

DCE NEWS



DCE Negotiating Team - from left to right - top row: MTA Consultant Michelle Gallagher, MCCC President Philip Mahler, DCE Grievance Coordinator Joe Rizzo, Scott Oury, bottom row: Chairperson Marcia Blanchette, Nancy Morello and Lorraine Murphy

DCE Update

Courtesy of Marcia Blanchette, Chair, DCE Negotiating Team

The DCE Negotiating Team met on Thursday, August 10, 2000 to review the latest management proposal. Tentative agreement on major contractual issues had been reached some time ago. Highlights of this proposal for a September 2000 to August 2003 agreement are as follows.

Salaries would be adjusted by 2%, 3%, and 3% each September of the contract. Additionally, in September of 2000 a new step, step 4, would be added to the current three-step salary schedule. This new step would be 5% above step 3.

Administrators could teach in DCE, but must provide a course that will run to all faculty on the seniority list, prior to any administrator teaching a DCE course.

The Employer commits to working with

the union to investigate a group health insurance option for DCE unit members.

Also, the Employer is contractually obligated to negotiate any potential impact on the DCE unit as a result of the implementation of the 5th course in the day unit.

This contract would provide unit members with continuity of salary increases by going into effect immediately following the expiration of the last negotiated salary increase. The majority of unit members would receive an average of 13% (before compounding) over the life of the agreement.

At this point, resolution of the contract is close. The Team hopes that the final language would be in place before the fall semester. ■

Know Your DCE Contract

Reappointment Rights and Seniority

You earn reappointment rights after teaching five courses over three consecutive fiscal years at the college. Two or more courses per year in a work area at the college earns one-year seniority. One course in one area and one course in another area in a year provide one-year seniority in each work area. Loss of accrued seniority results after a two-year break in service at the college. Canceled courses do not count toward a break in service.

Salary

Independent of the calculation of seniority rights, you will move from the step one salary to the step two salary upon teaching your sixth class and move to step three upon teaching your eleventh class. Although new faculty start at the step one salary, but may start higher based on degrees, qualifications and experience.

Step 1 - \$680 per credit
Step 2 - \$729 per credit
Step 3 - \$784 per credit

Note that the new collective bargaining agreement, yet to be ratified, provides for salary increases to be effective in the fall 2000 semester. The new contract also provides that DCE faculty paid by the credit with 8 or more years of seniority will progress to a new Step 4 on the salary schedule.

As in the past, the laboratory component of a course will be paid at the rate of 1.5:1 (1.5 contact hours per week during a regular semester = 1 credit salary).

Appointment

Faculty with reappointment rights will be provided a course interest and availabil-

ity form. A tentative appointment for one course shall be assigned first to those unit members with the longest seniority. You should, under normal circumstances, be notified of your tentative assignment five weeks prior to the beginning of classes. You should be given a contract indicating the course(s) and salary to which you have been assigned.

Course Material

Faculty must submit the course syllabus within one week of the beginning of classes. This should include the items appearing on the course material checklist contained in the collective bargaining agreement. Note, however, that faculty enjoy academic freedom which provides for professional latitude in fulfilling one's contractual obligations.

Instructors have the right to choose the text book(s). The exceptions to this is when it is a departmental selection and you are given an opportunity to participate in the decision making process, or when the appointment is made as the semester is to begin.

Evaluation

Classroom observations must be conducted prior to the unit member gain reappointment rights. Student evaluations are to be conducted during the second or third to the last week of the course.

Classroom observations can only be conducted after that point for stated written reasons.

See the articles and contract update materials for details on the newly negotiated collective bargaining agreement. If you have any questions on the current or pending DCE contract, call DCE Grievance Coordinator Joe Rizzo at 603-898-6309 / m3c-dce@msn.com. ■

MCCC News

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

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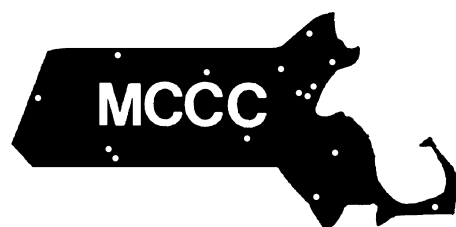
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Visit the MCCC Webpage

The MCCC Webpage is chock full of answers to the question "What does the MCCC do for me?"

The new Day Contract is available in downloadable (Acrobat Reader) format. Other Agreements, including the Distance learning Agreement are also downloadable.

Updates on the campaign to fund the day agreement will be posted as news breaks.

Information about the local chapter leadership may be found on the page. Links to our healthcare insurance providers are also available.

Additionally, MCCC events and news are available, as well as "old news" in the form of past newsletters can be revisited. Frequent updates on negotiations, links to other higher education sites, and contact information for MCCC officers is also available.

The website was created and is maintained by MCCC President Phil Mahler.

Bookmark the site for frequent referral. <http://www.tiac.net/users/mccc/>. ■

Campus Correspondents to the MCCC News

The following individuals have been designated as the current correspondents to the MCCC News for each of the fifteen community college local faculty and professional associations.

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