

Massachusetts Community College Council

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MCCC Bargaining Platform - Massachusetts Community Colleges Deserve Better!

Preamble

Massachusetts Community College faculty and professional staff take pride in providing the most accessible and affordable education, workforce development, and transfer opportunities within the Commonwealth's higher education system. We serve many of the Commonwealth's highest-need and most disadvantaged students, including those from lower-income and racially marginalized backgrounds. Community college students are also the most likely to stay in Massachusetts so they are a worthwhile investment in our economy.

Through the combined efforts of our 15 community colleges, we foster greater opportunity and social mobility than perhaps any other institution in Massachusetts. We change our students and we change our communities.

While the launch of MassEducate will undoubtedly expand access and create new opportunities for students who might not otherwise afford a college education, we have serious concerns about our ability to meet the demands of an increased student population. Our institutions are under-resourced, understaffed, and struggle to recruit and retain talented faculty and professional staff due to low salaries in a state with a high cost of living. The State's implementation of MassEducate has been rushed and underfunded, forcing our members to make it work under significant strain.

MCCC member salaries lag behind those of community college faculty and staff in states with comparable costs of living, as well as those of our peers in the State University and UMass systems. It is deeply troubling that the students with the greatest need and diversity receive the least support from the State, while their faculty and staff struggle to make ends meet. This is a matter of social, racial, and economic injustice that must be addressed. We will fight for the Community

Colleges that our students deserve. We call upon our fellow educators, students, administrators, legislators, and the public to join us in fulfilling the promise of MassEducate and the Massachusetts Community College system.

MCCC Bargaining Platform

- Fight for a community college system that serves the Commonwealth and fulfills the promise to all students made by MassEducate.
- Increase full-time staffing to promote holistic, wraparound student support and encourage retention in the face of ballooning demand and unmet student needs. This includes accounting for increasing needs around enrollment, advising, administrative support and the ever-evolving nature of technology in education.
- Salary and workload improvements for the entire spectrum of community college faculty and professional staff in order to achieve a more equitable public education system
- Salary parity with other community college educators in peer states for:
 - Full-time Day faculty
 - Full-time Day professional staff
 - Part-time Day professional staff
 - DCE faculty
- Adjust workload for Day Faculty, return to 4-4 course load
- Adjust workload and student contact hours for Day Professional Staff
- Meet additional demand from MassEducate by creating pathways for DCE Faculty to become full-time or part-time Day Faculty, and for part-time professional staff to become full-time.
- Increase job security and pay for DCE Faculty by guaranteeing additional course assignments