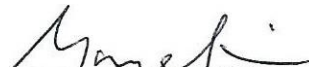
NOTE: The first bullet applies to everyone in the FSU bargaining unit; the second bullet applies only to faculty members 1-5 (their names have been redacted)

MUTUAL MEMORANDUM OF AGREEMENT

This agreement is by and between the University of Massachusetts Boston (the University), the Faculty Staff Union (the Union) regarding the implementation of Article 35. Distance Learning (DL) of the Collective bargaining agreement (CBA) between the Parties:

The parties hereby agree as follows:

- Any Departmental DL course shall contain all of the following elements: syllabus containing learning outcomes, topical outline and grading rubric; sample class activities (i.e. readings, videos, etc.); instructional components through which the instructor will actively guide student learning (e.g., lectures; PowerPoints with voice-overs, where appropriate; curated discussions); sample assignments; and sample assessments.
- Provided that the Departmental DL course contains the elements set forth in paragraph 1 above, as verified by IT and by academic review, the parties agree to pay a developmental stipend of \$4500 to each of the following for developing the course under the departmental model: Faculty Member 1; Faculty Member 2; Faculty Member 3; Faculty Member 4; Faculty Member 5. Faculty Member 1 will receive an additional \$500 for materials. The amount of these payments shall not be precedent-setting.
- This Agreement contains all the terms and conditions agreed upon by the parties with respect to the underlying matter. No other agreements, oral or otherwise shall be deemed to exist or to bind any of the Parties.
- This Agreement shall not be introduced except for enforcement of its terms.



For the University of Massachusetts
Boston/Date

For the Faculty Staff Union/MTA/
NEA/Date