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**MCCC Newsletter**

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# MCCC News



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## Salary Grid Committee Reports

One of the most positive results of the protracted Day contract negotiations was an agreement to develop a comprehensive salary system for both full- and part-time members of the Day unit.

Having a system with columns and rows, as most K-12 systems have, has long been an objective of the MCCC. The Union was pushing for it in the late 1990's, when the state came back with the idea of a classification system.

That system fell apart a few years ago, but still exists for determining salaries of new hires.

The MCCC Executive Committee received a report at its Dec. 2 meeting from the Day Contract Salary Grid Committee on its progress. MTA Consultant Courtney Derwinski gave the presentation for the committee. Although she is no longer assigned to the MCCC, she has continued with this duty because of her expertise in salary grids.

An Appendix to the contract spells out the committee's responsibilities and a time line for implementation. Four members each from management and the union, plus consultants, make up the committee. The MCCC representatives are Claudine Barnes, Rosemarie Free-land, Joe LeBlanc and Margaret Wong. Meetings were supposed to begin in the Spring of 2016. The late settlement of the contract delayed the process' start, but

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## MCCC NOMINATIONS CLOSE FEB. 9

Nominations are being accepted for the following positions:

- Part-time/Adjunct At-large MCCC Directors (2)
- MTA Annual Meeting Delegates Boston, May 12-13, 2017
- NEA Representative Assembly Delegates Boston, June 30 - July 7, 2017

Nominations Close Thurs., Feb. 9, at 4:00 P. M.

The election will be conducted online. Materials will be mailed out the first week of March with unique member IDs and PINs. Voting will close Friday, March 24 at 4:00 P. M.

- **Part-time/Adjunct At-large MCCC Director**  
Candidates for Part-time/Adjunct At-large MCCC Director must submit an original signature sheet with signatures of 10 active MCCC members in addition to the nomination form. Candidates may submit statements of up to 250 words with photo to be received by the nominations deadline

*Continued on page 2*

## MCCC Reps at MTA Ethnic Minority Affairs Conference

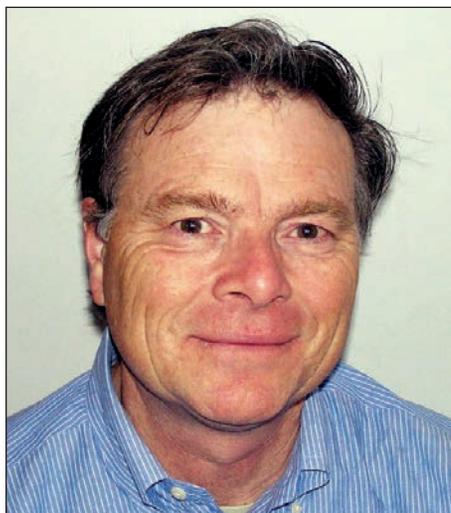


Several MCCC members attended the MTA Ethnic Minority Affairs Committee (EMAC) Conference held in Framingham on December 2-3. Back row from left, Edlyn Thompson-Mettle (BHCC), Frank Schickor (BeCC), Rosemarie Freeland (GCC), Darlene Smith-Ash (HCC), Judith Hague (BrCC), Diana Yohe (MCCC President) Front row seated from left: Limari Rivera (BHCC), Margaret Wong (QCC), Dorris Perryman (BrCC), Katherine DiMarca (MaCC); not pictured, Elmer Eubanks (MWCC). (Photo by Jean Conley)

## Proposed By Laws Changes Due by Feb. 1, 2017

Contact Bylaws and Rules Committee Chair  
DeAnna Putnam at  
[Secretary@mccc-union.org](mailto:Secretary@mccc-union.org).

Forms and submission rules are available on the MCCC website [www.mccc-union.org](http://www.mccc-union.org). ■



Don Williams,  
MCCC Communications Coordinator

## Trump on Higher Ed

affordable for months. But it was only in October at a Columbus, Ohio speech that Trump proposed a student loan repayment plan. The *Chronicle* noted that it was more generous than a plan the Obama administration had proposed.

He also railed against the rising costs of attending college, blaming the increases on bloated administrative ranks caused in part by the need to comply with onerous government data requirements. In the same speech, he also ripped into what “he described as the culture of political correctness on campuses.” Since the election he has said little about education in general.

One of the only higher ed leaders that has met with the president-elect was Jerry L. Falwell, Jr., president of the evangelical Liberty University, who had been a campaign supporter. He and his wife had a long meeting with Trump and his daughter Ivanka, also attending were incoming chief of staff Reince Priebus and chief counselor Steve Bannon.

Falwell said that the Trump team was “information gathering,” and he used the opportunity to urge them to “reduce the micromanaging of colleges and universities,” especially regarding regulations to help students who felt defrauded by their

college and the stricter enforcement of Title IX rules. And eleven days after the meeting it was disclosed that Liberty University is under investigation for undisclosed Title IX offense. Falwell has said that he declined an offer to be education secretary.

Nominating Betsy DeVos as Secretary of Education says the most about the Trump education agenda. This billionaire, a former state Republican Party chair, has been a strong proponent in Michigan of charter schools and vouchers for use at private schools. Michigan has a large proportion of charter schools, many of them run by for-profit companies, with very poor performance results.

On higher ed., however, DeVos has said very little. The libertarian Cato Institute’s director of its Center for Educational Freedom, Neal McCluskey said:

“I have no idea where DeVos stands on early childhood or higher education issues, and the latter, especially, is gigantic, with Washington furnishing tens-of-billions of dollars in student loans, among other higher ed matters. DeVos will essentially be taking over a hugely bureaucratic lending company—with lots of regulatory power—that on a day-to-day basis could prove to be a far greater burden than she expected.”

*The Chronicle* quoted David Hecker, president of the Michigan chapter of the American Federation of Teachers, saying that an Education Department led by Ms. DeVos would “undermine” education. It could restrict access to Pell Grants or make them less generous, he said: “Things don’t look good at all for the people most in need.”

Given DeVos’ privatization agenda for K–12 education, and the candidate’s own Trump University experience—with continued defense of its quality—the for-profit college business could see a resurgence. Donald Trump has not been seen as a classic conservative, but as a businessman he has affinity for many traditional Republican policies, and freeing businesses from regulation is one of them.

Besides the issues of free college and Title IX enforcement, *The Chronicle* listed several other policies as OUT with the new administration. Among them are

student loan forgiveness, and the “gainful employment rule.” The Consumer Financial Protection Bureau that Sen. Elizabeth Warren had championed, and which has been active in policing for-profit-colleges, will certainly be weakened, if not eliminated.

Some of the ideas for higher ed. *The Chronicle* listed as coming IN with the Trump administration include income-share agreements where investors help fund students’ education and will be paid back with a percentage of graduates’ earnings.

Another is competency-based education, which *The Chronicle* labeled as a darling of “the disruptive innovation crowd.” This has bipartisan support, but it has been impeded by the current administration over concerns about the need for substantial faculty/student interaction to conform with financial aid regulations.

Much of the changes in policy are expected to come from Congress, and it is expected to be very busy with the chance to enact (or repeal) legislation with Republican control of all three branches of the government. The lack of stated policies from the incoming president make it hard to predict what he will sign when bills come to his desk.

While not directly attributable to the president-elect, the tone of his campaign has emboldened a wave of extreme reactionary responses to progressive values. In the 10 days after the election the Southern Poverty Law Center documented 900 cases of hate crimes, many on college campuses, in the 10 days following the election.

In this emboldened climate, a 22 year old conservative named Charlie Kirk, through a website called Turning Point USA, has created a watch list to report and publicize liberal professors who have a “radical agenda in lecture halls.” While he supports professors’ free speech, Kirk wants students, parents and others to know who they are. One liberal website, *The Establishment*, said, “The project offers a chilling example of what the academic world can expect in Trump’s America.” ■

by Don Williams, Editor

## MCCC NOMINATIONS...

Continued from front page

for publication in the March *MCCC News*. These must be sent to the MCCC Communications Coordinator. (Communications@mccc-union.org)

- **MTA-DA Delegate**  
Members must be elected to the MTA Annual Meeting, but write-ins are accepted on the ballot up to the closing date of voting, March 24 at 4 P.M.
- **NEA-RA Delegate**  
Members must be elected to the NEA-RA Meeting, but write-ins are accepted on the ballot up to the closing date of voting, March 24 at 4 P.M.

Candidates for NEA-RA Delegate may submit a 50-word statement with their on-line nomination that will be printed and mailed with the election letter.

MTA provides \$400 for expenses to each elected NEA delegate. Because the meeting is in Boston this time, the MCCC Board has voted that the top 20 vote recipients for the NEA-RA will receive an additional \$400 support from the MCCC to attend the 2017 meeting.

Submit your nomination on line at the MCCC website:  
[www.mccc-union.org](http://www.mccc-union.org). ■

### Visit The MCCC Online! [www.mccc-union.org](http://www.mccc-union.org)

The MCCC website is the best and most up-to-date source for late breaking developments important to Day and DCE Unit members in addition to being a valuable resource for MCCC contact information, bargaining and legislative updates, contracts, committee assignments, bylaws, local chapter leadership, calendar of meetings and events, and the MCCC News newsletters (current and past).

Find links to NEA, MTA and MCCC on Twitter and Facebook.

Bookmark the site for frequent referral

NOTE: A new format for the MCCC webpage is currently under construction and should be launched in February 2017.

### MOVING?

Please make sure the MCCC has your correct mailing address.



This affects receiving the newsletter, elections, important mailings and notices.

Call the office at  
**1-877-442-MCCC** toll free  
or go online at  
<http://mccc-union.org/ChangeMyAddress/>

### Editor’s Note

Readers may have noticed a slight change in the MCCC News starting in the November issue. We had been using the Boston Globe’s print facility that printed on continuous roll web press. We have switched to a sheet-fed printing facility that requires a higher quality of paper. Photos especially will look much better. The change also caused a slight redesign of the masthead. As always, the MCCC uses only union shops for printing jobs.

# SURVEY SAYS... Equal Pay for Equal Work

Anyone who has ever been treated unfairly by an employer has learned that if we stand alone, we are weak. But if we stand together in solidarity, "our union makes us strong."

We saw the power of union solidarity with the November election win on ballot Question 2. A loss would have jump-started the privatization of public education by allowing a big expansion in the number of charter schools in the state. The odds against winning were overwhelming. In March the polls showed a big lead for the pro-charter side with over \$24 million invested by mostly out-of-state billionaires. Our union, the MTA, couldn't even begin to match the pro-charter money, but we had thousands of volunteers knocking on doors and making phone calls. As a result, by November, the results had flipped, and our side, the pro-public schools side, won by 24 percent (62-38%), a smashing ballot victory that no one thought possible.

Union solidarity and member involvement in bargaining our DCE/Adjunct contract will be required if we are to achieve **equal pay for equal work** and other improvements in benefits and working conditions for our DCE/adjunct members.

One of the first steps in achieving solidarity is to share information so we can deal with misconceptions. The survey conducted by the DCE/Adjunct bargain-

ing team will help us understand what adjuncts think about the issues.

Do adjuncts want equal pay? You bet they do. The survey showed that 92% of those members who teach only in the DCE/adjunct unit ranked per course pay equal to that of full-time faculty as important or very important.

Do adjuncts want full-time positions and job security? You bet they do. People sometimes say "many adjuncts don't want full-time jobs." The survey showed that 87% of adjuncts – almost seven out of eight adjuncts – think that when a full-time position becomes available, qualified adjuncts should get the first shot at it. After all, they've been doing the job.

In order to ensure priority hiring for adjuncts, almost 85% think that jobs

72% think it's important to have annual or multi-year contracts instead of single semester contracts.

Having a pension plan comparable to full-time members (prorated) was ranked by 82% as important or very important, and 71% ranked health insurance comparable to full-time members (pro-rated) as important.

Other issues also garnered widespread support: 70% think office space is important, 72% want to eliminate pro-rated pay based on class size, 73% want free tuition at state colleges and universities for employees and family members.

It should come as no surprise to anyone that our employers will resist these demands by saying they are too expensive or too impractical. But our employers



*Diana Yohe, MCCC President*

our hands. But if we maintain solidarity, we can make big gains. We will need solidarity among all our MCCC members: full-time and part-time/adjuncts. We will need solidarity and support from our MTA colleagues. We will need support from students through groups such as PHENOM... the Public Higher Education Network of Massachusetts. We will need support from our communities.

Our students deserve equality in instruction and support that can only be provided by a secure and stable work force. ■

*by Diana Yohe, President*

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*Do adjuncts want equal pay? You bet they do.  
...Do adjuncts want full-time positions and job security? You bet they do.*

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should be posted internally before they are posted externally and that the pool of currently employed adjuncts should be exhausted before new adjuncts are hired.

There is also widespread support for other measures to provide job security: 76% think it's important to get earlier notification of course offerings, and

should be clear, our legislators should be clear, and our own members should be clear: these are issues with widespread support among adjuncts.

It should also come as no surprise that we will have another challenging fight on

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## Salary Grid Committee...

*Continued from front page*

they are ready to make recommendations by the stipulated Jan. 3 date.

A pool of 2.5 percent of the total payroll is committed for July 1, 2017, and the grid system is being constructed to live within that limit. The grid would recognize credentials and ranks among other factors, so individual members would receive different percentage salary adjustments. If there is no agreement on a grid system, then all members of the day unit would receive a 2.5 percent increase effective July 1.

If the parties reach agreement on a system, it must be approved by the commissioner of higher education, in consultation with the college presidents, and ratified by the unit members. Then the system would also be in effect July 1.

Because a grid recognizes credentials and ranks, it is essential that the committee has accurate information about the members of the unit in order to place them on a grid. The individual colleges do not all have up to date records, so a survey was sent out requesting information from members themselves to get its own data. To date not all members have responded, and the committee is trying to get closer to 100 percent. This is vital as they cost out the system to stay within

the 2.5 percent.

Derwinski was optimistic about the process so far. She said that the system will give members a career earning path where they can see how they can improve their earnings. While there won't be automatic movement between "intervals," there will be the ability to regularly move up the grid. She also felt that by looking at the total payroll, year by year, and taking in the retirement of highly paid senior faculty and staff, there will be enough "residual money" to continue funding of the system in the future whether there is an appropriation or not.

DHE's Director of Administration and Finance Sean Nelson has been in on the cost calculations so he is prepared for the results.

The Committee will be bringing more information with examples to the MCCC Board of Directors for their January and February meetings. If everything goes well, the plan will be brought to the membership for a ratification vote in March.

If passed, members will be placed on the nearest "interval" to their current salary guaranteeing a minimal increase. Some members "due to longevity and other factors will not be placed on the grid and will be receive a minimal increase. ■



*Bunker Hill Associate Professor LaTasha Cooper Sarpy came to the MCCC Board asking if it would endorse her doctoral research project on "Threat Assessment at Community Colleges." The union's support, which she received, greatly facilitates her ability to go to MCCC members directly with questionnaires. She will be contacting members through local chapter presidents early in the Spring semester.*  
(Photo by Don Williams)

# Know Your Day Contract

## January 2017

- Jan. 15** Sabbatical recommendations from committee to president. (p. 25).
- Jan. 29** Course materials (Form XIII-E2) for Spring semester must be distributed to students and submitted to supervisor before end of drop/add period (p. 57).

## February 2017

- Feb. 1** Summary evaluation returned (p. 58)
  - Feb. 1** First Year Professional staff evaluations completed (p. 59).
  - Feb. 1** Sabbatical Recommendations forwarded to boards of trustees (p. 27).
  - Feb. 10** Summary evaluation rebuttals due (p. 58).
  - Feb. 15** First year professional staff evaluation conference (p. 59).
  - Feb. 20** Presidents' Day observed – Course materials returned (p. 57).
  - Feb. 28** Preferred schedules and courses submitted (p. 44).
  - Feb. 28** New full and part-time hire list due MCCC.
- N.B. Dates may vary depending on the first day of classes. Most of these dates are "last date" standards. In many instances the action can be accomplished before the date indicated. Cited page numbers at right are from the 2015-2018 Agreement. ■*

# MCCC Awards Nominations

The MCCC has four awards created to recognize the contributions of individual members who have made significant contributions to the Union in different areas. Awards are presented at the annual MCCC Delegate Assembly.

Nominations are due by March 1, 2016. Nomination forms and the candidate requirements are available on the MCCC website [mccc-union.org](http://mccc-union.org). ■

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<u>Raymond C. Lemieux Memorial Award</u>	<u>Jon G. Butler Memorial Award</u>	<u>John A. Palmer III Memorial Award</u>	<u>Donnie McGee Strategic Action</u>
The purpose of the award is to recognize an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council.	The purpose of the award is to recognize the Chapter President(s) whose leadership, acts, or support have made a significant impact on MCCC unit members.	This award recognizes an adjunct MCCC member whose service, leadership, and dedication have contributed significantly to MCCC adjunct faculty, as exemplified by the life of John A. Palmer III.	Recognize a member (s) who has shown exemplary service in the area of political and strategic action that has made a significant impact on MCCC unit members.
Any MCCC Board of Director or Chapter President may nominate by completing a nomination form	Any MCCC member may nominate a candidate with a petition of five or more of that chapter's members	Any MCCC member may nominate a candidate by completing a nomination form	Any MCCC Member may be nominated by petition of 10 or more members.



**#Respect4MCCC.**



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## MCCC News

<http://mccc-union.org>

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## Write Us

### Letters to the Editor

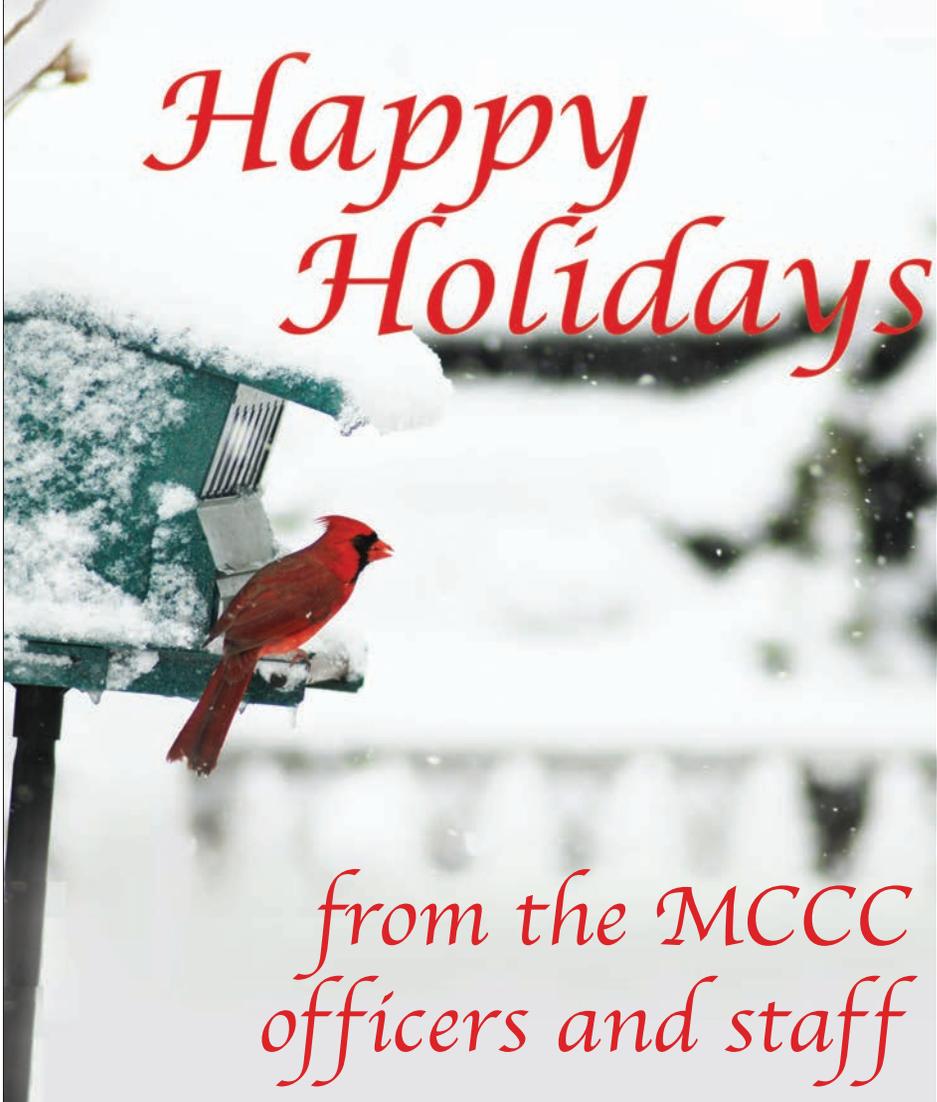
Only submissions by MCCC unit members will be accepted. Letters should be no more than 200 words in length. The author must include name and chapter affiliation, which will be published with the letter. Authors must provide the editor with contact information in the form of either email address, mailing address or telephone number. Letters will be published on a space available basis and may be edited for length and appropriateness. Not all submissions can be published.

### Guest Columns

Guest Columns should be no more than 400 words in length. Columns by authors who are not MCCC members may be accepted. The author's name and affiliation will be published with the column.

**Mail to:**  
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North Shore Community College  
1 Ferncroft Road  
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# Happy Holidays

*from the MCCC officers and staff*