

Massachusetts Community College Council

Claudine Barnes, President
Joseph Nardoni, Vice President
Colleen Avedikian, Secretary



Don Williams, Communications
Dennis Fitzgerald, Day Grievance
Joseph Rizzo, DCE Grievance
Hilaire Jean-Gilles, Research
Tom Powers, Webmaster

Approved Minutes of the MCCC Board of Directors Electronic Meeting via Zoom Friday, October 21, 2022, at 10:30am

Present: President Claudine Barnes, Vice President Joe Nardoni, Secretary Colleen Avedikian;
Members at Large: Brian Falter (NSCC), Swan Gates (CCCC) and Candace Shivers (MWCC); Part
Time At-Large: Paul Johansen (BCC) and Mark Linde (MaCC); Rosemarie Freeland (MTA BOD);
Directors: Cathy Boudreau (MaCC), Trudy Tynan (HCC), DeAnna Putnam (BHCC), Colin Adams
(BCC), Margaret Wong (QCC), Tom Grady (BrCC), Joanna DelMonaco (MiCC), Ben Anilus (RCC),
Margaret Crowe (MBCC), Janel D'Agata-Lynch (NECC), Claire Lobdell (GCC), Tom Smith (STCC).

Guests: Lisa Coole, Chair Day Bargaining Team, Renae Gorman (STCC), Corinne Delaney (QCC),
MTA FRO: Bret Seferian, Colleen Fitzpatrick and Tyler Rocco-Chaffee, Don Williams (MCCC
Communications).

Called to order at 10:35am

Motion to adopt the Order of Business (DelMonaco/Boudreau) Passed.

Motion to approve the minutes of the September 16, 2022, BOD meeting (DelMonaco/Boudreau)
Passed.

Reports

President:

President Barnes shared highlights of her written report. [President'sReport-10-21-22.docx](#). There is on-going frustration regarding the failed attempt to set up a Joint Study meeting. Despite 65 proposed times, no common time has been found. She will ask the College Labor Council to set up meetings for Spring 2023 now to avoid similar scheduling issues. There was also some interesting information at the MTA forum regarding campus debt. There is a massive amount of capital debt across the state's 29 colleges due to the state not supporting maintenance. As of now, the 15 community colleges have more than \$1 billion in deferred maintenance passed on as fees to its students. This impacts students and leads to higher debt for them. More than 25% of student loans cover the costs of deferred maintenance. The MTA has a working group to study the extent and impacts of campus debt. There is a link to The Campus Debt Reveal Project:

<https://salemmscadocs.home.blog/massachusetts-campus-debt-reveal-project-spring-2022/>

There have been no applicants yet for the Office Manager/Treasurer position. Please encourage members in your chapters to apply. While the preference is to hire an MCCC member for the position, the position will be posted externally. There is also a need for volunteers to serve on union committees.

Vice President:

VP Nardoni summarized his written report, including an update on the financial reports, and highlights from the MTA Board meeting:

[Vice President's Report 10-22.docx](#)

[Balance Sheet YTD \(1\).pdf](#)

[budget vs actual YTD \(1\).pdf](#)

[Profit and Loss YTD \(1\).pdf](#)

The SAC committee met on Tuesday and they reviewed the MTA Higher Finance Plan. It was suggested that the plan includes state childcare support, which Nardoni will forward to Noah Berger of CEPP. The SAC made a recommendation for Legislative Agenda for the current session of the Massachusetts General court. There is a registration link for Silent Observers on the MCCC website. VP Nardoni also shared the minutes from the September 9, 2022 HELC meeting:

[HELIC-Meeting Notes.docx](#)

VP Nardoni outlined his suggestions for how to calculate the costs for fully funding community colleges in his report.

There was significant discussion regarding the motion made by SAC:

Motion: The MCCC SAC recommends the following Legislative Agenda for the current session of the Massachusetts General court.

- I. Passing Legislation that will gain pay parity for Part-time faculty and professional staff, as well as grant them benefits and create strong pathways towards earning a FT, tenure-track job.
- II. Passing legislation that Amends MGL 150e to deal with the Governor's parameters and perhaps the right to strike.
- III. Passing legislation that supports the goals of the MTA Higher Ed funding initiative.

Concerns were raised about the language regarding the right to strike. Perhaps separating the issues of the Governor's parameters and strike would it easier to garner support.

Motion: Take out "right to strike" language and refer motion back to SAC for clarification. (Boudreau/Nardoni). Approved.

Motion to move into Executive Session at 10:54am (Boudreau/Linde) Passed.

Motion to move back into Regular Session at 11:06am (Gates/DelMonaco) Passed.

Day Negotiations Update

Lisa Coole gave update on bargaining including management's response to the latest MCCC Proposal Package. MCCC wanted to add retroactive and minimum amount of COVID bonus, salary grids for PT faculty and professional staff. The non-financials included classification committee with more equitable appeals process, professional staff workload adjusted to 30 hours/week, FT faculty reduced courseload to 4, sabbatical language process for professional staff, more clarity for grievance form, retrenchment language, just cause language, agreement on office hours and non-hostile anti bullying

language in contract.

Management gave appearance of strong effort to consider the MCCC package and commitment to work with college Presidents. They agreed to uphold the agreements that had been reached up to this point. The MCCC team will be examining their financial proposals, but some of the highlights are: Retroactive pay to July 2022 (not 2021), interval grid movements for 15 years of service limited to 1, extra work hourly pay \$42-45. Management was not open to considering workload reduction for faculty and professional staff, classifications appeals, office hours or anti bullying language. Management also wanted to include revisiting the Distance Education Agreement as a condition consideration of MCCC package. This took MCCC bargaining team by surprise, as there are serious concerns about it. There is question of whether college Presidents are aware of the DEA inclusion in bargaining.

There is still come confusion over the faculty evaluation tool MOA signed back in June. The MCCC team is in process of scheduling a meeting with Mike Murray to discuss. The goal is to come up with a document to address the concerns. Dennis will work on this as well. The vendor has been meeting with management to roll out trainings.

Lisa recommends chapters reaching out to CAT team chair Rob Whitman for questions about actions around the contract.

Motion to move into Executive Session at 12:13pm (Boudreau/Linde). Passed
Moved back into Regular Session at 12:34 by consent.

Secretary Report:

Secretary Avedikian summarized her written report of activities: [SecretaryReportOct21.2022.docx](#)

MTA Consultant Report:

Colleen Fitzpatrick highlighted important points from the MTA field Representatives report: [MTA Field Representative Organizers Report.pdf](#)

Fitzpatrick said that Under Article 10.03 of the DCE contract a college administration should offer faculty with seniority in multiple work areas at least one course for each work area. If this is not happening at your college, grievances should be filed. Polling on Fair Share Amendment suggests this will be a tough fight. There is a mediation update in the report.

MTA Board/HELC:

VP Nardoni included summary in his report (link above). Noah Berger was approved as new director of CEPP. There was a motion at the Board to support the strikes in Haverhill and Malden. TPL approve a new position to do curriculum related to Race and Social Justice within the MTA. Candace will share information about this position.

NEA:

No report. There will be more information at the November MCCC BOD meeting.

Director Boudreau mentioned that the BHE meeting, there were two reports given regarding

enrollments and funding for higher education, from the Parthenon Study. Boudreau provided the slides:

[BHE spending on Higher Ed 2001-2022.docx](#)
[funding vs enrollment.docx](#)

November MCCC BOD Meeting

There was significant discussion regarding the modality and location of the November BOD meeting. At the June meeting, it was agreed that the meeting would be held face to face. The following motion was made regarding masks:

Motion: Masks shall be optional, regardless of vaccination status, at the November Board meeting. (Putnam/Smith). Not Passed.

After several substitute motions, it was finally agreed that the November MCCC BOD meeting would be hybrid at the MTA office. The MTA requires masks for meetings at their office. President Barnes requests that each Director let her know as soon as possible whether they plan to attend in person or virtually, as logistics around food and printing reports need to happen. President Barnes will follow up in email.

Ad Hoc Committee on use of the word "Adjunct"

The Executive Committee voted to create a committee to explore alternatives to the word adjunct in MCCC bylaws and contracts. They put this motion on the floor:

Motion: The Board of Directors approves the appointment of an ad hoc committee to investigate and report on the use of the term "adjunct." The committee will report its findings to the Board of Directors by January 15, 2023. Passed.

Support for Strikes in Massachusetts

There was discussion regarding a motion to support the Haverhill Education Association and Malden Education Association in their strikes for fair contracts. There were amendments proposed to change language within the original motion. The final motion language:

Motion: The Massachusetts Community College Council (MCCC) stands in solidarity with educators in the Haverhill Education Association (HEA) and Malden Education Association (MEA) in their actions for fair contracts. The MCCC encourages HEA and MEA to remain resilient and steadfast in their demands for better working conditions for their members and better learning conditions for their students (Boudreau/Nardoni). Passed.

Professional Staff Committee:

There is currently no chair of the Professional Staff Committee. President Barnes must step in to call a meeting of the committee in order for them to elect a new chair.

Campus Round Up

BHCC: Boston Globe had article on the college in October 17th edition. The college's plan to partner with private entities is demoralizing.

GCC: Interim VP announced. There is a plan to eliminate ½ of reassigned time and eliminate 20 programs and certificates. There is a failed search for diversity consultant. The DEI coordinator position was created without input from faculty and staff.

MWCC: There is an arbitration scheduled. Auditors came to the Trustees meeting to give report. Would like union to have access to this audit report.

NSCC: Reorganizations continue. There is a telework survey underway. The college now has signed agreement regarding having 9th grade students on campus.

MBCC: STEM division did a "get around" adjuncts for work in their classes. Professional staff needs to be informed about the all-purpose annual leave. Director Crowe estimates about 75% of PT professional staff has not heard of it. HR says it is the supervisors' responsibility to inform the staff. The college will be closed the week between Christmas and New Years.

CCCC: Reorganization of Liberal Arts Division. There were few people offered proration for low enrolled courses. They are still waiting on mediation date regarding development money for hiflex courses. There is talk of canceling DCE courses so that FT faculty courses need to be filled. There is a new science building. The college is still dealing with low enrollment and low student engagement. Retirees not being replaced. There is an issue with final exam scheduling. The college has special toilet technology which is getting a lot of attention.

HCC: The college President is retiring at the age of 48. They finally have a new governance system and paying PT staff and adjunct faculty for participating.

RCC: There are many new employees and organizational chart is not current. Declining enrollment continues to be a challenge. College now exploring 8-week courses. Hiflex classes have been introduced. The college is paying adjuncts to participate in some meetings, but not governance meetings.

MACC: Distance Education not looked at since 1999. The college would not entertain an increase in \$500 stipend. The union has asked the college president to call together a committee to look at this. President has made it clear there are two options: stipend or reassigned time. Maura Healy has new proposal for students aged 26 and older offering many programs and contract courses. The could potentially allow colleges to hire whomever to teach courses with no regard to seniority list. There is discussion about a prison to school program. Black Studies program currently has no faculty assigned to it. There is BHE funding for early college.

BCC: The chapter is discussing actions regarding campus conditions. There is a high turnover at the college, and this will be on the next chapter meeting agenda.

Motion: The MCCC Board of Directors agrees to be the signatory of this letter to the editor of the Boston Globe: [Question1LettertoEditor.docx](#) (Johansen/Linde) Passed.

Motion to reconsider: (Avedikian/Boudreau). Discussion: Remove the last paragraph.
Motion to adopt amended letter (Boudreau/Gates). Passed.

Motion to move into Executive Session at 4:21pm. Passed
Motion to extend meeting to 4:45 (Boudreau/Linde) Passed.

Motion to move out of Executive Session at 4:46 (Boudreau/Gates). Passed
Motion to adjourn the meeting at 4:47 (Boudreau/Nardoni). Passed

Respectfully submitted, Colleen Avedikian MCCC Secretary

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