

MCCC News



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Delegate Assembly Sets a Record

With no Bylaw proposals or controversial issues to contend with, this year's MCCC Delegate Assembly on May 4 finished its work in record time. All the agenda items were completed and the meeting was adjourned before lunch.

This year's Assembly came later in the spring than usual, and with beautiful spring weather outside, there was some concern that the quorum might not be met. But in the end chapter leaders did great work in turning out their memberships, and the quorum was met in time to convene the Assembly at 9:30 as scheduled.

The meeting began with reports from President Joe LeBlanc and Vice President Donnie McGee. LeBlanc's report reflected on the challenges the MCCC

faced in the past year and the various efforts the union has been making. Among the ongoing activities he mentioned were DCE contract negotiations, constant contract enforcement, and an agency fee to union member conversion campaign that has already seen 260 people convert to union membership.

LeBlanc also announced that Vice President McGee had been elected to the NEA Board of Directors, the only higher ed. member from Massachusetts on the NEA Board.

McGee's own report focused on political action. She informed members about the MTA/MCCC legislative agenda for this session of the Massachusetts General Court. The session started in January 2013 and basically runs through July 2014. High on her agenda has been and will be pushing for the resolution of the ORP (Optional Retirement Program) issues. Although the legislation passed to allow conversion to the State Employee Retirement System (SERS), issues with an IRS ruling have stalled its implementation.

Finishing her report, McGee read the poem that appears elsewhere in this issue that reflected on the recent Marathon bombing. The poem moved member Karen Giroux—a nursing instructor from Mt. Wachusett Community College—who was volunteering in one of the first aid tents near the bombing site. Giroux thanked McGee for the sentiments, and said that both the injured and the medical staffs were traumatized by the event.

The Delegate Assembly's principal purpose is to approve the budget for the upcoming fiscal year. Treasurer Phil Mahler presented the budget to the members, who all had printed copies. Mahler went over the major items in the budget. He explained that the Union had accumulated significant reserves over the past few years, and with Board approval the union has been spending down the surplus. The result of this has been no dues increase for a couple of years.

Mahler announced that this year there will be a \$5.00/year increase for the MCCC portion of dues for FY14. He noted that the MCCC also collects the dues that go to the MTA and NEA, and these organizations have not yet met to set their annual dues. The MTA Annual Meeting is on May 10 and 11, and the NEA Representative Assembly meets



MCCC Treasurer Phil Mahler presented the budget to the Delegate Assembly. On the platform (from the left) are Vice President Donnie McGee, Secretary Claudine Barnes, Parliamentarian Patti LeGault, and President Joe LeBlanc. (Photo by Don Williams)

July 1–6. So final dues total won't be known until then.

Mahler also announced that the union is buying another condominium unit in the Mechanic Street building in Worcester. This will allow expansion of the Curley Meeting Room to more comfortably accommodate the Board of Directors and will create an additional meeting room, which is becoming needed as the union has been increasing its activities. The purchase price is \$60,000, which Mahler explained is a financially timely as the market valuation of the unit is \$85,000. The purchase will be funded out of cash reserves, but condo fees and utilities will add \$8,000 to operating expenses,

which will be covered by the proposed dues increase.

The budget passed overwhelmingly.

The meeting moved on to the presentation of awards. President LeBlanc began presentation of the Butler Award for

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Day Contract Raises Coming in June

Anyone working under the Day contract, which includes all full-time faculty, full-time and part-time staff—along with part-time Day contract faculty, will be receiving two raises in the next few weeks.

The first raise, coming on June 30, was originally supposed to be paid in July 2012, but the Union agreed to delay it 364 days when the state was in dire fiscal condition. It was included in the old contract, and it represents 3.5 percent of the total MCCC payroll, but will be paid in flat dollar amounts. The amount is the same for all full-time faculty (\$2395), and varying amounts for the different grades of professional staff. (See related salary chart.)

Most members will realize a greater percentage increase than the 3.5 percent, with \$64,000 annual earnings for a full-time faculty member being the point at which the flat dollar amount equals the 3.5 percent. Part-time professional staff will see a straight 3.5 percent increase.

These raises were derived from the Classification Study system developed in 2000 as aggregation of the seniority points

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MTA Vice President Tim Sullivan brought greetings to the MCCC Delegate Assembly. (Photo by Don Williams)

April anthem: To Boston we sing



Donnie McGee, SAC
Chair and MCCC
Vice President

At long last, winter submits to spring.
Songbirds celebrate nature's turning.
The April daffodils blaze and bling.
But marathon madness has hearts churning.
Such devastation. So much wrong.
What heart can harken to springsong?
Inspiration's found in stories told
Of love and caring a hundredfold strong.
Countless heroes and victims so bold,
So calm in the wake of wretched wrong.

A message, then: Do good. Be free.
Find hope in our humanity.
Educators ought their work embrace.
Let mission and values set all free.
Serve students well who've no other place
To dream, to find opportunity.
Build confidence and competence.
Reach out. Be kind. Teach tolerance.
Birdsong's muted by tragedy this spring.
To Boston, though, an anthem we must sing.



MCCC Member Awards



President Joe LeBlanc presented the Jonathan Butler award for outstanding service by a chapter president to Dr. Chandra Pansé from Mass Bay Community College. (Photo by Don Williams)

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Anne Wiley (center) from Greenfield Community College received the Raymond C. Lemieux Award for outstanding service to the MCCC. With her are President Joe LeBlanc and Rosemarie Freeland, chapter director from GCC, who nominated Wiley for the award. (Photo by Don Williams)



The John A. Palmer III Award for outstanding action on behalf of adjunct faculty was presented to Carol Gray (center) from Greenfield Community College. With her are President Joe LeBlanc and Harry Bowen, retired adjunct member from North Shore Community College, who nominated Gray for the award. (Photo by Don Williams)

'Stepping up' for Our Students

It looks like FY '14 may be a good year for the community college funding.



*Joe LeBlanc,
MCCC President*

Thank House leadership and your local state representative for the big increase adopted in its budget. The collective bargaining reserve ensures colleges won't be funding salary increases on the backs of our students.

A new performance funding formula would significantly boost state aid at high growth institutions like Quinsigamond, Bristol and Bunker Hill community colleges. Others will see less new state money, but every institution will benefit.

New funding should support hiring new full-time faculty, professional staff and other direct student support services positions. As much as I like my local

administrators, creating another assistant or associate dean, vice president, senior vice president or provost position sends the wrong message. Adjuncts teach two-thirds of our courses and part-time professional staff numbers are ballooning. It's time to hire our qualified adjuncts and part-time professionals for full-time positions.

Building on last year's reform, The Boston Foundation's latest policy paper "Stepping Up for Community Colleges" focuses on outcomes and student success. The report connects public higher education to the health of the state's economy and pushes to reduce developmental education's attrition rates, improve placement and assessment systems, and provide "more structured pathways to credentials and transfer."

The report encourages performance-based funding—a flawed idea but one that is impossible to stop in an era of endless outcomes and performance measurements. To paraphrase Oscar Wilde, we are a nation that measures everything but knows the value of nothing. Performance-based funding is embedded in this year's in-

creases to community colleges, but is not used to allocate increases to the state universities and UMass systems.

Other recommendations have more merit. It's hard to argue against "using multiple measures to determine placement, including high school GPA for younger students, and clearer instructions to students about the test and the value of preparing for it."

Reforming remedial education makes sense. Students who earn college credits early do better, and most students would benefit from a more streamlined curriculum. Some students do need more structure and more proactive advising. Some college programs should align more closely with workforce needs.

The policy paper calls for more proactive academic and career advising. Some students take too many years to complete their degree, and they sometimes enroll in unnecessary courses that will not transfer or count towards their major and certificate or degree.

Advising is uneven and exacerbated by the explosion in adjunct faculty hiring. Students should be encouraged to choose

a program and major earlier. Otherwise, they will incur additional debt and delay their careers and entry into the workforce.

We should learn from others. At the Community College of Baltimore County, the Accelerated Learning Program mainstreams upper level developmental students into college-level English 101. Students get extra support in a 3-credit companion course taught by the same instructor with class size limited to 8 students.

Results are promising. In 2010, 82 percent of ALP students passed English 101 compared to 69 percent of students who took a traditional developmental writing course. ALP students also did better in English 102.

The report recommends an audit of statutes and policies that may hinder student success. For example, the Division of Continuing Education statute provides colleges with a financial incentive to rely on part-time faculty and staff. No other state operates such a system. "This creates an incentive to use adjuncts to teach both day and evening courses and drives scheduling decisions to a calculus that does not always put students' needs and circumstances first."

Four priorities—performance based funding combined with developmental education reform, more structured pathways to credentials, policy review, and a sustained advocacy for community colleges—drive this report. The authors call for the continuation of the Coalition for Community Colleges, a good idea so long as it includes seats at the table for organized labor. Otherwise, sustainable results will remain elusive. Our students deserve better. ■

Day Contract Raises . . .

Continued from front page

and a base-rate increase but applied generally rather than individually. The differences in raises depending on year of hire reflect those members having lesser seniority, and therefore lesser seniority points.

This raise essentially represents a shift away from the application of points from the Classification System. As of July 1, 2013 contract there are no more point calculation payments for seniority, for changes of rank for faculty, and for post-tenure review.

What does remain of the Classification System in the most recent contract are

the criteria for salary placement for new hires, and points-based increases when members complete further graduate degrees. The union has authorized a committee to examine salary structure systems for the next contract.

The second raise is from the new contract and takes effect on July 1. It will be a 1.75 percent across-the-board increase for all full- and part-time employees working under the Day contract. This represents the first half of one of two 3.5 percent annual increases. There will be further 1.75 percent increases in Jan. 2014, July 2014 and Jan. 2015.

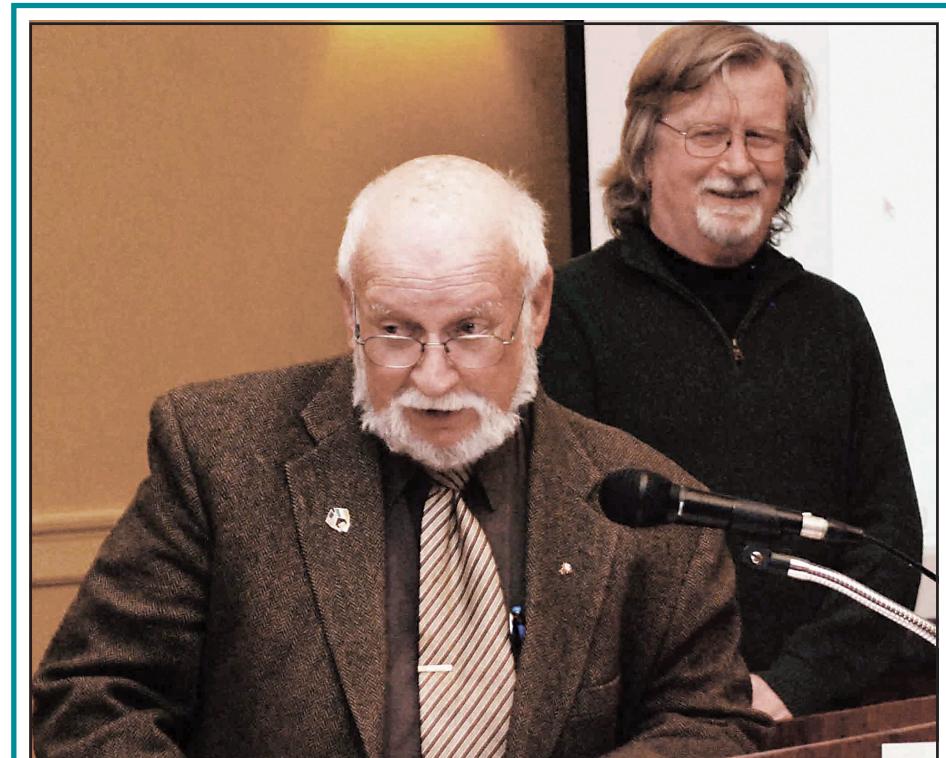
Adjunct faculty under the DCE con-

tract already saw a 3.5 percent in January of this year, which represented the last raise from the old contract. The raises in that contract paralleled the raises of the Day contract but without the delay the Day membership experienced. The DCE Bargaining Team is in the process of negotiating a new contract. ■

June 30 Day Contract Raises

Year of Hire	Prior to 7/1/06 7/1/06	7/1/06- 6/30/07	7/1/07- 6/30/08	After 7/1/08
Faculty	\$ 2,395.85	\$ 2,395.85	\$ 1,411.85	\$ 922.85
PS 7	\$ 3,061.85	\$ 3,061.85	\$ 1,634.85	\$ 922.85
PS 6	\$ 2,890.85	\$ 2,890.85	\$ 1,577.85	\$ 922.85
PS 5	\$ 2,726.85	\$ 2,726.85	\$ 1,523.85	\$ 922.85
PS 4	\$ 2,554.85	\$ 2,554.85	\$ 1,465.85	\$ 922.85
PS 3	\$ 2,394.85	\$ 2,394.85	\$ 1,412.85	\$ 922.85
PS 2	\$ 2,221.85	\$ 2,221.85	\$ 1,354.85	\$ 922.85

This chart shows the disbursement of the Day contract raises that are due June 30. These represent a 3.5 percent carryover that was delayed from the previous contract. These are flat dollar amount increases to base that vary depending on the member's date of hire and on faculty or staff grade status. Part-time professional staff will receive a 3.5 percent increase. The first raise of the new contract will be 1.75 percent to every Day contract member and will occur July 1, 2013.



Retired MCCC members Frank Leary (left) and Mike Nutter co-chair the union's political action committee MCCC-PAC. Leary spoke to the Delegate Assembly about the importance of political action and urged members to donate. Active state employees are barred from soliciting political donations, but for retirees who are no longer employed by the state it is permissible.

(Photo by Don Williams)

Visit The MCCC Online!

<http://mccc-union.org>
Toll Free Phone:
877-442-MCCC

The MCCC website is the best and most up-to-date source for late breaking developments. Additional documents of interest and import to Day and DCE unit members have been added.

The MCCC Webpage is a valuable resource for MCCC updates, job opportunities and linkage to the NEA and MTA resources available to MCCC unit members.

Calendars of MCCC meetings, and committee assignments may be found there.

Additionally, MCCC events and news are available, as well as "old news" in the form of archived newsletters. Bookmark the site for frequent referral.



MCCC News

<http://mccc-union.org>

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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. Members' letters up to 200 words and guest columns up to 400 words will be accepted and published on a space-available basis. The material in this publication may be reprinted with the acknowledgment of its source. For further information on issues discussed in this publication, contact Donald Williams, North Shore Community College, One Ferncroft Road, Danvers, MA 01923. e-mail: Communications@mccc-union.org

Delegate Assembly . . .

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outstanding work by a chapter president to Chandra PansÈ. He was praised by LeBlanc and his colleague Judy Rolph for his extraordinary work in reviving the Mass Bay Community College chapter.

Anne Wiley received the Raymond C. Lemieux Award that recognizes a member's long service to the union. In presenting the award, Rosemarie Freeland, Wiley's Greenfield Community College director, cited a few of the many actions that contributed to her nomination for the award. Most significantly were her efforts on two occasions that created gender pay equity adjustments state-wide.

Carol Gray, also from Greenfield, received the John A. Palmer III Award that recognizes the efforts on behalf of adjunct members. Gray currently chairs the DCE Negotiating Team, but she has been very active prior to that in organizing and advocating for community college adjunct faculty. Harry Bowen from North Shore Community College, who nominated her, cited Gray's credentials and history of social advocacy prior to her MCCC involvement. He also pointed out the work she has done with the MCCC Adjunct Committee.

Gray also gave a separate report as chair of the DCE Team. She said that the union had approached management with the idea of Interest Based Bargaining (IBB), which is a process by which the parties discuss their issues in conjunction with facilitators, rather than the traditional presentation of lists of demands that get haggled over. Management was not interested in IBB for this contract. She thanked members for filling out the bargaining survey, and said that the team had gone over the results and came up with their asking package. The first joint bargaining session was scheduled for May 20.



MCCC Member Wins MTA Sweepstakes

MCCC member Lynda LaRocca, who teaches biology at Cape Cod Community College, won a \$50 American Express gift card in a Facebook sweepstake put on by MTA Benefits (MTAB), the branch of MTA that offers a wide range of discount services for union members.

MTAB regularly conducts giveaways both online and through Facebook during the year. There are a number of similar programs including six online events during the school year with prizes ranging from \$100 to \$800.

For more information go to their website www.mtabenefits.com. ■

The avuncular Frank Leary, who along with his retired colleague Mike Nutter, co-chairs the MCCC Political Action Committee, urged members to get involved in the political process. Specifically he asked the delegates for donations to the PAC which needs to have its account replenished after a busy election year. As retirees Leary and Nutter are not restricted in asking members for political donations the

way active state employees are. Chapters can also donate up to \$500 to the PAC. Leary later reported that \$1,502 was raised at the Delegate Assembly setting another record.

With all the agenda items completed, the Delegate Assembly adjourned before lunch. This allowed the delegates to enjoy a leisurely buffet with general conversation, and a quick exit into the beautiful afternoon. ■

Growth of Part-Time vs. Full-Time MCCC Unit Employees 2001–2012



Over the past decade the use of part-time faculty and staff has increased by 93 percent while full-time faculty and staff increased by only 4.5 percent (almost all in staff positions). Student population has gone up over 30 percent. (MCCC data)

Know Your Day Contract

May 2013

- May 1** President's tenure recommendations and sabbatical notification due (pp.38 & 24)
May **Last Day of classes** Faculty submit college service and student advisement form (p.49)
May 21 Tenure decisions due (p.38)
May 27 Memorial Day observed
May 30 Professional staff College service and student advisement forms (p.51)

June 2013

- June 1** Applications due for Sabbatical Leave beginning January 1 for professional staff or Spring semester for faculty. (p. 24)
Professional staff work beyond the Academic Year.
The dates below do not affect faculty.
June 1 E8—Summary Evaluation by supervisor due (p.51).
June 1 Letter stating preferred work assignment submitted each year to supervisor (p.46).
June 1 Develop E-7 Form with supervisor. E-7 Form serves as basis of evaluation for the year. E-7 includes job description items (goals), objectives (if mutually agreed), and activities/methods (p.107).

July 2013

- July 1** Notification of work assignment due from supervisor (p.51)
July 1 Off-Campus Days—3 days off campus for activities outside of those assigned (conferences, catching up on literature in the field, etc.). They may be taken in increments of a half-day or more. The 3 off campus days begin with fiscal year (p.46).
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. ■