

MCCC NEWS



The Official Publication of the *Massachusetts Community College Council* / Volume 2, Issue 1 / February 2001

Fully Funded

Chapter 354... Acts of 2000

The supplemental budget bill, that fully funding negotiated salary increases for members governed by the day collective bargaining agreement between the MCCC and the Board of Higher Education, was signed into law by Governor Argeo Paul Celucci on Thursday, December 28. The relevant article is 1599-3973 of Chapter 354 of the Acts of 2000. Full text of Chapter 354 can be viewed in entirety at <http://www.state.ma.us/legis/laws/seslaw00/sl000354.htm>. The article relating to the MCCC is reprinted elsewhere in this issue of the MCCC News.

Funding of contracts for twenty-four bargaining units representing state employees was bundled in the omnibus Chapter 354, along with legislation relating to off track betting. The law is considered an emergency measure, allowing immediate implementation, rather than a ninety-day delay that is the norm. Funding of the collective bargaining agreements in the end-of-the-year time frame has become routine in the Commonwealth.

Funding in the amount of \$22,923,000 is provided by this legislation. This completes the funding for the day Agreement for 1999 - 2002.

Faculty will receive a retroactive adjustment back to July 1, 2000, reflecting the classification study's recommendations. Professional staff have been receiving their classification mandated adjustments. Timetables for payment of the retroactive amounts due faculty for classification, back to July 1, 2000, and the 5% increase effective January 1, 2001, are as yet uncertain. The delay will be determined only by the time it takes for processing paperwork involved in adjustments for the roughly two

thousand faculty and professional staff of the MCCC Day Unit.

The attention of the MCCC Leadership is already turned to the numbers of its unclassified membership who have joined the unit since the data were culled in 1998 for the initial study. Individual colleges' determination of salaries for new hires since the classification study was reported have not uniformly reflected recommendations of the study in placement on corrected salary schedule, since the study was only released in 1999. Members who have not been classified will soon fill out the appropriate documentation, which will be processed by the outside consultant as soon as a new contract is negotiated by the BHE with the consultant.

For the MCCC day unit, unprecedented drama surrounded the process of bringing this legislation to closure because of the significant revision of the new contract's workload article. For most faculty, with notable exceptions, teaching twelve credit hours has been the mode since the Massachusetts community colleges inception in the 1960s.

The new agreement implements provisions of a study that reclassifies faculty and professional staff according with salaries in ten comparison states. That study, originally targeted for completion and implementation in January 1997, was ultimately reported in late 1999. Negotiations regarding incorporation of recommended adjustments to faculty and professional staff salaries in accord with the results, and the employers demand to alter the standard teaching load upward to a 15 classroom hour standard, cited as a national norm, took the better part of the ensuing year. Ratification was completed in May, 2000.

The successor agreement was ratified by a two-to-one margin. The bill had bounced back and forth between the Senate and the House, increasing apprehension it would not be enacted in time for the Spring 2001 semester, with the implications that might have for workload. A telephone campaign of the memberships of the MCCC, and the Massachusetts State College Association (MSCA) was launched on Monday, December 18th, when it was perceived that the bill was log-jammed. The MSCA negotiated an interim across the board salary adjustment of 3%, retroactive to January, 2000, in lieu of reaching an agreement for their successor contract.

MTA lobbyist Arlene Isaacson notified MCCC leadership that the completed bill was finally enacted by the legislature on December 21, after 5 p.m. It seemed likely the governor would sign the bill, given he had signed the contract June 14th, 2000 in a public ceremony, and that proved to be the case. The Governor signed the omnibus end of the year bill, containing funding for the contract on December 28, 2000.

Achieving full-funding for this contract, probably the biggest financial settlement in the state's history, was a true team effort. Recall that a task force was formed of the Board of Higher Education, College Presidents, and the MCCC. All three of these groups made significant, in fact indispensable, contributions to this effort. Members of the task force were Chancellor Judy Gill and Peter Tsaffaras of the BHE, Presidents Asquino, Bartley, Hartleb, Scibelli, Presidents' Council lobbyist Michael Muse, and MCCC members Phil Mahler, Joe LeBlanc and Sandy Cutler. ■

Excerpted from Chapter 354 of the Acts of 2000 (full text available on internet at <http://www.state.ma.us/legis/laws/seslaw00/sl000354.htm>)

AN ACT MAKING APPROPRIATIONS TO FUND CERTAIN COLLECTIVE BARGAINING AGREEMENTS AND PROVIDING FOR SIMULCAST WAGERING ON HORSE AND DOG RACING IN THE COMMONWEALTH.

Whereas, The deferred operation of this act would tend to defeat its purpose, which is to fund forthwith certain collective bargaining agreements and providing for simulcast wagering on horse and dog racing, therefore it is hereby declared to be an emergency law, necessary for the immediate preservation of the public convenience.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. To provide for certain unanticipated obligations of the commonwealth, to provide for alterations of purpose for current appropriations, to provide for certain other activities and

Continued on Page 4

DCE Contract Signed

Chancellor of Higher Education Judith Gill signed the DCE new negotiated agreement between the MCCC and the BHE December 12th, ending confusion on some campuses about payment of negotiated adjustments for the Fall, 2000 semester.

While many campuses had begun paying the new adjusted rates of compensation in their first DCE checks, others, most notably NECC and BHCC chose to withhold payments until the contract was signed. The language of the agreement specified the adjustments were for Fall, 2000. Ironically, at NECC, Dean of Personnel Stephen Fabbrucci had, in September, billed the MCCC at the highest step of the new agreement for all union related re-assigned time.

The agreement was reached in principle during August of 2000. Resulting wage adjustments for the four steps in the new agreement were first graphed in the October, 2000 MCCC News. The holdup in the contract signing was related to trivial language changes. When the requested changes were received

by the DCE they were reported to be thirteen pages. But this actually meant that language found on thirteen pages was in consideration. Some pages had only a single word in question. The agreement had been under study for language revisions for 3 months.

Distress of DCE faculty on campuses where the pay adjustment was withheld surpassed leadership reassurances about December 1. The efforts of MTA/MCCC DCE consultant Michelle Gallagher are credited with moving the logjam. Thanks are also due Pat Johnson of MTA Higher Education who reformatted the document allowing a one day turnaround by MCCC representatives. Assurances from the BHE were transformed to action when the MCCC suggested that the protracted delay constituted bad faith bargaining, and any further delay would cause the MCCC to file a complaint with the Massachusetts Labor Relations Commission (MLRC).

When the contract was executed (signed) all campuses were sent a letter by the BHE,

notifying them that the pay increases were in effect for Fall, 2000.

Printing of the new contract is imminent. Two memorandums of agreement must be signed by parties to close the agreement.

DCE Volunteers Sought

Volunteers, particularly MCCC members who teach DCE, are being sought to compose two committees created by the new DCE agreement. The new contract contains provisions for the formation of two joint study committees. Joint study committees are composed of MCCC members and representatives of the employer for the purpose of discussing and generating solutions to important and persistent issues not resolved in the context of regular negotiations.

The Health Insurance/OBRA Joint Study Committee is charged with investigating and making recommendations regarding a group health insurance op

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DCE NEWS

New DCE Contract Committees

Contributed by Joe Rizzo

In an effort to highlight new or significant changes in the new DCE collective bargaining agreement, this month's report will review new committees established by the contract.

Local Committee Article 3.01:

There shall be established at each College a labor/management committee made up of three members appointed by the Association, and three members appointed by the College, who shall meet upon reasonable notice to discuss and attempt to resolve any concerns with regard to office space, mailboxes, access to: computers, e-mail, telephones, copy facilities, or support services, for unit members.

This new college-based committee would function in a similar manner to the Day MACER but with a more limited scope. The purpose of this committee is to address many of the concerns of professionalism and support in the work environment for part time faculty. Until now, facility and technical support for adjuncts was inconsistent or inadequate. Chapters should discuss the implementation of this provision with their college president as soon as practicable this semester. One possibility is for the DCE Committee to operate in tandem with MACER meetings.

State-wide Committees Article 2.08:

Within thirty (30) days of the execution of this Agreement, there shall be established a labor/management committee to

investigate and recommend to the parties a group health insurance plan to be available to, but not limited to, unit members, which shall be co-sponsored by the Employer and the Union, at no cost to the Board or to the Colleges. This committee shall also investigate and recommend means whereby the Employer may assist in educating unit members about any investment options available under the OBRA and assist with facilitating unit members' investment changes. This committee shall complete its work on or before June 1, 2001.

This committee has two functions. First, to hopefully establish an employer sponsored health insurance plan that would cover adjuncts. Although there would be no employer financial contribution, the employer sponsorship could open a number of cost effective group plan possibilities for our members who now are limited to individual health insurance policies.

The second purpose of the committee is to better inform unit members and maximize potential benefits concerning the mandatory Omnibus Budget Reconciliation Act (OBRA) retirement plan that impacts all part time state employees. The OBRA retirement program is mandated by the Commonwealth (MGL Chapter 494) for public employees who are not already part of the regular state retirement system. The program is administered by the Copeland Company and basically requires a tax sheltered savings account administered through payroll deduction. Until now, the collective bargaining agreement was silent in regard to this plan. ■

Recruitment for Day & DCE Bargaining Team

Applications are now being accepted for the MCCC Negotiating Team for the 2003-2006 day contract and for the 2003-2006 DCE contract.

Team Composition and Responsibilities

Each negotiating team is composed of the President and Vice-President of the Council, ex-officio, and a minimum of five members of the appropriate unit, appointed by the Board of Directors. Each team shall have the responsibility to negotiate with the employer on behalf of the Council and the unit on all matters relating to hours, wages, and conditions of work. The team's term of office shall end upon the expiration date of an agreement.

Commitment

Applicants should understand that membership on a team constitutes a large time and energy commitment, a commitment to training, a commitment to serving the team as required as spokesperson, chair, vice chair, secretary or member at large, and in any other related way as required to serve MCCC members. Attendance at the Negotiations Track at the MTA Summer Leadership Conference at Williams College, August 2001 and/or other training may be required of all team members.

To Apply

Unit members interested in applying for either team should submit a cover letter and résumé to the MCCC office. The following information should be addressed in these materials.

1. Union experience at chapter level, statewide level, or in other systems
2. Academic background
3. Bargaining experience
4. Knowledge and understanding of labor relations
5. Reasons for wishing to serve

Applications for both teams should be submitted separately. Applications must be postmarked no later than March 1, 2001, and mailed to

(Day or DCE) Negotiating Team Application

MCCC
PO Box 376
Auburn, MA 01501-0376

The teams will be appointed by the June, 2001 Board of Directors meeting. ■

DCE Contract Signed...

Continued from Page 1

tion and investment options through OBRA (mandatory Omnibus Budget Reconciliation Act (OBRA) retirement plan). There is no specification at this time, of how many representatives from each party will compose the group. The memorandum does state that the group will commence work 30 days after the agreement is signed, and complete its work by June 1, 2001.

Also mandated is a Campus Labor/Management Committee will function continuously. Creation of the committee is a response to the recognition of the employer and the MCCC that DCE faculty constitute a significant group of employees whose needs currently lack adequate conduits of expression, and that all parties would be well served in creating a joint study committee where more direct communication be possible. This would resemble the M.A.C.E.R. (Management Association Committee on Employee Relations) Committee long established in the Day Contract. ■

Posting for Communications Coordinator

MCCC personnel policy dictates that the position of communications coordinator be opened up for applications in the first three appointments.

Position Description

The Communications Coordinator oversees and coordinates internal and external communications of the Council, reports on events and activities related to the Council and its members, and publicizes activities of the Council.

This coordinator

- publishes at least nine monthly issues of the newsletter of the organization per year,
- creates pamphlets, flyers, etc., for the MCCC as necessary,
- attends the meetings of the MCCC Board of Directors and Executive Committee and other events,
- encourages and assists chapter newsletter coordinators, including offering training opportunities.

Qualifications

A candidate must possess strong writing and speaking skills, must be a team player, and must be proficient in common media-related computer applications.

A candidate must provide evidence of writing, editing, and word processing and other print production skills, must be familiar with the journalistic process from writing to printing stages, must demonstrate effective skills in the areas of interpersonal and public relations.

Desirable qualities include knowledge of and experience with desktop publishing and public relations experience.

MCCC Support

An initial appointment is for two years. A beginning stipend of approximately \$7,000 is provided, and, if a full-time MCCC member, two sections of reassigned time are available.

Application Process

Applicants for this position should send a letter of application and résumé to
Comm. Coord. Position Application
MCCC
PO Box 376
Auburn, MA 01501-0376

Applications must be postmarked no later than March 1, 2001. As a minimum the application materials should address the qualifications listed above. ■

MTA Files Legislation for Adjuncts

The MTA is filing legislation enhancing health insurance and retirement benefits for adjunct faculty at UMass, state and community colleges, and probably Quincy College.

MGL Chapter 32A already provides health insurance and retirement benefits for regular state employees working half time or more. The problem has been in defining the notion of regular or half time in the context of part time college teaching. These vagaries are further exacerbated by non-state appropriate funding sources such as DCE.

One bill provides eligibility for state group health insurance for part-time faculty who teach the equivalent of at least two 3-or-more credit courses per semester, or four 3-or-more credit courses per calendar year, regardless of funding source, at one or more state higher education institutions, including a division of continuing education.

The other bill provides eligibility and vesting under the regular state retirement system for state employed part-time faculty as defined above. Eligible adjuncts would earn a half-year of creditable service and their earnings would be counted in calculating pension benefits.

This legislation would apply retroactively with buyback provisions and would allow part time faculty to be vested in the retirement system if they accrue at least five years of creditable service through 10 years of part-time teaching. ■

Economics of New DCE Agreement

The following table shows the per credit salary and step system for DCE faculty through the "outside year" 2003. The first column indicates the current salary, and the new step four taking effect in the fall 2000 semester. A unit member moves a step by teaching five courses for the first three steps.. Step 1 is 0-5 courses, Step 2 is 6-10 courses, Step 3 is 11 or more courses taught in DCE at the college. The new Step 4 takes effect with eight or more years of DCE seniority. Current DCE members with eight or more years of seniority will be placed immediately on the 4th Step. With this system salary movement is diagonal as well as horizontal.

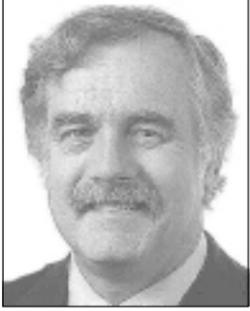
Also note that the contract provides for a 2% increase in the year after the contract expires in the event the successor agreement is not in place.

Under this agreement, a unit member with 8 or more years of experience will go from a three-credit course salary of \$2352, to \$2673 in the term of the agreement. ■

DCE Salary Per Course and Per Credit Under Proposed Agreement					
Salary Per Credit					
Contract Year	Current Sep-99	1 Sep-00	2 Sep-01	3 Sep-02	Sep-03
Step 1	\$680	\$694	\$715	\$736	\$751
Step 2	\$729	\$744	\$766	\$789	\$805
Step 3	\$784	\$800	\$824	\$849	\$866
Step 4		\$840	\$865	\$891	\$909
Salary Per Course					
Contract Year	Current Sep-99	1 Sep-00	2 Sep-01	3 Sep-02	Sep-03
Step 1	\$2,040	\$2,082	\$2,145	\$2,208	\$2,253
Step 2	\$2,187	\$2,232	\$2,298	\$2,367	\$2,415
Step 3	\$2,352	\$2,400	\$2,472	\$2,547	\$2,598
Step 4		\$2,520	\$2,595	\$2,673	\$2,727
% increase at top (relative to \$2,352)		7.1%	10.3%	13.6%	15.9%

President's Message

Two down, Lots to go...



Philip Mahler,
MCCC President

I am proud of the MCCC. We have recently achieved closure on both our day and DCE contracts. I believe they both are not only the best we could do at this time, but that they both represent solid

forward progress for our members.

Let me quickly say that there is much left to be done. Many newer day contract members have not yet been classified, and our DCE member service needs some polishing. And the appeals process is started – you will be notified of the procedures and timetable as the committee finalizes these things. Our work on all these and many other issues will go on.

Day Contract

On the day front, you know by now that the supplemental budget bill which was enacted by the legislature on 12/21 was signed by the Governor on Thursday, December 28. I was happy to see that the state colleges (MSCA) were also successful and funded a long-awaited negotiated salary increase, effective January 1, 2000. The passage and signing of this bill laid to rest the many problems which a delay would have caused for us. We have moved into the third millennium – I was glad we achieved our goal in the second.

Yes the MCCC committed itself to the quid pro quo of a professional, national class salary schedule and a teaching load at the national average. The results for professional staff were not what we had wanted, but we did achieve payment of salary increases for professional staff a year earlier than the BHE originally envisioned. As one reads the current news reports on the economy, and the results of the income tax rollback, I believe that the MCCC seized the open window of opportunity to offer members a choice, and that window is now closing, if not closed.

We will keep you updated on timetables for payment of the retroactive amounts due faculty for classification, back to July 1, 2000, and the across the board increase effective January 1, 2001. Word is that it won't be that long.

Member phone calls were effective. There were persistent disagreements in the various House and Senate versions of the supplemental bill, and it was phone calls from the MCCC, MSCA and other unions that reminded the legislature that we needed the legislature to act now.

Achieving full-funding for this contract, probably the biggest financial settlement in the state's history, was a true team effort. Recall that a task force was formed of the Board of Higher Education, College

Presidents, and the MCCC. All three of these groups made significant, in fact indispensable, contributions to this effort. Members of the task force were Chancellor Judy Gill and Peter Tsaffaras of the BHE, Presidents Asquino, Bartley, Hartleb, Scibelli, and MCCC members Phil Mahler, Joe LeBlanc and Sandy Cutler.

Thanks are in order. Not only is that the right thing to do, but it paves the way for the future. Please personally thank the following – as I already have on the MCCC's behalf. Drop a dime or a note, but thank these people for supporting funding our contract!

- The legislator(s) you called.
- Speaker of the House Thomas M. Finneran
- President of the Senate Thomas F. Birmingham
- Your college president. The presidents were truly in on this effort all along.

There are many people among our own leadership, S.A.C. members, and others that deserve special mention and thanks: S.A.C. co-chairs Joe LeBlanc and Sandy Cutler, MCCC Secretary Phyllis Barrett, immediate past-president Susan Dole, and MTA Consultant Dan Donahue. I'm sure I've forgotten someone, and I apologize.

On behalf of the MCCC I have thanked the following, among others. MTA Higher Ed Lobbyist Arline Isaacson, MTA Executive Director Ed Sullivan, BHE Chancellor Judith Gill, BHE Chair Stephen Tocco, Presidents' Council Lobbyist Michael Muse, and Governor Paul Cellucci.

We will work to move the allocation process expeditiously and get the salary adjustments into member paychecks as soon as possible.

DCE Contract

The DCE team's commitment to improving things for our most senior adjuncts led to the new fourth step, which is a significant gain for those colleagues. The team did a great job of raising and addressing the difficult issues, for part-time employees, of salary, benefits, and working conditions. Despite some confusion towards the end of the semester, the colleges paid the salary increases that were effective with that semester. We are working to get the contract printed and into the hands of our DCE members. Please note that it is already available on our web site, at http://www.tiac.net/users/mccc/CONTRACTS/view_contracts.html. We are also working to ensure that our DCE members receive MTA and MCCC materials on a timely basis – we know that this has been a problem.

In General

To say that challenges to our professional status, economic rewards, and dignity in the workplace remain is an understatement, but I do know that the MCCC will continue to work for us all. As the new year starts, I do wish you a good Spring, 2001 semester. ■

Know Your Day Contract

February 2001

- Jan. 22 Earliest classes can begin p.34
- Jan 23 Fall student evaluation summary due p.40
- Jan 26 Course Materials Submitted p. 40
- Jan. 29 Faculty schedule changes due to chapter president
- Feb. 1 Summary Evaluation Due p.41, 42
- Feb. 1 First Year Professional staff and part-time faculty evaluations
- Feb. 1 Sabbatical Recommendations due to board p. 18
- Feb. 12 Summary evaluation rebuttals due p.41
- Feb. 15 First year professional staff evaluation conference p.42
- Feb. 16 Reappointments due for first through third year faculty p.29
- Feb. 23 Course materials returned p.40
- 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. *Last month's Know Your Contract erred in stating that Summary evaluations were due Jan 23. Tabulated student evaluations are due on the 23rd. Summary evaluations are due Feb. 1. ■

Opinion

Letter to the Accreditation Team

by Scott Oury, Holyoke Community College, Scott Oury was a member of the MCCC's DCE Negotiating team. The following is reprinted from HCC/MCCC Union News

As a former full-time instructor (22 years), current part-time instructor (8 years), current DCE Coordinator for the Holyoke Chapter of the MCCC, and DCE state negotiator this past year, serving as I now do on the College Conference on Composition and Communication (CCCC) non Tenure track Forum, and Chairing the Two Year College English Association (TYCA) part-time committee, I have been dismayed at the lack of attention regional accrediting agencies have paid to the escalating part-time situation, a situation condemned by AAUP, NCTE, MLA, and several other professional associations, not to mention NEA, AFT, and assorted unions.

At HCC, over one third of our day courses and, nearly one half of our total course load are taught by adjuncts, about 200 adjuncts (nearly double the number of part-time faculty). These adjuncts on average: -have taught five different courses during their careers, -have taught for about 14 years, -hold MA's and Ph D's in roughly the same ratio as full time faculty- and publish; teach on an average over two course a semester; but some four, five, and or six, often at two or more campuses (the famous "freeway flyers") ; -have about 11 years of professional work experience outside teaching; are entirely responsible for their own support-over half of them; commit about ten hours of work to each course they teach; and a number of hours preparing for the semester;- are paid (on the above measure, about \$11/hour. At the current four course semester load, income would be \$17,000 a year, near poverty level-without health or retirement benefits (worth an additional quarter to a third of salary).

Again, this is half of HCC's faculty, honest to goodness, capable, experienced faculty. Committed faculty. But we are a shadow faculty by several measures: We are a shadow faculty by presence each year. Each year one-half of adjunct faculty disappears. Between '95 and '99 we hired 311 new part-time faculty, in '99 alone, 96.

We are a shadow faculty because we have no leisure to stay on campus, but we must be off to other schools or other work to make ends meet.

We are a shadow faculty-officially. Look for us in the self study. Page 28. "The Role of the HCC Faculty:" The search for 'well qualified and dedicated faculty' -concerns full-time faculty only. Page 43, "Faculty hiring" One page for full-time hiring; go to page 44 for three and one-quarter lines on part-time hiring. Page 45, "Professional Development:" "The College provides the faculty -with substantial and equitable [my italics] opportunities for continued professional development throughout their careers" -full time faculty by an overwhelming margin.

Editorial Comment

For Many, a Joyous New Year

by Peter Flynn

The second millennium edition year 2000 didn't fulfill the doom and gloom predictions of the naysayers. And there appears to be a brighter future on the horizon.

The immediate future should provide new challenges and the stress of change. It was a tough, angst-ridden run through negotiations, and the push to fund the contract in the legislature. And reclassification will not solve all our diverse problems. But there's a lot for which to be thankful.

We'll be seeing off lots of friends in the next few years, and planning more carefully our own denouement. The conjunction of faculty and professional staff demographics and the implementation of the classification salaries and workload increases augur a flood of imminent retirements. The burgeoning community colleges of the 1960's and 70's saw the massive hiring that accounts for the numbers of staff on the brink of retirement at this time. Classification will allow many more to retire earlier, in any case, with dignity and a modicum of security.

The students are back, after a late nineties

Pages 129-133, "Faculty Profile," full time showing rank, salary, degrees earned, tenured, departing, retiring, etc.; part-time only numbers and pay/course hour. Of course: the movement of shadows through a revolving door is difficult to register.

It is my understanding that an accrediting agency concerns itself primarily with the evaluation of a college as an institution of teaching and learning. But adjuncts are welcomed into this institution of learning with bottom line business talk: "We can get you under these conditions; why should we pay more? Aside from the substantial moral issues involved, I can think of several issues regarding conditions of employment an accrediting body might address: in spite of their record of teaching experience and excellence, adjunct can't possibly serve their students as they should and certainly could - given the conditions of their employment. That, is a waste of teaching effecting our mission as a college. Most adjuncts, experienced and expert as they are, have no time to share that experience and expertise with their colleagues given the conditions of their employment. That is a waste of talent with which to further our mission. The conditions of their employment negatively affect the quality of their teaching, they estimate, by about a third (of what would be considered complete negative impact). The conditions of their employment negatively affect their mental and emotional life, they estimate, by about two-fifths (of complete negative impact).

These last, are a waste of teaching excellence and spirit that certainly impact our students.

Add to these deplorable conditions, another: adjuncts in Freshman English classes must take 30 student if the need arises. Full-time instructors, 25. This imbalance translates to other disciplines as well. In the social sciences, the ratio is 40 to 35. With the "equity study": fifth course in place, class size for full-time English faculty will be 22, for social sciences 32. This, again, sounds like the bottom line-we can save more money with adjuncts- and we will. Try that as pedagogy: those whose working conditions make it most difficult to teach- will teach more students.

And another. Psychologically match the bottom line" we have no more money to give you," to the top line, administrative salaries rose on average about 8% in 1998 and '99, and another 6% in 2000. Adjuncts under the new contract will see an average of 2.5% increase per year over the next four years which will fall below the current and projected increases in the cost of living. If the average administrator were working half time, their 6% increase would be \$1500. The average increase for adjuncts working half time at their 2000 increase of 2% will be 176. ■

ebb, reflective of low birthrates in the 70's perhaps. The classes are full of 18, 19 and 20 year olds once again. Dramatic recent increases in four-year college tuition, newly mandated requirements for state college admissions and improved public perceptions of the community colleges are all factors.

The community colleges themselves are looking vital. The underdog role encumbering the community colleges for decades has served to keep them reflective and open to change. They have redefined themselves rather successfully.

Regarding the new contract one unit member has been heard to say, expressing the thoughts of many others, I'm sure, "Now I can be a better teacher and parent. I won't need to teach two extra DCE courses a semester to make ends meet. I'll have more time and energy for my day teaching- and for my children." (paraphrased)

Then there's the fact that our work itself is ennobling. It's hard to remember when financial pressures preoccupy, but if you now have a minute, and maybe an extra buck in your pocket, reflect on that most fundamental grace. ■

Chapter 354...

Continued from Page 1

projects and to meet certain requirements of law, the sums set forth in section 2A are hereby appropriated from the general fund unless specifically designated otherwise herein, for the several purposes and subject to the conditions specified herein and subject to the provisions of law regulating the disbursement of public funds for the fiscal year ending June 30, 2001, provided that said sums shall be in addition to any amounts previously appropriated and made available for the purposes of said items.

1599-3973

For a reserve to meet the fiscal year 2001 costs of salary adjustments and other economic benefits authorized by the collective bargaining agreement between the board of higher education and the Massachusetts Teachers Association/
Continued Next Column

Visit the MCCC Website

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



Stipends for MTA, and NEA/RA

Those considering nomination for election as an MTA Annual Meeting Delegate and/or an NEA Representative Assembly Delegate are advised of the following.

The MCCC provides a stipend of \$50 per day for expenses to MTA Annual Meeting Delegates.

Candidates are warned that the 2000 Delegate Assembly deleted almost all funding for NEA-RA delegates in July 2001. The MTA pays a stipend of \$200. The amount of any MCCC stipend is yet to be determined but may be less than \$200. Candidates are reminded that they can run for the NEA/RA as MTA Region H delegates and receive MTA funding. The October 2000 issue of the *MTA Today* has the details and the nomination form. ■

MCCC News

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

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Estela Carrion

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Massachusetts Community College Council, and to meet the fiscal year 2001 costs of salary adjustments and other economic benefits necessary to provide equal adjustments and other economic benefits to employees employed in "confidential" positions which otherwise would be covered by said agreement; provided, the personnel administrator, with the approval of the secretary of administration and finance, shall determine such adjustments and benefits for such "confidential" employees in accordance with the collective bargaining agreement then in effect which otherwise would cover said positions; provided further, that said secretary may transfer from the sum appropriated herein to other items of appropriation and allocations thereof for said fiscal year such amounts as are necessary to meet said costs where the amounts otherwise available are insufficient for the purpose, in accordance with a transfer plan which shall be filed in advance with the house and senate committees on ways and means; and provided further, that \$200,000 of the sum appropriated herein shall be made available to meet the board's obligations pursuant to subsection 7 of section D of article 21.01 of said agreement and shall not expire until June 30, 2002...(\$22,923,000). ■

Proposed Bylaw Changes

The deadline for submission of proposed changes in the Bylaws and Standing Rules of the MCCC must be received no later than February 1, 2000.

Proposals should be in printed format, double spaced, not handwritten. They should include:

- (1) a rationale for the proposed change
- (2) the name of the maker of the proposal
- (3) the campus (or MCCC committee/group) of the member making the proposal
- (4) Proposed changes should be sent to:

Carolyn Tetrault

19 D Mansion Woods Drive • Agawam, MA 01001-2366



New Faces BCC Chapter Wayne Klug, BOD; Steve Weinstein, President;

Massachusetts Community College Council Nomination Form - 2001

A candidate must file this form (or a copy) with the MCCC Elections Committee by Thursday, February 15, 2001, 4 p.m. **Nomination papers that arrive late will not be accepted.**

Check all that apply.

MCCC DELEGATE

MTA Annual Meeting Delegate - Boston, MA
(May 18 and May 19, 2001)

NEA Representative Assembly Delegate - Los Angeles, CA
(July 1 - July 6, 2001 tentative)

Name _____ SS # _____

Full Home Address _____ Tel # _____

Chapter _____ Tel # _____

Unit membership: Full Time MCCC Part Time Day DCE

For ALL Candidates: Black Asian Pacific Islander Caucasian

Hispanic - Chicano Native American

Bio or Statement (Optional) - 50 word limit (1 word per box)

Instructions

1. Type or print clearly using both upper and lower case letters as you expect the final statement to appear.
2. Insert no more than one word per box except when combining letters (ex. MCCC) or hyphenated words.
3. Insert punctuation in the same box immediately after the word you want it to follow.

Mail a completed document to

OR

Fax to

Prof. Allan Peck
Springfield Technical Community College
One Armory Square
Springfield, MA 01105

OR

413-731-8428
(STCC Business Division Office)
On-Line Using Nomination form at
www.tiac.net/users/mccc/

Deadline: Thursday, February 15, 2001, 4 p.m.

Signature _____ Date _____