

MCCC News



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MassBay: Campus in Crisis

Tensions have been rising at Mass Bay Community College between the college president and the union to the point that the MCCC Board of Directors voted at its Sept. 21 meeting to censure President Carole Berotte Joseph.

The union took this unprecedented action because of the hostile climate that has developed at the college—a climate that is detrimental to the teaching and learning process.

When Mass Bay selected Dr. Carole Berotte Joseph as its President in March of 2005, the faculty and staff were positive and excited. The change from a business-model president to an academic one was welcomed. And the fact that she was the first Haitian-American to head a college was something to be proud of.

But within a year, the relationship between the President and the union began to deteriorate. A management style seen as distant and autocratic caused friction not only internally but has been highlighted in the Boston Globe and by the WBZ I-Team.

During her tenure, drastic changes have been made in all levels of management at the college. President Joseph has brought in colleagues from her previous employment and not held the customary search committees to fill vacant positions. She fired every academic dean and associate dean, replacing them with faculty members as interim appointees.

The first press attention was in 2006 regarding the \$90,000 spent on presidential inauguration events. With finances tight at all community colleges, this amount vastly exceeded the amounts spent at other colleges. Bristol Community College had spent \$24,000 on its 2001 inauguration, and Holyoke and Springfield did not even hold events for their new presidents in 2005. When

interviewed on camera about the extraordinary expense by WBZ-TV, President Berotte Joseph adopted a confrontational attitude.

In July of this year extensive press coverage arose over problems with Mass Bay's large Nurse Education Program. Faculty were outraged by an action taken by Provost Steve Berrien overriding faculty and allowing a nursing student to retake a test that she had failed. There were accusations that administrators had altered other student grades.

Problems in the nursing program came to the attention of the state's Board of Registration in Nursing. The college did not provide information that was requested by the nursing board. Citing serious problems, especially the lack of a permanent director, the Board of Registration suspended the college's ability to admit new nursing students.

For the union, the breaking point came when Provost Berrien had private attorneys send a letter to three chapter officers—President Joseph W. O'Neill, Vice President Brenda Carroll and Recording Secretary Michelle Cook—threatening them with lawsuits for libel and defamation of character based on statements they had made in the context of their union work.

MTA immediately assigned a staff lawyer to defend these members against this intimidation effort. MTA attorney Matthew Jones sent a letter pointing out the speciousness of the charges made by Berrien's attorney and the protected nature of union versus management speech. Within three weeks Provost Berrien was no longer employed at the college. President Berotte Joseph stated that he resigned, but members of the community suspect otherwise.

The MTA Consultants assigned to the MCCC filed a charge at the Labor Rela-

tions Commission regarding this intimidation. They have also filed an information request with the college for denied contractual personnel data as well as a variety of non-contractual data such as non-salary administrative expenditures and audits.

The members of the chapter are deeply divided, with the majority wanting the president to leave. Some still support the college president, but their numbers are declining as events continue to unfold. As the chapter considers bringing a vote of no confidence to the membership, a list of particulars is being drafted.

The nearly 20 issues in the draft bill of particulars center on the administration's failures to conform to a variety of contractual requirements, to follow BHE procedures and to respond to accrediting bodies. In a statement to the Globe on Sept. 17, President Joseph said that, "I am holding people accountable.... Some people don't like it." The union sees the shoe on the other foot.

Normally the MCCC Board would not take the action of censuring a college president, but this case was unique. In June, recognizing the internal chapter tensions, MCCC President Joe LeBlanc took the initiative to try to mediate between the chapter leadership and President Joseph. He suggested a course of action to reduce the antagonism. But President Joseph did not follow through with promised actions and the situation escalated.

After the MCCC Board's vote, chapter president O'Neill said, "The censure, along with a letter of condemnation from the 14 other chapter presidents will provide a strong back drop for a college-wide vote of no confidence. President Carole Berotte Joseph has failed in her responsibility to work collaboratively in a trusting and open relationship." ■

Action Alert

Petition Drive: Eliminate the GPO/WEP

The NEA and MTA are conducting a petition drive to get the U.S. Congress to eliminate the Government Pension Offset (GPO) and Windfall Elimination Provision (WEP) of the Social Security regulations that penalize recipients of public pensions.

Petition forms are available through the MTA website massteacher.org. Click on Social Security Petition Drive.

The dates have been extended to early November, so there still is time.

Get your colleagues, family, friends, and neighbors to sign.

Mail completed forms to:

Paul F. Toner, Vice President
Mass. Teachers Association
20 Ashburton Place
Boston, MA 02108-2795

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MCCC Shines at Williamstown

Twenty-nine MCCC members participated in MTA's Summer Conference at Williams College from Aug. 5-9. This was by far the largest contingent of any higher ed local.

They participated in a variety of activities including workshops for seasoned and new local presidents, grievance processing, negotiating, as well as a general meeting of the Higher Education Leadership Council.

Five members participated in the Emerging Leaders Program, which is designed to bring newly active union members together to develop skills in organizing. The MCCC participants were Andria Schwartz and Sharron Gillies of QCC; Tiffany Magnolia, NSCC; Candace Shivers, MWCC; and Bill Zannini, NECC.

As part of the program six participants run for the offices of Emerging Leaders President and Vice President. These candidates assemble campaign committees from the other participants, put together positions on specific issues, plan and execute a campaign, and on the last night of the conference give speeches to an audience



Four MCCC members participated in the Emerging Leaders Program at the MTA Summer Conference in Williamstown. From left Sharron Gillies, and Andria Schwartz, QCC; Tiffany Magnolia, NSCC; Bill Zannini, NECC; and Candace Shivers, MWCC. (Photo by Don Williams)

that always includes the MTA President. The election is conducted at breakfast the last day in the various campus dining halls.

This year Quisigamond member Sharron Gillies ran for president and North Shore member Tiffany Magnolia ran for vice president. This year the candidates were not a slate but ran independent cam-

paigns. While neither of the MCCC candidates won, Gillies said, "I felt like a winner by just being a candidate."

Special events for higher ed. participants were held on Wednesday. In the morning there was a general meeting of Higher Education Leadership Council (HELIC).

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MCCC Newsletter
27 Mechanic Street, Suite 104
Worcester, MA 01608-2402

Gambling on The Future of Our Community Colleges



Donnie McGee,
SAC Co-chair &
MCCC Vice President

With Governor Patrick's proposal to fund up to three resort casinos across the state, gambling revenues are seriously being considered to address the structural budget deficit that has challenged Massachusetts for nearly a decade.

The reasons are numerous for repeated revenue shortfalls, but despite the causes, this reality exists: The state needs more revenue to serve residents effectively. Residents have good reason to worry about the state of the state. Roads and bridges are deteriorating. Health care and related insurance costs are again on the rise. Property owners need tax relief. Local schools as well as state colleges and universities are struggling to meet the needs of students and communities.

Legislators and the Governor agree: Increased revenues would warrant more state support for health, education, and transportation. But neither lobbying legislators nor sitting on the sidelines has improved the revenue stream or diminished funding woes. Perhaps, casinos will do just that.

But anticipated state casino revenue of about \$400 million is insufficient to support all statewide who claim its need. If such revenues are earmarked for roads, bridges and property tax relief, when will

our challenged community colleges find any relief, and what about the state's other neglected factions? Building casinos provides no quick fix, no windfall, and no guarantees. With shrinking state dollars and years of public neglect, many are clamoring for a bigger piece of the state's economic pie. And public dollars are under serious scrutiny. As state support diminishes and revenue streams remain stagnant, institutions statewide are increasingly set up to fall short of articulated goals.

Community colleges have not escaped the scrutiny. The expectations are they will fuel the state's economy and continue to serve the more than 50% of all state public undergraduates who will walk through their doors. But their mission is complex and increasingly challenged in the current political and economic climate. These colleges must implement workforce development programs tailored to community needs, create transfer paths for students to four-year colleges and universities, provide comprehensive preparation in essential allied health careers, and support remedial instruction for the under-prepared.

Our community colleges are charged with all this and more, regardless of dwindling resources and increased student enrollment. According to Mary Lassen of the Boston Foundation, between 1998 and 2005, these colleges have had a 15 percent increase in students enrolled in academic programs and a 26 percent increase in student participation in work force development initiatives.

Legislators and the Governor emphasize the need for increased funds to support the important roles community colleges play in the Commonwealth. Yet many have noted that Massachusetts is the only state spending less on public higher education now than it did 10 years ago.

The Massachusetts Teachers Association points out that such funding is currently 23 percent or \$324 million below the FY2001 levels when inflation is taken into account. The real gamble today seems to be

on the ability of these community colleges to weather this financial storm and stay afloat – until those pennies from heaven or elsewhere come down in droves. In the meantime, these colleges plod on, but not without consequence.

Buildings and facilities are inadequate – either in disrepair or unable to meet the demands of increased enrollment. Colleges struggle to maintain comprehensive student support services, provide technology-assisted instruction, and fund allied health programs. Full-time faculty assist with administrative initiatives and teach extra classes to meet the increased enrollment that open access invites. Adjunct faculty teach more than 50 percent of all classes statewide, some without health insurance or any retirement security.

Students are burdened with tuitions and fees – costs that the Board of Higher Education notes have increased by 57 percent since 2001. According to the American Council on Education, 81 percent of community college students nationwide work more than 30 hours a week while attending classes full-time. Like the colleges they attend, our students are set up for failure in order to pay for a public higher education system that the state has increasingly abandoned.

The Governor, and perhaps the Legislature, may be willing to gamble on this new casino venture, but the state should not continue to gamble with the future of public higher education in Massachusetts. Residents cannot afford to accept such severe and chronic under-funding of these institutions.

We can no longer assume that community colleges will survive, never mind thrive, given so many years of trying to do more with less. Without a reliable revenue stream, these colleges cannot serve more students, improve on retention rates, secure allied health faculty to teach in their classrooms, and meet the diverse needs of students and communities. The stakes are high, and the odds are great that these institutions will fail unless adequate funding becomes a reality.

Education funding is discretionary at the State House – left to the discretion of those in power to decide if, when, how, and how much. When things fall apart, it is a sign the state has waited too long. If bridges are deteriorating, you repair them. If the health care system is broken, you fix it. If colleges lack the faculty and the facilities to serve our communities, you fund them. Whether this is done through closing corporate tax loopholes, establishing fees on services, or building resort casinos – and I am not thrilled to think that gambling might fund these campuses, the state needs to pay for the priorities that its leadership and its residents embrace.

What we fund represents what we value. It is not enough to identify education as a priority. Sufficient dollars must be committed to support the rhetoric. Without such funding, the state simply continues to gamble on the fate of our community colleges – and the future of its Commonwealth. ■



Miles Stern is the new MTA consultant assigned to the MCCC. He will be primarily assisting with issues related to part-time (DCE) faculty. (Photo by Don Williams)

MCCC Spring 2008 Elections

All Candidates

Nominations will be open in late October for MCCC elections for officers, delegates to the MTA Annual Meeting and the NEA Representative Assembly. The MTA Annual Meeting is in Boston on May 9 and 10, 2008. The NEA Representative Assembly is in Washington, D.C., from July 1 to 6, 2008. The nomination form will appear in the November and December newsletters and will be available on the MCCC website. Nominees must be members of the Massachusetts Community College Counsel at the time of nomination and during the time period for which they are elected as delegates.

The schedule for the election is as follows:

- Nominations will close at 4 p.m. on Thursday, February 1, 2008.
- Ballots will be mailed to all MCCC members on Friday, Feb. 29, 2008.
- The deadline for returning ballots is at 4 p.m. on Thursday, March 21, 2008.
- Election results will be announced by Friday, March 24, 2008.

If the number of certified candidates for MTA delegate is less than equal to the number of slots allocated to the MCCC, then the certified candidates will be deemed elected. The MTA delegate election will be conducted only for write-in candidates to fill those slots not already allocated to certified nominees and to establish a list of successor delegates.

Write-in candidates should contact the MCCC office by the deadline for ballot returns to establish their willingness to serve and to verify contact information. ■

MCCC Shines at Williamstown . . .

Continued from Page 1

HELCC meets throughout the academic year and is comprised of the presidents of the various MTA higher education locals.

At Williamstown the meeting is open to all higher ed. participants, and it provides an opportunity for members from the three segments—university, state colleges and community colleges—to share information of common concern.

Contract negotiations was an important topic of discussion. Although MCCC has a contract that goes until 2009, the state college faculty union (MSCA) and the UMass faculty (MSP—Amherst, Lowell and FSU—Boston) were in contract talks and their resolutions are of keen interest to the MCCC. This is because the MCCC contract has a reopener clause that provides the union to renegotiate if any other higher ed. unit settles a contract for higher salary increases.

The state was offering these other units one-year contracts with raises of about 3.5 percent. MSCA President Pat Markunas felt that this amount was insufficient. She was told that this was all any state union was being offered, but her union's Vice President, C. J. O'Donnell, filed a Freedom of Information request and found that state SEIU (Service Employees International Union) members received a 5.85 percent increase and NAGE (National Association of Government Employees) employees saw a 4.8 percent increase.

[In early September, the MSCA agreed to a contract with 3 percent across the board

raises with an additional 0.5 percent merit component and a 0.3 longevity component. The MCCC has filed a demand to bargain under the reopener clause.]

After the HELCC meeting and lunch, Arthur Pippo, head of MTA's Higher Education Office, conducted a workshop specifically on higher education grievances. He was assisted by Katie D'Urso and Miles Stern, the MTA consultants assigned to MCCC. Each of them focused on a specific aspect of the grievance process.

D'Urso's presentation on the "duty of

fair representation" was especially interesting. She discussed a thorny situation where two members were on different sides of a conflict with the administration. It provided a variety of issues for consideration.

Although the infamous Purple Pub had burned down over the winter, and Williams College had put an end to the traditional higher ed. party, there were still many opportunities for members across the MTA spectrum to socialize and network. MCCC continues to become a more recognized unit within the larger organization. ■



Arthur Pippo, left, head of MTA's Higher Education office, leads a workshop on grievances for Higher Education members at Williamstown. Assisting him are the MTA consultants assigned to the MCCC, Katie D'Urso and Miles Stern. (Photo by Don Williams)

In Unity There Is Strength



Joe LeBlanc,
MCCC President

scope of the compliment – the “all of us” – has stayed with me.

Our big and complex union of more than 6,000 full- and part-time faculty and professional staff is the backbone of our system of public higher education. Our members work hard. They teach. They counsel. They process. They serve. They create. They revise. They advise.

Thousands of emails from our members each year give me a good idea of the forces that unite and divide us as tenured faculty and professional staff, junior faculty and professional staff, adjunct faculty, and part-time professional staff.

Full-time faculty point to their critical role in the mission of our colleges. Some want to go back to the days when the MCCC was a full-time faculty union. Ad-

At the end of a college governance meeting, a colleague pulled me aside and said, “I want to thank you for all you do for all of us.” It was a nice beginning to the semester. It’s great to hear your work is being appreciated, but the

junct faculty want a full vote, more guaranteed courses, benefits and respect. Full-time professional staff want to be treated as non-teaching faculty. Part-time professional staff want to be classified like their full-time colleagues. Everyone wants more money.

We are working to become a more member driven organization, and our latest initiatives are being driven largely by you. There’s something here for everyone, and your help is critical to our success in coming months.

- **Classification Task Force:** In the 1990’s our union agreed to increase our faculty course load to five, the national norm. In return, the Commonwealth promised to pay us at the 75th percentile of ten similar states. The promise has never been kept, and after several zero years in the Romney era, we need a 13 percent salary increase to reach the 75th percentile. In recent months, our union and the college presidents have split the cost of paying a consultant to check our salary analysis. We will soon be making our case to Administration and Finance and legislative leaders.

How you can help:

Mention this issue when talking with your college president, administrators and trustees. Participate in grassroots political lobbying in coming months with your chapter leaders.

- **Professional Staff Committee:** Our

professional staffers are now recognized as an MCCC standing committee. I’ve passed off my duties as unofficial chair to Kathleen McDonough (Holyoke) and Ned McGuire (Mass Bay). Both are union activists with a passion to promote professional staff issues. They will be pursuing an exciting agenda of education and advocacy for professional staff issues.

How you can help:

Work with your chapter’s Professional Staff Committee rep. to organize your colleagues on your campus. Invite MCCC and MTA contract specialists to speak about your rights under our contract. By promoting more uniform contract enforcement across the state you empower us all.

- **Adjunct Ad Hoc Committee:** Adjunct faculty, the sleeping giant of our union, rose from their slumber last year. Last year’s grassroots organizing campaign and regional cluster meetings attracted more than 125 adjuncts from across the state. DCE Chair John Palmer, DCE Grievance Coordinator Joe Rizzo and I listened to adjunct concerns. Acting on a request from the Boston cluster meeting, our union board of directors established a new ad hoc committee charged with advocating for issues important to our adjuncts.

How you can help:

Help your local committee reps as they work to organize your chapter’s adjuncts in coming months. Attend regional cluster

meetings. And yes, pay your dues. Several hundred of our adjuncts opt to save a few bucks by paying the agency fee, losing the NEA’s liability insurance and the services of MTA Legal in the process.

- **Part-time Professional Staff and Day Unit Part-time Faculty:** These members tell me they are forgotten and neglected. But this isn’t so. We’ve won language concessions from the employer in our last two contracts as well as a big victory at Cape Cod where a longtime part-time faculty member won a full-time position and years of credit towards retirement. Our research coordinating is working on a major project that will tell us how many members work in several part-time positions for part-time pay without benefits.

How you can help:

When our office contacts you, pay your dues promptly. Attend local chapter meetings. Network with your full-time colleagues. Let us know if you are one of many part-time members working full-time hours at part-time pay without benefits.

In coming months, we’ll be looking at various ways to pressure our employer to stop the practice of maximizing part-time positions while minimizing full-time positions. Our public colleges deserve better than a WalMart approach to hiring and benefits.

Working together, we can make a difference. ■

MCCC News Letters and Guest Column Policy



The MCCC Board of Directors has approved new policies for submissions to the MCCC News. The old policy had a category called Guest Editorials, but the term “editorial” implies a position endorsed by the Union. The new term “Guest Column” allows for more diversity of opinion. In the cases of both Guest Columns and Letters to the Editor the acceptable word limit has been increased.

The applicable changes are as follows:

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.

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.

The MCCC wishes to allow freedom of expression to the membership with regard to letters to the Newsletter. This must be balanced against MCCC needs with respect to strategizing and position taking. A divided union is of little use to the membership. A Letter to the Editor will be rejected if, in the opinion of the ERB, the letter’s chief intent is to subvert the strategies, policies, or structure of the MCCC. This guideline does not preclude thoughtful criticism of any of these or other things.

Letters which criticize outside entities must maintain a reasonable decorum and be respectful of the Commonwealth’s institutions and policies. This guideline does not preclude thoughtful criticism in these areas. ■



MTA Executive Director Edward Sullivan speaks about the political situations on Beacon Hill to the Higher Education Leadership Council at Williamstown. (Photo by Don Williams)

Know Your Day Contract

September 2007

Sept. 5 Earliest classes may begin (p.44) Course materials (Form XIII-E2) for Fall 2007 must be distributed to students and submitted to supervisor before end of drop add period

October 2007

Oct. 1 Tenure eligibility list distributed (p.38)

Oct. 1 Sick leave bank open (p.19)

Oct. 2 Furnish employer with dues to be deducted per employee (p.16)

Oct. 6 Supervisor shall return Course Materials to faculty members by end of fifth week of semester. Members have 14 calendar days to respond to supervisor’s concerns (p.49).

Oct. 8 Columbus Day holiday observed.

Oct. 26 Accrued professional staff vacation time in excess of 64 days (480 hours) converts to sick time. This now occurs twice per year, falling on the end of the last pay period of April and October.

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. All cited page numbers are from the 2006-2009 Agreement. ■

Visit The MCCC Online!

<http://mccc-union.org>

(Note: sometimes using www in the address doesn’t work)

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.

Directors Notes

At the August 17, 2007 Meeting of the MCCC Board of Directors the following actions were taken:

- The Board voted to adopt modifications in the policy on submissions to the *MCCC News*.
- The Board considered changes in the elections policies, but voted to postpone a decision until the September meeting.
- The Board voted to endorse the candidacy of Tim Flaherty for the position of State Senator in the Special State Primary to be held in the Suffolk, Middlesex, and

Essex District as recommended by the SAC leadership. [Flaherty is the son of former Speaker of the House and MCCC lobbyist, Charles Flaherty.]

- The Board voted to endorse the candidacy of Len Paolillo, a faculty member at the Massachusetts College of Liberal Arts for the position of NEA Executive Committee.
- The Board voted to support AFSCME in its fight against the efforts by Massachusetts College of Arts to privatize dormitory operations, including maintenance and security. ■

Newly Hired Faculty Members

Optional Retirement Plan Versus State Retirement Plan

As a new faculty member, within the first 90 days of your employment you are required to make the very important decision of whether to join the defined benefit State Retirement Plan (State Plan) or the defined contribution Optional Retirement Plan (ORP). Here are some points to consider when making your choice:

See a Financial Planner:

It is important and advisable to seek the advice of an independent, qualified financial planner before you make this decision. College/University representatives and Union representatives are not qualified to advise you regarding which choice is better for you.

Once you choose the ORP, you cannot join the State Plan:

Under the law, once your choice to join the ORP is finalized (90 days after you start working for the State), you will not be allowed to return to the State Plan. You are not allowed to "buy back" into the State Plan (i.e. you cannot retroactively pay back

all of the money that you would have contributed to the State Plan and get back in).

The ORP is highly portable, the State Plan is not as Portable:

Once you are vested in the State Plan (i.e. after you have worked as a state employee for 10 years), you cannot re-invest the funds in your State Plan in another fund like you can with the ORP. In the event that your employment with the State of Massachusetts ends, your State Plan is frozen at this point.

Early Retirement laws do not apply to members of the ORP:

From time to time the Massachusetts Legislature passes an Early Retirement law that awards state employees 5 additional years of age or creditable service in the event they retire by a certain date. These Early Retirement laws only apply to members of the State Plan.

Talk to your new colleagues about the two plans:

There are many other variables to consider when making this important retirement decision. There are differences in survivor benefits, ability to transfer prior creditable service, disability benefits, social security implications and many other differences between the two plans. Before you make your decision, we suggest you talk to your new colleagues about their experience with both plans and call the retirement office at the Massachusetts Teachers Association at (617) 742-7950, Extension 8240 for assistance. ■

DCE News

Know Your DCE Contract

Fall 2007

The DCE Collective bargaining agreement is available on the MCCC website <http://www.mccc-union.org/> or a copy can be obtained from your local MCCC chapter.

Reappointment Rights and Seniority

You earn reappointment rights after teaching five courses over three consecutive fiscal years at the college. These courses do not have to be in the same department. Teaching 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

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. You will advance to step 4 effective upon attaining 8 years of seniority at the college. New faculty at the college start at step one, but may start at step 2 or 3 of the salary schedule based on degrees, qualifications and experience.

Fall 2007

(3% increase from fall 2006)

Step 1	\$821.00
Step 2	\$880.00
Step 3	\$946.00
Step 4	\$993.00

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).

Unit members compensated on an hourly basis shall receive a 3% increase to their current hourly rate for assignments.

Faculty will be paid, at a minimum, three times during the fall and spring semesters. This timeframe will be approximately at one-third intervals throughout the semester.

Appointment

Faculty with reappointment rights will be provided a course interest and availability 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. Your course must run in the event that an administrator who hires, fires, or evaluates DCE faculty is teaching a course in DCE.

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. Please note that faculty enjoy academic freedom which provides for professional latitude in fulfilling one's contractual obligations in this regard.

Instructors have the right to choose the text book(s). The exception 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

Student evaluations are conducted each semester and are conducted during the second or third to the last week of the course. A classroom observation must be conducted prior to the unit member attaining reappointment rights. Classroom observations can only be conducted after that point for stated written reasons. Beginning in the fall 2006 semester, a new contractual observation evaluation form will be utilized.

Professional Development

DCE Faculty have the opportunity to participate in a number of professional development activities. Check with the Professional Development Office on your campus.

If you have any questions on the DCE contract, call DCE Grievance Coordinator Joe Rizzo at 603-898-6309 / Grievance-DCE@mccc-union.org ■

Donate to the MCCC-PAC

Political Action Committee

In preparation for next year's elections, it is important for the MCCC to build up its political action committee resources.

Send your contribution today to

Phil Kennedy
MCCC-PAC Treasurer
27 Mechanic Street
Worcester, MA 01608

Revised MCCC Meetings Calendar 2007-2008

Because the Massachusetts Board of Higher Education has changed its meeting days, the MCCC has made changes in its meeting schedule to allow officers to attend BHE meetings.

YEAR	MONTH	EXECUTIVE COMMITTEE	OTHER	BOARD OF DIRECTORS
2007	SEPTEMBER	7		21
2007	OCTOBER	5	1 Fall Conference	19
2007	NOVEMBER	9		30**
2007	DEC.	7		21*
2008	JANUARY	4		18
2008	FEBRUARY	1		15
2008	MARCH	7		28
2008	APRIL	4	Del. Assy. 26	18
2008	MAY	2	MTA 9-10	16
2008	JUNE	6		13**
2008	JULY		NEA-RA 1-6	
2008	AUGUST		Will'town 3-7	

* meeting will be held only if necessary.

** changed from previously released schedule.



MCCC News
<http://mccc-union.org>

Editor:

Donald R. Williams, Jr.

President:

Joseph LeBlanc

Vice President:

Donnie McGee

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Phyllis Barrett

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Phil Mahler

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 Donald Williams, North Shore Community College, One Ferncroft Road, Danvers, MA 01923. e-mail: Communications@mccc-union.org