

**SENATE . . . . . No. 930**

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**The Commonwealth of Massachusetts**

PRESENTED BY:

***James B. Eldridge***

*To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:*

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act to establish comprehensive rights and career advancement for contingent faculty in public higher education.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	
<i>James B. Eldridge</i>	<i>Middlesex and Worcester</i>	
<i>Danillo A. Sena</i>	<i>37th Middlesex</i>	<i>4/18/2025</i>

# SENATE . . . . . No. 930

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By Mr. Eldridge, a petition (accompanied by bill, Senate, No. 930) of James B. Eldridge for legislation to establish compensation and employment standards for contingent faculty in public higher education. Higher Education.

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## The Commonwealth of Massachusetts

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In the One Hundred and Ninety-Fourth General Court  
(2025-2026)  
\_\_\_\_\_

An Act to establish comprehensive rights and career advancement for contingent faculty in public higher education.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1           SECTION 1. Section 1 of chapter 15A of the General Laws, as appearing in the 2024  
2   Official Edition, is hereby amended by inserting after the definition of "Community college" the  
3   following definitions:-

4           "Career advancement tier", a defined classification level for contingent faculty members  
5   that establishes specific rights, responsibilities and compensation rates based on teaching  
6   experience and institutional service.

7           "Contingent faculty member", an instructor at a public institution of higher education  
8   who: (i) teaches at least 1 course per academic year; (ii) is compensated on a per-course basis;  
9   and (iii) is not in a tenure-track position.

10          "Day division", credit-bearing courses offered as part of regular academic programs  
11   during standard operational hours.

"Division of continuing education", credit and non-credit courses offered through continuing education, evening, or extended learning programs.

"Full-time equivalent load", the standard course load assigned to full-time faculty members at the institution.

"Teaching unit", a standard 3-credit course or its equivalent as determined by the board.

SECTION 2. Said chapter 15A is hereby further amended by striking out sections 9 and 15 and inserting in place thereof the following sections:-

#### Section 9A. COMPENSATION AND EMPLOYMENT STANDARDS

(a) The board shall establish employment standards for contingent faculty members including:

(1) Minimum compensation requirements:

(i) Base per-course rates no less than the pro-rated equivalent of full-time faculty compensation;

(ii) Equal pay rates between day division and continuing education courses;

(iii) Regular cost-of-living adjustments;

(iv) Additional compensation for departmental service and committees;

(v) Payment for course preparation when classes are canceled within 30 days of start date.

(2) Employment security provisions:

(i) Standard two-year contracts after 4 successful teaching semesters;

(ii) Course assignment notification at least 45 days before term start;

(iii) Compensation of 25 percent of course rate for late cancellations;

(iv) Protection from arbitrary non-renewal;

(v) Right of first refusal for previously taught courses.

(3) Professional support including:

(i) Dedicated office space;

(ii) Institution-provided computer equipment;

(iii) Access to departmental resources;

(iv) Professional development funding;

(v) Research and conference support;

(vi) Library and technology access.

## Section 9B. CAREER ADVANCEMENT AND INSTITUTIONAL INTEGRATION

(a) Each institution shall:

(1) Establish a career advancement framework that:

(i) Creates 3 tiers of contingent faculty positions with increasing job security,  
compensation and benefits;

(ii) Provides clear advancement criteria;

- 49 (iii) Includes teaching excellence and institutional service;
- 50 (iv) Ensures fairness and transparency.
- 51 (2) Provide internal advancement opportunities including:
- 52 (i) Priority consideration for full-time positions;
- 53 (ii) Credit for years of service;
- 54 (iii) Recognition of institutional knowledge;
- 55 (iv) Support for professional development.
- 56 (3) Ensure departmental integration through:
- 57 (i) Participation in governance;
- 58 (ii) Voting rights on departmental matters;
- 59 (iii) Inclusion in faculty meetings;
- 60 (iv) Access to grants and research support.
- 61 Section 15. CONTINUING EDUCATION REFORM
- 62 (a) All institutions shall:
- 63 (1) Eliminate pay disparities between day and continuing education divisions within 2
- 64 years;
- 65 (2) Place all new contingent faculty hires in day division unit;
- 66 (3) Provide equal benefits and advancement opportunities regardless of division;

(4) Maintain consistent evaluation and advancement procedures.

SECTION 3. Chapter 32A of the General Laws is hereby amended by inserting after section 2B the following sections:-

Section 2C. HEALTH INSURANCE ACCESS

(a) Contingent faculty members shall be eligible for group insurance benefits if they:

(1) Teach courses equivalent to 25 per cent or more of a full-time load; or

(2) Have taught at least 2 courses per year for the previous 2 years.

(b) Eligible faculty shall receive:

(1) Pro-rated premium contributions based on teaching load;

(2) Access to all standard plan options;

(3) Continuation of coverage between semesters if maintaining a regular teaching schedule.

Section 2D. RETIREMENT BENEFITS

(a) The state retirement board shall:

(1) Establish mechanisms for contingent faculty participation in Social Security;

(2) Maintain OBRA 1990/457b eligibility;

(3) Require institutional matching for retirement contributions;

(4) Provide retirement planning support;

(5) Include part-time faculty representation in benefit decisions.

SECTION 4. Chapter 149 of the General Laws is hereby amended by inserting after section 148C the following sections:-

Section 148D. EMPLOYMENT RECORDS AND TRANSPARENCY

(a) Institutions shall maintain records including:

(1) Courses taught and compensation;

(2) Career advancement tier status;

(3) Benefits eligibility;

(4) Professional development participation;

(5) Evaluation results.

(b) Faculty members shall receive written notice of:

(1) Course assignments and compensation;

(2) Benefits eligibility and options;

(3) Advancement opportunities;

(4) Evaluation criteria and results.

Section 148E. PROFESSIONAL DEVELOPMENT AND SUPPORT

(a) Institutions shall provide:

(1) Annual professional development funding;

- 103           (2) Access to research grants;
- 104           (3) Conference attendance support;
- 105           (4) Technology and resource access;
- 106           (5) Mentoring opportunities.

107           SECTION 5. IMPLEMENTATION AND FUNDING

- 108           (a) There shall be established the Contingent Faculty Career Advancement Fund.
- 109           (b) The fund shall receive:
  - 110           (1) Annual appropriations;
  - 111           (2) Institutional contributions;
  - 112           (3) Grant funding;
  - 113           (4) Investment returns.
- 114           (c) The board shall use the fund to support:
  - 115           (1) Implementation of career frameworks;
  - 116           (2) Professional development programs;
  - 117           (3) Position conversion to full-time status;
  - 118           (4) Benefits expansion;
  - 119           (5) Resource provision.



120 SECTION 6. OVERSIGHT AND ENFORCEMENT

121 (a) The board shall:

122 (1) Promulgate detailed regulations;

123 (2) Monitor institutional compliance;

124 (3) Investigate violations;

125 (4) Issue corrective orders;

126 (5) Impose penalties for non-compliance.

127 (b) Faculty members may:

128 (1) File complaints with the board;

129 (2) Appeal adverse decisions;

130 (3) Seek enforcement through civil action;

131 (4) Receive protection from retaliation.

132 SECTION 7. The board shall promulgate regulations to implement this act no later than  
133 January 1, 2026.

134 SECTION 8. Sections 1 through 6 shall take effect on July 1, 2026.

135 SECTION 9. Section 7 shall take effect upon passage.