

This letter will confirm the agreement of Berklee College of Music and Berklee Faculty Union to amend and extend the parties' Faculty Contract Agreement ("Agreement") as follows.

1. The Agreement will be extended for one (1) year, so that it continues through November 3, 2022. Each of the 2021 dates in Article 4 of the Agreement will be changed to 2022.
2. Article 35(A)(3) of the Agreement is amended by eliminating the wage increase of 2.5% which was to be effective September 1, 2020.
3. Faculty will receive a wage increase of 2.5% effective September 1, 2021; provided that, at the College's option, the College may reopen this provision in the spring of 2021.
4. Part-time faculty selected for full-time positions in accordance with section 1(b) of Memorandum of Understanding #2 (New Full-Time Faculty Positions) will be notified of their conversions by July 1, 2020. However, their full-time positions will take effect on September 1, 2021. Section 1(c) of Memorandum of Understanding #2 (New Full-Time Faculty Positions) is amended by changing 2021 to 2022.
5. Faculty who were awarded promotions in calendar year 2020 will assume their new ranks, and all contractual rights and responsibilities, on September 1, 2020; provided that promotion increases (Article 35.C.1–2) will be effective September 1, 2021.
6. Wage renegotiation increases and wage equity increases pursuant to Article 9 of the Agreement scheduled for September 1, 2020, if any, will be deferred to September 1, 2021.
7. Faculty who were approved for sabbatical leave in accordance with Article 29(A) of the Agreement for Academic Year 2020–2021 may choose to defer the sabbatical to Academic Year 2021–2022; provided that, the faculty member gives written notice to the Senior Vice President for Academic Affairs by July 1, 2020 of their choice to defer.
8. The College implements a mandatory furlough program for part-time faculty with one (1) year contracts in effect in Spring semester 2020 and no current teaching assignment. The furloughs will be on a semester by semester basis. While on furlough, the faculty member will not teach or have any other job duties but will retain their employment status with the College and will retain their medical and dental benefits, including premium subsidies. The College will offer these faculty members reinstatement from furlough status before engaging a new hire for the same department in subsequent semesters; provided that the faculty member received an evaluation of satisfactory from their Department Chair on their most recent performance review pursuant to Article 16(B) of the Agreement.

9. The College implements a voluntary furlough program for full-time faculty and part-time faculty with three (3) year contracts. The furloughs will be on a semester by semester basis. While on furlough, the faculty member will not teach or have any other job duties but will retain their employment status with the College and will retain their medical and dental benefits, including premium subsidies. The College shall have the right to deny furlough requests, where it determines that a faculty member is needed to teach a course.

10. Article 18(b) of the Agreement is amended so that, for the purpose of determining eligibility for a part-time three (3) academic year contract, all current part-time three (3) academic year contract faculty will be credited no less than 27 teaching units for Academic Year 2020–2021.

11. At the College's request, in the spring of 2021, the Union agrees to meet with the College and discuss the financial and/or operational issues related to the COVID-19 crisis.

12. The College will issue contracts for Academic Year 2020–2021 to returning faculty on or before June 22, 2020. The faculty member must return the signed contract on or before July 15, 2020.

All other provisions of the Agreement will continue in effect in accordance with their terms.