

**SENATE . . . . .      No. 930**

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**The Commonwealth of Massachusetts**

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PRESENTED BY:

*James B. Eldridge*

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*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.

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PETITION OF:

NAME:	DISTRICT/ADDRESS:
<i>James B. Eldridge</i>	<i>Middlesex and Worcester</i>

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# 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)**

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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.

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

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

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

17 SECTION 2. Said chapter 15A is hereby further amended by striking out sections 9 and  
18 15 and inserting in place thereof the following sections:-

19 Section 9A. COMPENSATION AND EMPLOYMENT STANDARDS

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

22 (1) Minimum compensation requirements:

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

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

26 (iii) Regular cost-of-living adjustments;

27 (iv) Additional compensation for departmental service and committees;

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

30 (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

44 (a) Each institution shall:

45 (1) Establish a career advancement framework that:

46 (i) Creates 3 tiers of contingent faculty positions with increasing job security,

47 compensation and benefits;

48 (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;

67 (4) Maintain consistent evaluation and advancement procedures.

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

70 Section 2C. HEALTH INSURANCE ACCESS

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

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

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

74 (b) Eligible faculty shall receive:

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

76 (2) Access to all standard plan options;

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

79 Section 2D. RETIREMENT BENEFITS

80 (a) The state retirement board shall:

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

82 (2) Maintain OBRA 1990/457b eligibility;

83 (3) Require institutional matching for retirement contributions;

84 (4) Provide retirement planning support;

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

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

88 Section 148D. EMPLOYMENT RECORDS AND TRANSPARENCY

89 (a) Institutions shall maintain records including:

90 (1) Courses taught and compensation;

91 (2) Career advancement tier status;

92 (3) Benefits eligibility;

93 (4) Professional development participation;

94 (5) Evaluation results.

95 (b) Faculty members shall receive written notice of:

96 (1) Course assignments and compensation;

97 (2) Benefits eligibility and options;

98 (3) Advancement opportunities;

99 (4) Evaluation criteria and results.

100 Section 148E. PROFESSIONAL DEVELOPMENT AND SUPPORT

101 (a) Institutions shall provide:

102 (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.