

MCCC News



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Boston Foundation Strikes Again

On Dec. 4, 2018 The Boston Foundation (TBF) held an Understanding Boston forum to roll out a second effort to implement performance based funding (PBF) to Massachusetts Community Colleges. The focus was on a detailed report released that day by the business funded The Boston Foundation.

It is a replay of its 2012 effort that resulted in what TBF calls “landmark” legislation that changed community college governance and funding in 2013. That system lasted for a few years, and did give slight boost to community colleges. The first year, 2014, the state added \$20 million in funding, but that has dwindled to \$3 million. Because of many problems

in implementation, the funding formula was phased out in 2017.

The panel included Northern Essex Community College President Lane Glenn and Quinsigamond Community College President Luis Pedraja. They recognized that the objectives of performance funding are well intentioned. The metrics are more appropriate for four-year colleges because they don’t take into account the tremendous range of personal issues community college students face.

This competitive business-model of metrics strengthens colleges that score well on the metrics and essentially weakens those that score lower. President Glenn pointed out that most community college students live near the colleges

they attend and would not “follow the money” to a higher scoring and better funded college elsewhere in the state.

Inside Higher Ed reported last December on studies that showed the negative effects of PBF on community colleges. One study published by *Community College Review* found that the metrics emphasis on completion increased the production of short-term certificates that, “generally offer limited labor market benefits compared to medium-term certificates and associate degrees.”

A study by Nick Hillman of the University of Wisconsin found that minority-serving institutions in states with performance funding lose “significant funding” on a per student basis compared to their state peers or with colleges in non-performance funding states. The

Bylaw Proposals Due Feb. 1, 2019

study concluded, “These findings signal that minority-serving institutions are, on average, negatively affected by performance-based funding models.”

North Shore Community College President Patricia Gentile told *The Salem Evening News* that the real problem is an overall lack of funding for the community college sector. Receiving only 25 percent of the total public higher education budget, which is much lower than other states.

President Glenn told *The Salem Evening News* that performance funding discourages cooperation between colleges because they have to compete for a limited pool of funding. “It’s not about avoiding

Continued on page 3



Wishing our members and friends happy holidays and a prosperous New Year.



Massachusetts Community College Council

Margaret Wong *President*
Rosemarie Freeland *Vice President*
Gail Guarino *Treasurer*
DeAnna Putnam *Secretary*

MCCC Nominations Now Open

Nominations are being accepted for the following positions:

- * Part-time/ Adjunct At-large MCCC Directors (2)
- * MTA Annual Meeting Delegates
Boston, May 3–4, 2019
- * NEA Representative Assembly Delegates
Houston, TX July 2–7, 2019

Nominations Close Thursday, Feb. 7, at 4 P. M. and must include the following:

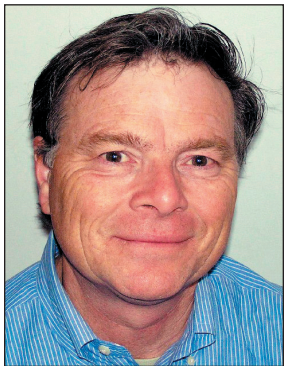
- * Candidates for Part-time/Adjunct At-large MCCC Directors must submit a nomination sheet along with signatures of 10 active MCCC members to the MCCC Office. Candidates are allowed statements of up to 250 words with photo for publication in the March MCCC News sent to the MCCC Communications Coordinator (communications@mccc-union.org).
- * Candidates for NE-RA Delegates may submit a 50 word statement with their on-line nomination that will be printed and mailed with the election letter.

Election will be conducted online. Materials will be mailed out the first week of March with unique member IDs and PINs. Voting will close Thursday, March 21 at 4:00 P. M.

Note: Members must be elected to the MTA Annual Meeting, but write-ins are accepted up to the closing date of voting. Elected delegates to the NEA-RA will receive partial funding from the MTA.

Signature forms and the online nomination forms are found on the MCCC website:

www.mccc-union.org.



Don Williams,
MCCC Communications
Coordinator

The Year to Come

The past year has been a difficult one for unions in general, and we in the MCCC have more than our share of difficulties.

Negotiations for two contracts in the same year would have been stressful in itself. But Gov. Baker's rigid limits on raises thwarted the union's efforts to improve equity. The last minute Janus decision put us back on our heels trying to plan for an immediate fiscal year, but also for an uncertain future.

What can we anticipate for 2019?

Day contract negotiations will heat up as management digs its heels in on 2

percent maximum annual pay increases while making some unreasonable demands in working conditions. It will take a lot of member pressure to bring in a fair contract in time for state budget planning to avoid the kind of long delays like what the state university union is facing now (currently seven months since ratification).

State funding for the community colleges is a perennial issue. We lag behind the other segments of higher education, but all the segments in Massachusetts are underfunded. The governor's frugality and anti-tax policies have given the state a surplus, which has caused a small, automatic cut in the income tax. Reducing the rate from 5.1 to 5.05 percent will hardly be noticed by the average taxpayer, but it takes \$175 million out of the next fiscal year.

Enrollments continue to decline

and will do so through 2023. Four-year colleges are also suffering, but they are now admitting students that traditionally enrolled at community colleges first. So the students we get are more likely to have difficulties with college-level work.

Cutting the number of course sections is the natural response by the colleges. Fewer courses means fewer faculty members.

Adjuncts are already seeing the effects of this with fewer assignments and greater risk of course cancellations. The competition for secure course assignments will heat up and it has the potential to get ugly.

Full-time faculty and staff are seeing smaller classes and increased workload to help challenged students. There has been no talk of retrenchment, but retirees are not being replaced.

Union membership will decline as

there are fewer employees in the bargaining units. But the Janus decision has also made it imperative to reach out to unit members to belong to the MCCC. With reduced income, the union will need to reassess its priorities, but it may take as much as three years to see the exact effects of Janus on membership.

Community colleges are in a vulnerable position. The recently reenergized Boston Foundation has unveiled a new effort to change them (see page 1). The closings of small, private colleges like Mt. Ida and Newbury shows the dire situation colleges face. If there is any light in this, some of their unique programs are being looked at by community colleges as a growth area.

We are in unpredictable times. The best advice may be paraphrased from Bette Davis. "Fasten your seatbelts. It's going to be a bumpy ride." ■

Social Security WEP Legislation Still Pending

While Massachusetts state employees do not contribute into Social Security, many of our members participate in the federal program through previous or current private employment. Because Mass retirees (along with 14 other states) have not contributed into SSI from a major portion of their income, they are subject to the Windfall Elimination Provision (WEP) that reduces their Social Security income by as much as 60 percent.

Bi-partisan legislation has been co-sponsored by Rep. Richard Neal from Springfield and Kevin Brady from Texas, who chairs the Ways and Means Committee. In a rare example of cooperation between the parties there is a lot of agreement on this issue. With the Democratic takeover of the House, Neal will become the Ways and Means chair.

The original 1983 legislation set up

the "30 Year Rule" that required someone to have 30 or more years of "substantial" earnings under Social Security (calculated on an annual basis—available at the Social Security website—currently \$23,850) to avoid imposition of the WEP. The full WEP is applied to those who have 20 years or less of substantial earnings, which is about a 60 percent reduction of the benefit.

The legislation (H.R. 6933) would be implemented over a 6-year period so to allow a fair transition for those people who already have many years of substantial earnings under Social Security. After 2025 a new proportional formula would be developed to calculate people's Social Security benefits reflecting how much time was spent working under Social Security versus how much time was spent working under non-covered employment.

Public retirees impacted by the WEP and eligible for Social Security before January 1, 2025 will get a monthly rebate for the portion of benefit lost to the WEP. Currently the rebate is proposed at an additional \$100 per month over their WEP affected Social Security benefit, but that could change as the bill moves through the process. At that level it is less than what many people lose to the WEP, but it is an improvement. Slated to begin in 2020, it would go up with cost of living adjustments.

People who have reached a certain level of Social Security get periodic statements of their projected SSI benefit. But it does not reflect the WEP if the person has not achieved the 30 years of substantial earnings.

As reported in "The Voice," publication of The Retired State, County and Municipal Employees of Massachusetts, who have lobbied against the WEP, "The bill also requires Social Security Administration to include information relative to non-covered service on personal statements and benefit estimates."

NEA has been concerned that the bill

does not address the Government Pension Offset (GPO) that came in with the WEP. This reduces the social security survivor and spousal benefit for people collecting non-Social Security public pensions. This impacts public school teachers especially hard.

According to the State Retiree Association, "The current proposal does not involve the Government Pension Offset. The Republican Leadership has insisted on addressing the WEP and GPO as two separate issues within different legislative proposals." They are optimistic that the bill could be passed in this legislative session. Of course, with the party change coming in congress, current Republican support could fade.

As senior Democrat member of Ways and Means, Richard Neal will become chair of the committee in January. Whether Republicans will continue to support the currently worded bill is an open question, and if the new majority tries to make significant changes it could sink back into the gridlock.

It would still have to pass the Senate and be signed by President Trump. ■

Visit The MCCC Online! www.mccc-union.org

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

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

Bookmark the site for frequent referral.

There is a "Members Only" area with additional information. You log on to that with the same credentials as your MTA Members account. Don't have an account? Create one using your membership card info at MassTeacher.org.

Letters to the Editor

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

Guest Columns

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

Mail to: Donald Williams, North Shore Community College
1 Ferncroft Road, Danvers, MA 01923

Or email: Communications@mccc-union.org


Write Us

Community College Enrollment Trends

The table below from the Department of Higher Education details the enrollment from 2007 to 2017 for all 15 Massachusetts Community Colleges (the latest compilation). All of the colleges are down from the previous year, but the amounts vary significantly. The decline across the system is approximately

17 percent. But four colleges have seen drops of over 20 percent since 2013: Cape Cod, North Shore, Roxbury and Springfield Tech. Looking horizontally on a per campus comparison, there are some interesting swings that reflect various local conditions.

Institution	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	% change of FTE fall 2016-fall 2017
Berkshire	1,343	1,413	1,556	1,634	1,557	1,501	1,379	1,295	1,237	1,127	1,057.8	-8.85%
Bristol	4,511	5,059	5,545	5,629	5,729	5,793	6,009	5,978	5,789	5,559	4,874.4	-3.98%
Bunker Hill	4,813	5,282	6,228	6,925	7,366	7,683	7,936	7,953	7,677	7,540	7,510.6	-1.78%
Cape Cod	2,450	2,537	2,711	2,628	2,454	2,362	2,286	2,101	2,032	1,827	1,837.0	-10.06%
Greenfield	1,368	1,366	1,562	1,617	1,547	1,485	1,345	1,268	1,224	1,147	1,038.8	-6.29%
Holyoke	4,364	4,458	5,074	5,006	4,822	4,829	4,560	4,371	4,197	3,833	3,648.1	-8.67%
Mass Bay	3,119	3,146	3,483	3,525	3,308	3,323	3,270	3,201	2,842	2,837	2,699.7	-0.18%
Massasoit	4,302	4,526	4,876	4,966	5,069	5,074	5,121	4,915	4,745	4,602	4,410.9	-3.00%
Middlesex	4,869	5,133	5,834	5,921	5,873	5,816	5,778	5,640	5,486	5,127	4,896.7	-6.54%
Mt. Wachusett	2,524	2,689	2,912	3,055	2,957	2,965	2,941	2,739	2,561	2,514	2,337.5	-1.84%
North Shore	4,362	4,454	5,023	5,099	4,970	4,847	4,776	4,421	4,127	3,714	3,601.1	-10.00%
Northern Essex	3,849	4,152	4,493	4,523	4,255	4,482	4,413	4,127	3,951	3,606	3,424.7	-8.71%
Quinsigamond	4,116	4,499	5,283	5,594	5,654	5,601	5,248	5,156	4,896	4,680	4,483.8	-4.40%
Roxbury	1,464	1,477	1,710	1,667	1,734	1,679	1,455	1,435	1,347	1,214	1,141.9	-9.89%
Springfield Technical	3,805	4,039	4,310	4,439	4,468	4,562	4,500	4,348	4,011	3,620	3,432.9	-9.76%
Total	51,257	54,228	60,598	62,226	61,761	62,001	61,017	58,947	56,119	52,947	50,396	-5.65%

CCCC Hacked

Cape Cod Community College President John Cox announced to the faculty and staff on Dec. 7, that the college was victim of a Phishing attack that took over \$800,000 from the school’s accounts.

Hackers were able to gain access to computers in the administration building to install malware that allowed them to steal the money from accounts at TD Bank.

College spokesman Patrick Stone said that they have identified and prevented subsequent attacks. He believes the same hackers tried to attack other colleges, but could not name any.

The college has already recovered \$300,000 from the bank, and they are working together to recover more.

This should be a lesson to every member of the college communities to be careful in their computer use. These attacks are increasingly sophisticated and opening unfamiliar emails and attachments are a key way in to the systems. One infiltration is all it takes. ■

DCE Retroactive Raises

The retroactive pay raises called for by the new DCE contract will begin to be paid out in the December 28 payroll. The campus HR departments are processing the raises, and some may not be ready until the first payroll in January.

The MCCC had hoped that members would receive their raises before the holidays, but the campuses need to have all of the amounts calculated at once. Therefore the end of year payroll.

Adjunct faculty who taught last year but are currently not employed, and therefore are not currently on the payroll system, will have some delays.

The colleges will have to re-hire them in order to get them back on the HRCMS payroll system.

The raises go back to a 1 percent raise as of January 1, 2018, which would be applied to Winter/Spring semester and Summer sessions. Another 1 percent raise went into effect as of September 1.

There will be another 1.5 percent raise effective January 15, 2019, a 2 percent raise January 15, 2020, and a last raise of 0.5 percent August 31, 2020. ■

Boston Foundation

Continued from front page
standards and accountability... But there are other ways to hold higher education institutions accountable.”

The study claims that there are new, more refined metrics available on performance funding that would eliminate some of the problems experienced in the first implementation. It also blamed some of that implementation’s failure on the legislature for not providing sufficient funding. Ironically, the study reverts back to that branch of the government by calling for new legislation.

Whether new legislation will be pushed by entities like The Boston Foundation and The Boston Foundation will remain to be seen. Those groups organized a powerful lobbying effort that brought Gov. Patrick on board to successfully pass the first implementation, despite the objections of the college presidents. ■



**MTA
UNION SKILLS
Winter
Conference**

*Building Our Locals,
Funding Our Future*

**SATURDAY
January 12, 2019**

**Sheraton Framingham Hotel & Conference Center
1657 Worcester Road, Framingham, MA 01701**

Workshops 9 a.m. – 4:30 p.m. | Social 4:30 – 6 p.m.



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MCCC News

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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. email: Communications@mccc-union.org

MCCC Awards Nominations

The MCCC has four awards created to recognize the contributions of individual members who have made significant contributions to the Union in different areas.

Awards are presented at the annual MCCC Delegate Assembly.

Nominations are due by noon March 1, 2019. Nomination forms and the candidate requirements are available on the MCCC website mccc-union.org.

Raymond C. Lemieux Memorial Award

The purpose of the award is to recognize an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council.

Any MCCC Board of Director or Chapter President may nominate by completing a nomination form

Jon G. Butler Memorial Award

The purpose of the award is to recognize the Chapter President(s) whose leadership, acts, or support have made a significant impact on MCCC unit members.

Any MCCC member may nominate a candidate with a petition of five or more of that chapter's members

John A. Palmer III Memorial Award

This award recognizes an adjunct MCCC member whose service, leadership, and dedication have contributed significantly to MCCC adjunct faculty, as exemplified by the life of John A. Palmer III.

Any MCCC member may nominate a candidate by completing a nomination form

Donnie McGee Strategic Action

Recognize a member (s) who has shown exemplary service in the area of political and strategic action that has made a significant impact on MCCC unit members.

Any MCCC Member may be nominated by petition of 10 or more members.

Know Your Day Contract

January 2019

Jan. 15 Sabbatical recommendations from committee to president. (p. 25).

Jan. 21 Martin Luther King Jr. Holiday (p. 23).

Jan. 29 Course materials (Form XIII-E2) for Spring semester must be distributed to students and submitted to supervisor before end of drop/add period. (p. 57).

February 2019

Feb. 1 Summary Evaluation returned (p. 58).

Feb. 1 First Year Professional staff evaluations completed. (p. 59).

Feb. 1 Sabbatical Recommendations forwarded to boards of trustees (p. 27).

Feb. 10 Summary evaluation rebuttals due (p. 58).

Feb. 15 First year professional staff evaluation conference (p. 59).

Feb. 18 Presidents Day Holiday (p. 23).

Feb. 20 Course materials returned (p. 57).

Feb. 28 Preferred schedules and courses submitted (p. 44).

Feb. 20 28 New full and part-time hire list due MCCC.

NOTE: 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.