



Joe Rizzo,
MCCC DCE Grievance Coordinator

Know Your DCE Contract

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. Two or more courses per year in a work area at the college earn 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

Independent of the calculation of seniority rights, 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 with attaining 8 years of seniority at the college. New faculty start at the step one salary, but may start higher based on degrees, qualifications and experience.

Step 1 - \$714 per credit

Step 2 - \$766 per credit

Step 3 - \$824 per credit

Step 4 - \$865 per credit
(8 years of seniority)

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).

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 most 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. Note, however, that faculty enjoy academic freedom which provides for professional latitude in fulfilling one's contractual obligations.

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

Classroom observations must be conducted prior to the unit member gain reappointment rights. Student evaluations are to be conducted in a specific time frame after approximately 80% of the course is completed.

Classroom observations can only be conducted after that point for stated written reasons.

See the articles and contract update materials for details on the newly negotiated collective bargaining agreement.

If you have any questions on the DCE contract, call DCE Grievance Coordinator Joe Rizzo at 603-898-6309 or email Joe at m3cdce@msn.com. ■

Health Insurance for Part-time Unit Members

Massachusetts has a non-group health insurance program, and the open enrollment period is upon us. Massachusetts residents who are not eligible for employer-based health coverage can purchase nongroup health care insurance or coverage from any carrier offering plans. Carriers offering this coverage may not refuse any applicants based on their health nor impose preexisting condition exclusions or waiting periods. The open enrollment period is September 1st through October 31st for coverage to be effective on December 1st of that year.

You and your dependents are eligible for this coverage if:

- you are a Massachusetts resident;
- you do not have access to group health coverage through your workplace or your spouse's workplace;
- you are not or are no longer eligible for continuation of group health coverage under COBRA or other continuation of coverage laws;
- you are not enrolled in Medicare or Medicaid; AND
- you are not self-employed. (Under Massachusetts law, self-employed persons are not eligible for nongroup health coverage because they may buy coverage from any insurance carrier which offers coverage to small businesses.)

For information about the standard plans you can contact the Division of Insurance Consumer Section in Boston at (617) 521-7777 or write to the State Division of Insurance; Consumer Service Section, 470 Atlantic Ave., Boston, 2210, or visit the web site at www.state.ma.us/doi/.

Some additional information, including some of this year's pricing information is on line on the MCCC web site at www.tiac.net/users/mccc. Follow the Health Insurance link. ■

Adjunct Website

Another example of the rising consciousness and expectations of adjunct faculty is a website, <http://www.adjunctnation.com/>, providing employment related services and connection for the often socially and psychologically isolated adjunct faculty person. This is the web page of the *Adjunct Advocate* magazine. The homepage offers links for news, employment opportunities, grants, professional development and numerous other resources for the adjunct. There are even links for e-health insurance and retirement planning.

Job seekers can post ("showcase" as the site describes it) their resume in a resume databank in the employment resources section.

Adjunct Advocate cover stories, from its 1992 date of origin to the present, are available on the site.

Textbook publishers predominate among the commercial sponsors of the site. Links to sponsoring publishers can be found there. Staples is also a sponsor and a link on the site. Walden University is another sponsor.

The site also lists several recommended readings for adjuncts including books on organizing employment searches. *Will Teach for Food*, by Dr Cary Nelson, is available in cloth cover, with 205 pages for \$49.95. More affordable paperback selections round out the list.

The website came to the attention of the MCCC when it published a study of compensation and health benefits for adjunct faculty nationwide. That study can still be read on the site as of this writing. North Carolina pays adjuncts \$128 per credit hour for anyone fantasizing about rustication in a warmer climate. ■

DCE Salary Increase

Effective for the fall 2001 semester, DCE faculty will receive a 3% salary increase in accordance with the MCCC/Board of Higher Education collective bargaining agreement. This is the second raise since the new contract was implemented in December 2000. The new salary rates are as follows:

Step 1 1 -5 courses
\$2,145 per 3 credit course \$714 per credit

Step 2 6-10 courses
\$2,298 per 3 credit course \$766 per credit

Step 3 11 or more courses
\$2,472 per 3 credit course \$824 per credit

Step 4 8 or more years seniority
\$2,595 per 3 credit course \$865 per credit

As in the past, 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).

These salaries reflect a steady rise in salaries since the unionization of DCE faculty in the community colleges in Massachusetts. At the time the first MCCC contract was to take effect in 1990, DCE instructors were paid between \$900-\$1,100 per course.

MCCC News

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

Editor:

Peter Flynn

President:

Philip Mahler

Vice President:

Richard Doud

Secretary:

Phyllis Barrett

Treasurer:

Estela Carrion

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 Peter Flynn, Northern Essex Community College, Haverhill, MA 01830, e-mail pflynn@seacoast.com.

WANTED

3 Strategic Action Committee Regional Representatives

Do you have?

- ☛ An interest in promoting the MCCC's political action agenda
- ☛ Political campaign and/or grassroots lobbying experience
- ☛ Good interpersonal skills
- ☛ Knowledge (or willingness to learn) of the legislature's procedural rules
- ☛ Time to spend lobbying State Senators and Representatives
- ☛ Talents to help the MCCC to fully exercise its political clout

Candidates appointed to these positions are eligible for one course of release time per academic year as well as reimbursement for mileage, tolls and meals. Required monthly meetings will be held in Greater Boston and Worcester.

APPLY TODAY!

Email or fax your resume & cover letter by Sept. 30 to:
Sandy Cutler: cutler@stcc.mass.edu, 413-566-5855 &
Joe LeBlanc: jleblanc@necc.mass.edu, 207-384-7082