

HOUSE No. 4881

The Commonwealth of Massachusetts

HOUSE OF REPRESENTATIVES, January 7, 2026.

The committee on Higher Education, to whom were referred the petition (accompanied by bill, House, No. 1429) of Patricia A. Duffy, Sean Garballey and others for legislation to establish a faculty restoration and equity fund; the petition (accompanied by bill, House, No. 1434) of Carmine Lawrence Gentile and others for legislation to establish a public higher education contingent faculty reform pilot program; and the petition (accompanied by bill, House, No. 3948) of Lindsay N. Sabadosa for legislation to establish rights and career advancement for contingent faculty in public higher education, reports recommending that the accompanying bill (House, No. 4881) ought to be pass.

For the committee,

DAVID M. ROGERS.

HOUSE No. 4881

The Commonwealth of Massachusetts

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

An Act relative to adjunct 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 2 (e) of chapter 32A of the General Laws, as appearing in the 2024
2 Official Edition, is hereby amended in line 117 by inserting after the word “hours” the
3 following:- or faculty who teach the equivalent of at least two three or more- credit courses per
4 semester or four three or more- credit courses per calendar year at one of more state higher
5 education institutions, including a division of continuing education, regardless of funding source,
6 including but not limited to subsidiary account CC, and regardless of the term of employment;

7 SECTION 2. For those employees included in section 1, the commonwealth, not the
8 public institutions of higher education, shall bear the cost of implementing coverage, using the
9 schedule set forth:

10 (a) In the fiscal year in which this act is signed into law, the commonwealth shall pay 25
11 per cent of the premium costs for coverage of the faculty member.

12 (b) In the first fiscal year following this act becoming law, the commonwealth shall pay
13 35 per cent of the premium costs for coverage of the faculty member.

(c) In the following fiscal year, the commonwealth shall pay 45 per cent of the premium costs for coverage of the faculty member.

(d) In the following fiscal year, the commonwealth shall pay 55 per cent of the premium costs for coverage of the faculty member.

(e) In the following fiscal year, the commonwealth shall pay 65 per cent of the premium costs for coverage of the faculty member.

(f) In the following fiscal year and all fiscal years proceeding, the commonwealth shall pay 75 per cent of the premium costs for coverage of the faculty member.

SECTION 3. There shall be established a working group to study and make recommendations regarding adjunct faculty employment at the University of Massachusetts, state universities, and community colleges. The working group shall consist of the following members: the commissioner of higher education, or a designee; the secretary of administration and finance, or a designee; the executive director of public employee retirement administration commission, or a designee; the house and senate chairs of the joint committee on higher education, or their designees; the chairs of the house and senate committees on ways and means committees, or their designees; the president of the University of Massachusetts, or a designee; one president of a state university, or a designee; one president of a community college, or a designee; and one representative of the Massachusetts Teachers Association.

The working group shall examine: (i) adjunct faculty eligibility and participation in the Massachusetts state retirement system; (ii) adjunct faculty rights, compensation, and employment conditions; and (iii) internal pathways for advancement to full-time positions.

35 The working group shall file a report no later than December 31, 2026, with the clerks of
36 the house and senate, the joint committee on higher education, and the house and senate
37 committees on ways and means. The report shall include: (i) a summary of findings regarding
38 current adjunct faculty rights, compensation, and employment conditions; (ii) an analysis of
39 projected costs and financial impacts of extending retirement benefits to adjunct faculty; (iii) an
40 assessment of the anticipated impact on faculty recruitment and retention; and (iv) an evaluation
41 of operational feasibility for each recommendation.