

November 4, 2020

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is made and entered into this 4th day of November 2020, by and between Longy Faculty Union, AFT-MA, AFL-CIO, (the "Union") and Longy School of Music of Bard College (the "School") (together, the "Parties"). This Agreement is entered into on a non-precedential basis by the Parties. No Party shall ever raise or utilize this Agreement in any future negotiations or as evidence of a past practice in the grievance-arbitration process.

1. Article 21.02 of the Collective Bargaining Agreement ("CBA") between the Parties (effective January 1, 2020-May 31, 2024) is hereby amended as follows:

- No increase to the base hourly rate of each Faculty member effective 6/1/2020
- A 2.5% increase to the base hourly rate of each Faculty member effective 6/1/2021
- A 2.5% increase to the base hourly rate of each Faculty member effective 6/1/2022
- A 3.0% increase to the base hourly rate of each Faculty member effective 6/1/2023

2. During the 2020/2021 academic year only, Faculty members will not be subject to a formal Faculty Evaluation in accordance with Article 15 of the CBA. As a result, all existing Faculty Appointments pursuant to Article 12 shall be extended one additional year until June 30, 2022. All other terms contained in Articles 12 and 15 shall remain in place.

3. Consistent with austerity measures already undertaken by the School which includes but is not limited to pay reductions for senior staff, elimination of projected staff increases, budget cuts, staff furloughs and across-the-board expense reductions, the School will maintain an overall "budget neutral" status with respect to administrative and staff positions during the 2020/2021 academic year in accordance with the School's final approved budget.

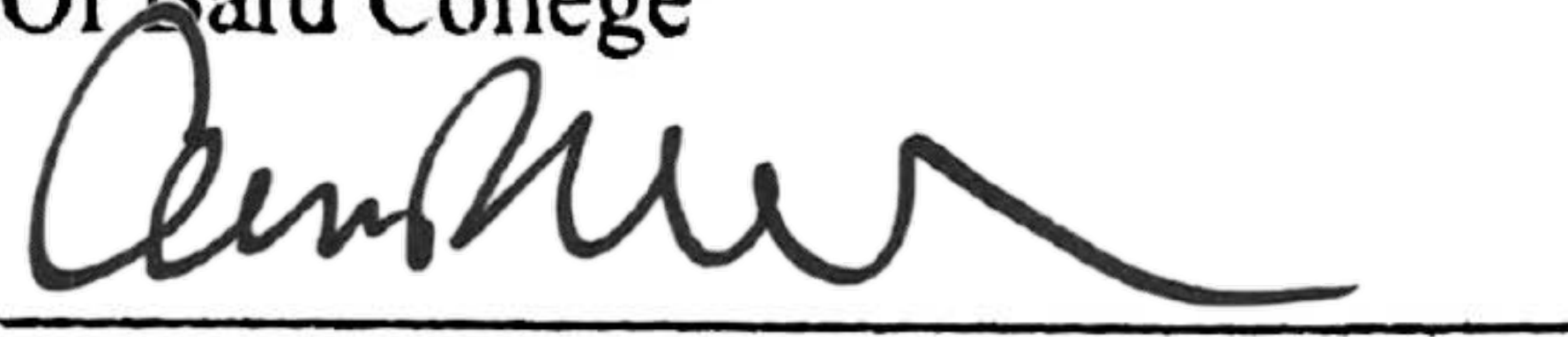
4. Faculty members who taught in the Spring 2020 and Fall 2020 or are teaching in the Fall 2020 semester are eligible for a one-time disbursement from the Faculty Development Fund in an amount not to exceed \$100 to be used for on-line/remote technology expenses.

5. In an effort to increase effective communication, Longy will update the Faculty Portal by Friday afternoon each week during the academic year, to the extent necessary.

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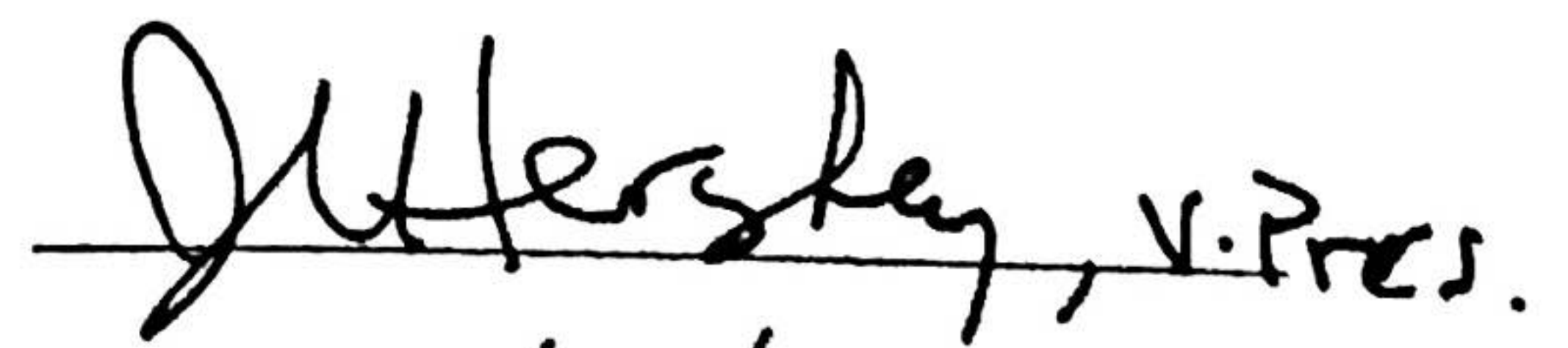
6. On a going forward basis, a new Faculty portal will be developed jointly between Longy and the Union for the express purpose of allowing each Faculty member to share relevant information with current and prospective students for potential enrollment in an upcoming class offering.
7. During the 2020/2021 academic year only, Faculty members will be able to schedule classes/studios/lessons during the Noon Block on Monday, Thursday and Friday.
8. Throughout the 2020/2021 academic year, the School will continue to offer training sessions related to safety and hygiene as well as on-line technology services.
9. Consistent with the June 24, 2020 Memorandum from Longy regarding Fall Teaching Guidelines, Faculty members will have the flexibility to determine which teaching modality they will implement for their classes/lessons/studios during the Fall 2020 semester.
10. To the extent necessary, any COVID-19 testing and contact tracing will be implemented in conjunction with the City of Cambridge's Board of Health.
11. All original works of authorship which are made by a Faculty member (solely or jointly with others) within the scope of his/her employment or which relate to the business of the School and which are protectable by copyright are "works made for hire" pursuant to the United States Copyright Act (17 U.S.C. Section 101) and will be treated by the School consistent with past practice.

Longy School of Music
Of Bard College



Date 11/9/2020

Longy Faculty Union



Date 11/4/2020