

# Salary Comparison

prepared by Phil Mahler, downloaded from MCCC Website

## Comparison of Average Salary of Faculty in Public Two Year Colleges

State	Unadjusted Salary	COL Index	Adjusted Salary	Rank Unadjusted	Rank Adjusted
California	56,462	112.6	60,323	1	3
New Jersey	56,444	122.4	55,476	2	8
Michigan	55,608	92.7	72,164	3	1
New York	52,540	115.7	54,629	4	9
Illinois	51,793	100.1	62,245	5	2
Connecticut	50,780	121.6	50,237	6	10
Pennsylvania	50,184	102.6	58,841	7	4
Ohio	43,966	95.2	55,558	8	7
Florida	42,521	91.6	55,844	9	6
<b>Massachusetts</b>	<b>42,039</b>	<b>120.3</b>	<b>42,039</b>	<b>10</b>	<b>12</b>
Texas	41,623	88.8	56,388	11	5
Washington	40,565	103	47,378	12	11
Average	53,402		59,131		

Unadjusted Salary Average Pay of Full-Time Professors in Public Two-year Colleges<sup>1</sup>

COL Index Cost of Living Index<sup>2</sup>

Adjusted Salary What the unadjusted salary is worth in Massachusetts. For example it costs less to live in California, so \$56,462 there is equivalent to being paid \$60,323 in Massachusetts.<sup>3</sup>

Rank Unadjusted Ranking by Unadjusted Salary - Massachusetts ranks 10 out of 12

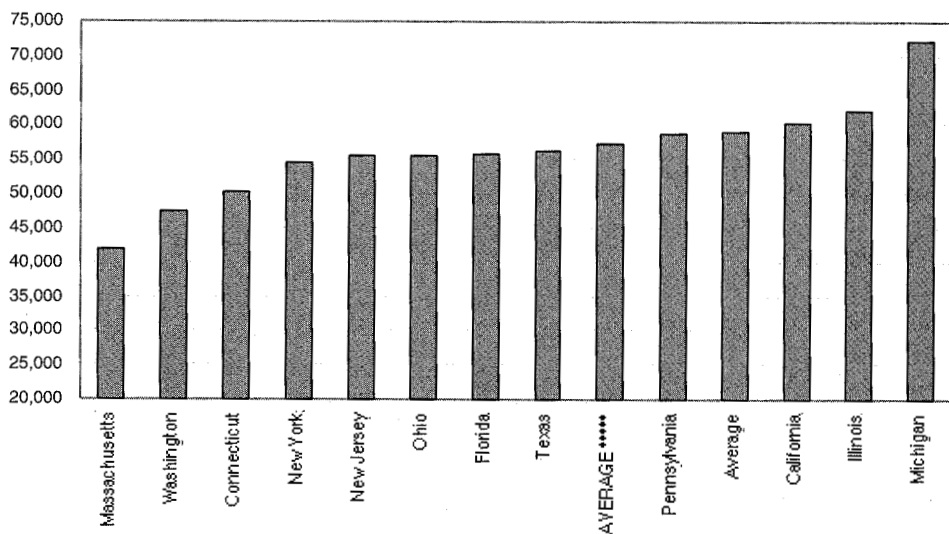
Rank Adjusted Ranking by Adjusted Salary - Massachusetts ranks 12 out of 12

Except for Connecticut, these are the states from which David M. Griffith & Associates, Ltd. selected Colleges for the Classification Study. Connecticut was originally selected by DMG also.

<sup>1</sup> Chronicle of Higher Education, Almanac Issue, August 27, 1999

<sup>2</sup> American Federation of Teachers (1995)

<sup>3</sup> Formula:  $\frac{\text{Massachusetts COL}}{\text{State COL}} \times \text{Unadjusted Salary}$ ; From an idea by MTA Research Consultant David M. Danning.



Graph of the adjusted salaries.

The AVERAGE is the average of all of the states except Massachusetts.

# BHE Assessed Costs By MLRC

In a January 11, 2000 decision of the Massachusetts Labor Relation Commission the Board of Higher Education was ordered to reimburse the MCCC costs incurred related to the postponement of a March 26, 1999 arbitration. The Commission found the BHE failure to provide the Union (MCCC) with relevant and reasonably necessary information in a timely manner.

The Labor Relations Commission also ordered its findings posted for thirty days "in conspicuous places where employees usually congregate..." as it has in numerous previous findings where the employer has been found engaging in the prohibited practice, within the meaning of Massachusetts General Law c.150E, of failing to provide information necessary for the MCCC to do its job. See the October, 1998 MCCC Newsletter for coverage of a milestone ruling related to failure to provide information and other violations of 150E. In that decision the Commission ordered the president or personnel director to sign the postings, apparent recognizing that simply posting the finding had little consequence in preventing continued occurrence of the violations.

The most recent order notches up the sanctions by attaching a dollar cost to ignoring information requests for the first time. The frequent and pervasive non-compliance with information requests practiced by the colleges makes the job of the MCCC grievance coordinators and negotiators difficult or sometimes impossible.

The following account is excerpted from the MLRC decision:

A grievance filed by Deborah McCormack was denied at Step One at Mass Bay Community College in June 1997. Dennis Fitzgerald, Day Grievance Coordinator for the MCCC requested from Attorney Cynthia Denehy, of the Office of Community Colleges, documents relevant to the college's decision in order to prepare the case for mediation. Seven specific document requests were made.

A mediation occurred in November, 1997. Representatives of the Union and the Board did not discuss what, if any information the Board had brought to the meeting. The parties did not resolve the grievance, and it was assigned for mediation for October 1998 at the American Arbitration Association.

Fitzgerald wrote to James R. Brown, Esquire in March 1998 to confirm the information request was still pending. Several conversations ensued in which Brown stated the information was forthcoming. Brown faxed Fitzgerald pieces of the requested information in May, April and June. When MTA consultant Dan Donahue reviewed McCormack's file on October 4, 1998 days prior to the arbitration the information was still incomplete. Fitzgerald asked the MTA to file a charge of prohibited practice and to obtain an arbitration subpoena.

The arbitration was rescheduled to March 1999. The Board provided the Union with more pieces of the information requested, but did not provide the evaluation material for others that had received a change in rank. The arbitration was postponed until August 1999.

In June 1999, MBCC Director of Personnel Taylor called Fitzgerald and told him the remaining documents were ready for him to come and review. Fitzgerald told Taylor that the Agreement required her to send the documents to him. He finally received the documents June 21, 1999.

The Board contended that the Union's requests had been too broad, that it had made a good faith effort to provide the materials, that it believed the matter would be settled without the documents, and that neither the Union, nor the grievant would be negatively impacted by the delay because the promotion had no salary increment attached. The MLRC dismissed each of these arguments in turn.

In summary, the MLRC found that the actions, or inactions, or the Board diminished the role of the Union as the exclusive bargaining agent. It ordered the BHE to cease and desist in refusing to bargain collectively and in good faith with the Union, and "in similar manner interfering with, restraining, or coercing employees in the exercise of their rights guaranteed under the Law.

Day Grievance Coordinator Dennis Fitzgerald and MTA Attorney Ira Fader Esquire are credited for assiduously pursuing this complaint.

*In light of the significance of this order, MCCC leadership requests local leaders to monitor the 30 day posting of the decision on their campuses. ■*

## MCCC Website Updates

The next time you are sojourning in cyberspace set your URL for <http://www.tiac.net/users/mccc> and visit the MCCC website. Designed and maintained by MCCC Vice President Phil Mahler, the website is more extensive, current and user friendly than those of the MTA, NEA or Massachusetts BHE.

The entire texts of the Day and DCE contracts are now available and downloadable in PDF format. The pending Distance Education Agreement is also on-line for your perusal.

Classification news is updated frequently, with the history of the campaign evident. Talking points on Classification are readily culled from the rationale and history provided. Other breaking news, and copies of documents relative to the politics of higher education in the Commonwealth are posted.

Research statistics comparing the economics of employment as faculty or professional staff in Massachusetts with comparable other states in the US is available, with charts plotting compensation trends over the last two decades vis-à-vis inflation.

Contact information for statewide and local leadership is extensively recorded including electronic addresses, fax and phone numbers, and snail mail fixes. Linkage to campuses web sites is replete. State College and University web pages, which tend to contain e-mail addresses for faculty thereon, are thoroughly listed.

Linkage to numerous sites of interest to Higher Education, Developmental Education, and our umbrella organizations, the MTA and NEA, are available by clicking the "LINK" button. Messages to MCCC leaders can be written for conveyance through the MCCC website.

The website is an under-heralded resource which will likely continue to grow in import as a progressively more central touchstone for breaking MCCC news and reference. ■

## MCCC News

<http://www.tiac.net/users/mccc>

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The **MCCC News** is a publication of the Massachusetts Community College Council. The **Newsletter** is intended to be an information source for the members of the MCCC and for other interested parties. The material in this publication may be reprinted with the acknowledgment of its source. For further information on issues discussed in this publication, contact Peter Flynn, Northern Essex Community College, Haverhill, MA 01950, e-mail [pflynn@seacoast.com](mailto:pflynn@seacoast.com).

## Web Resources

Bookmark the following websites to keep current on Classification and other legislation affecting higher education and the MCCC.

MCCC Web site  
[www.tiac.net/users/mccc](http://www.tiac.net/users/mccc)

MTA web site  
[www.massteacher.org](http://www.massteacher.org)

MTA Info Center  
[congress.nw.dc.us/cgi-bin/stateindex.pl?dir+nea&state=ma](http://congress.nw.dc.us/cgi-bin/stateindex.pl?dir+nea&state=ma)

Track Mass. Legislation  
[www.state.ma.us/legis](http://www.state.ma.us/legis)

Track Federal Legislation  
[www.vote-smart.org/congress track](http://www.vote-smart.org/congress track)

Fed and state legislators by zip  
[www.vote-smart.org](http://www.vote-smart.org)

Mass Board of Higher education  
[www.mass.edu](http://www.mass.edu)

Commonwealth of Mass reference shelf  
[www.state.ma.us/refshelf.htm](http://www.state.ma.us/refshelf.htm)

General Court  
(contact info for legislators)  
[www.state.ma.us/legis/legis.htm](http://www.state.ma.us/legis/legis.htm)