

# MCCC NEWS

The Official Publication of the Massachusetts Community College Council / Volume 6, Issue 8 / May 2005

## Protests Continue:

### MCCC Turns Up The Heat

MCCC members across the state continued with 1000 Days events the last week of March through the month of April. These have yielded some results in that Chancellor of Higher Education Judith Gill has resubmitted the 2002-2003 contract extension to the governor, asking him to submit it to the legislature for funding.

Gov. Romney has 45 days to submit it to the legislature. This was not done by Gov. Swift in the fall of 2002 when the contract was initially ratified by the membership, and that has been the greatest dilemma in funding the salary points.

The Union will be taking a number of actions to encourage Gov. Romney to do the right thing and send the contract for funding. The first step is the postcard campaign. Thousands of these cards have been distributed to the campuses and members have been actively gathering signatures from students, friends and even administrators. The cards have been rolling in to the governor's office in waves.

The next phase of the Union's plan is to conduct more public protests, both on the campuses and at other public locations and events. On Apr. 28, in conjunction with Associated Students of Massachusetts, MCCC members along with Bridgewater State, U Mass Dartmouth conducted a protest at the state house. This kicked off the beginning of a wider public education effort.

Romney's rare, and frequently unannounced, public appearances will be targeted for demonstrations. Other activities are being planned including a possible media campaign and demonstrations at commencements.

Recently, it was announced that unions representing 32,000 executive branch employees had settled contracts with the Romney administration. The two-year agreements included reductions in family leave and sick time in order to gain 2 percent annual raises, with no retroactivity.

Secretary of Administration and Finance Eric Kriss derided the concept of retroactive pay saying it encouraged unions to stall on negotiations. He did not mention the unions' lack of legal avenues for advancing negotiations. Nor did he address the administration's refusal to submit duly negotiated and ratified contracts to the legislature for funding.

Kriss was quoted as saying that they are trying to bring into contracts the "notion of productivity, which prior to this administration has been a foreign concept." MCCC members did agree to large productivity increases with the Cellucci administration, but the promise of compensation has not been kept.

The planned MCCC contract actions are intended to remind the Romney administration of the past agreements, and to make the public aware of the broken promises. The intensity of these activities will increase until the contract situation reaches a satisfactory resolution. ■



Bristol members Diana Yohe, left, Gerry Lepage and Denyse Wilhelm hold banner while Donnie McGee speaks to an on-campus 1000 Days demonstration. Photo by Sally Cameron.



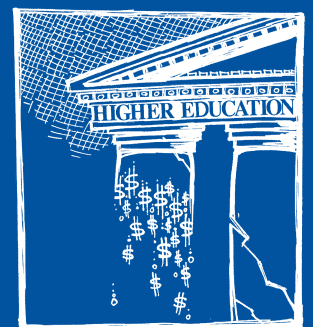
An enthusiastic Holyoke CC student sends her postcard of support. Photo by Phyllis Barrett.



Student protesters on the state house steps are joined by Bristol CC faculty members Marlene Pollock and Donnie McGee, holding a postcard montage. Photo by Laura Barrett.

As of  
May 1, 2005  
1,035 Days  
Without a Raise

Promises  
To Keep



TELL MITT!

NON-PROFIT ORG.  
U.S. POSTAGE  
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Worcester, MA

MCCC Newsletter  
27 Mechanic Street, Suite 104  
Worcester, MA 01608-2402

# Public higher education provides the ticket to the good life



Joe LeBlanc,  
MCCC Vice President

what we are able to deliver.

The Senate's Higher Education Task Force gave us some hope earlier this spring. Its report promises increased state support for our under-funded colleges to be paid out and sustained over the next several years.

Task Force Co-chair Sen. Steven C.

These are indeed challenging times. Our colleges and the public higher education system are working to fill the gap between what the state wants our colleges to provide in services with inadequate resources and

Panagiotakos, D-Lowell, realizes the importance of our public colleges. "With the majority of our skilled Massachusetts workforce being educated in our public institutions of higher learning, our economic future depends on public higher education. "We cannot allow states that have made public higher education a real priority to supplant us as one of the central stations for the new economy train," he writes in the Task Force's Force report titled "Investing in Our Future."

Panagiotakos and like-minded legislators see "public higher education as a public good." They say our public colleges are vital to the Commonwealth's present and future economic development. They say affordability is an issue and grants and scholarships – not loans – must be increased to allow our students to attend and graduate from college without insurmountable debt.

They say our students deserve the same opportunities to be mentored by a full-time professor, as is the case at U.Mass, and state and private four-year colleges. They say wise state policy and action should strive to prepare our citizens to achieve a better career and a happier life. The first goal can perhaps be reached by increasing the (currently 22.7 percent) number of Massachusetts' residents with a bachelor's degree.

The second goal is more complex and one likely to take a lifetime to answer. As an English professor and lifelong reader, I'd suggest picking up a good book, one that will challenge you to ask questions like "Who am I? What might I become? What am I to make of this world and how can I make it a better place?"

True friends of public higher education say that all the state policy in the world can be set in Boston, but unless the

"public-ness" of higher education is nurtured in the years ahead, little action will take place at the campus level. At press time, the results are mixed so far. House Ways and Means Committee has recommended an increase of less than 3 percent in a tight budget year. The meager increase in community college funding must be bolstered in the Senate budget and the differences will be worked out in conference committee.

We know Massachusetts can do better. Our union pledges to support legislators who work to provide our students and citizens with enlightened, sustained leadership over time. This leadership must include a determination to succeed in helping to make our community colleges the best in the nation. Only then can we be sure that our colleges have the resources to provide our students with a "ticket to the good life." ■



Linda Stern of Mass Bay CC, left, joins Donnie McGee and MCCC Vice President Joe LeBlanc as they deliver post cards to the governor's office. Photo by Paulette Howarth.



MCCC Research Coordinator Hilaire Jean Gilles reports to the MCCC Board of Directors.

## Butler and Lemieux Awards

The Jon G. Butler and Raymond C. Lemieux Awards are both being awarded this year. The recipients are Marilyn Martin of Quinsigamond Community College for the Butler and Sandra Howell of Springfield Technical Community College for the Lemieux.

### Marilyn Martin

The Butler Award is presented to the outstanding chapter president. It is given in memory of former North Shore chapter president Jonathan Butler. In nominating Marilyn Martin, chapter director Margaret Wong cited Martin's "aggressive pro-union agenda" and especially praised her tireless work "to challenge membership apathy."

Martin had served as chapter president in the past, and as former MCCC Treasurer Maria Estela Carrion commented, "Marilyn's prior record of service certainly qualified her to walk away from this QCC crisis." But, instead, Martin re-committed herself to the process of revitalizing a chapter that had seen its energy fade.

Quinsigamond is now one of the most active chapters in the MCCC. They have mounted a number of protests to advance the contract negotiations when both the BHE and the MCCC negotiations were held at their campus.

Martin is directly credited with increasing member involvement from the large scale of demonstrations down to the commonplace like attendance at chapter meetings. Carrion added, "Her ability to convene people and her ability to get people to work are enviable."

Mathematics Professor Maureen

Woolhouse said that most importantly, "Marilyn knows how to run a meeting well. Her sense of humor, her appropriate use of judgment, her sense of fair play and her presence all combine to make her a born leader."

### Sandra Howell

The Raymond C. Lemieux Award is given to recognize an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council. Ray Lemieux was a long serving MCCC member from STCC who served in a variety of state-wide roles including negotiating teams and MCCC Treasurer.

Sandra Howell, who many may be familiar with under her former name of King, exemplifies the commitment to the MCCC that Lemieux demonstrated. In nominating her for the award, STCC Director Roberta Albano said that Howell, "has served the MCCC and its members with exceptional dedication, commitment and vision."

In over 20 years of active involvement, Howell served the STCC chapter in roles ranging from building representative to SAC leader to vice president. But she is best known for her dedicated work as MCCC Strategic Action Committee Co-chair. She spent countless hours working with SAC in meeting with members and legislators, presenting the MCCC agenda with grace and tenacity.

Now retired from full-time teaching, Howell continues to work on the MCCC agenda helping to organize members around the issues of part-time health insurance and 03 retirement benefits. ■

## Know Your Day Contract

### May 2005

#### Last day

of classes Faculty submit college service and student advisement form

May 20 Tenure decisions due (pg.30)

May 30 Memorial Day celebrated

May 30 Professional staff College service and student advisement forms due (pg.42)

### June 2005

June 1 Applications for sabbaticals for spring 2006 (pg.17)

June 1 Professional Staff summary evaluations due (pg.42)

June 15 Sabbatical requests to committee (pg.18)

June 30 Last day for Professional staff pre-evaluation conferences (pg.42)

June 30 Evaluation of Part-time faculty in third appointment (pg.44)

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. ■

# President's Message

## April 2005...



Rick Doud,  
MCCC President

During the last several years, it has been increasingly difficult to keep a positive mental attitude as an individual employed in public higher education in the Commonwealth of Massachusetts. We all know what we do is vital, and working with college students provides a great deal of psychic income, but we've reached a point where that just isn't good enough any more.

We have a governor who has shown a continued lack of respect for the good work

we perform. We have a legislature that has provided us with the largest reduction in state funding for public higher education in the nation between 2001 and 2004. Additionally, both the governor and the legislature are responsible for the lack of any pay increase for over 1000 days.

Yet when things seem to be at their bleakest, a ray of hope appears on the horizon. In late March, the Senate Task Force on Public Higher Education released a very promising report. The Task Force calls for the state to begin "investing in our future" by significantly increasing state spending on public higher education over the next five to seven years. The Task Force, co-chaired by Senators Panagiotakos and Rosenberg, has laid out a plan that calls for:

1. Full "formula" funding, which will require an increase of \$400 million dollars- in state spending on public higher education.

2. The use of general obligation bonds in order to increase capital spending at the

state and community colleges by 1.2 billion dollars.

3. An immediate increase in needs-based financial aid of 7 million dollars for students attending public higher education institutions in the state.

4. An increase in funding directly related to hiring new faculty and professional staff.

5. The establishment of a general policy of retained tuition, and within one year a plan for community colleges to phase out the difference between Day and DCE unit work.

Although the last recommendation will pose some problems for the MCCC, as a package the Task Force's recommendations are a huge step in the right direction for public higher education. As of now, this is just a report, but the legislature will be drafting language that will make this report a reality in the near future.

Given that budgets are tight again, it will

be difficult to get such legislation enacted. The MCCC and the community college presidents will be working very closely with legislators to make this happen. After years of neglect, we have a window of opportunity to do what the Commonwealth should have been doing all along: investing in public higher education. Our state currently ranks 49<sup>th</sup> in the nation in state spending on higher education per \$1000 of state income.

The Commonwealth is at a crossroads. The state can continue spending more on incarcerating its citizens than on educating them in our public colleges and universities, or the state can invest in the future. The time to invest in our future is now. The economic vitality of the state is at stake. We must increase spending on public higher education if we are to provide an affordable, quality public higher education for the working families of this state.

In Solidarity.  
Rick

## Salary Calculations to Consider

By Margaret Wong, Quinsigamond Chapter

A dollar in 1970 is worth \$4.97 today (using the inflation calculator provided by the U.S. Department of Labor Bureau of Labor Statistics, <http://data.bls.gov/cgi-bin/cpi/calc.pl>).

In 1970 the average salary for faculty teaching at a public 2-year institution was \$12,644 (National Center for Education Statistics (NCES) <http://nces.ed.gov/>).

Adjusted for inflation using the BLS calculator, this is equal to \$62,502 today. Currently, the average MCCC salary is \$55,574. (NEA 2005 Almanac of Higher Education <http://www2.nea.org/he/healma2k5/a05p7.pdf>).

### So what are some of the implications of these numbers?

Some history first: In 1970 MCCC faculty were teaching 4 courses for an amount close to \$62,502 (it was probably higher, but for argument's sake I'll just use this available figure). By 1999 this salary had dropped 21.6 percent of its value to \$42,560 (NEA Table, measured against a 1999 adjusted salary of \$54,291.03 using the BLS calculator) because raises didn't match inflation over a 29-year period. In 1999-2000 MCCC unit members essentially agreed to take on 25 percent more work for a 23 percent monetary gain. The salary average increased to \$54,853.

### What did this agreement really cost us?

In 1970 MCCC faculty were teaching four courses for \$62,502.

Today MCCC faculty are teaching five courses for \$55,574.

In other words MCCC faculty have 25 percent more work for 11 percent less pay when compared to their 1970 counterpart. If the 1970 salary were adjusted by 25 percent to pay for the 25 percent increase in workload, our average salary today would be \$78,127.50. Our net loss is \$22,553.50.

So, with our most recent, non-contract situation, instead of operating under the 21.6 percent loss that our 1999 counterparts were suffering, we are now operating under a 29 percent loss in salary value.

In sum, we are essentially making 29 percent less than our 1970 counterparts? Why? Is our work worth 29 percent less? Are we working 29 percent less? Are we 29 percent less qualified? In fact, every indicator shows the opposite to be truth; the qualifications of the individuals as well as the quality of our work have consistently improved over time. This being the case, the loss in respect for our worth is far greater than 29 percent. ■

MTA Candidates	No. of Votes
Nahum Abe Sherf	341
Dennis Fitzgerald	335
James Rice	331
Joseph LeBlanc	329
Rick Doud	324
Joseph Rizzo	322
Donald Williams	322
Caroline Schwarzwalder	320
Carolyn Tetrault	318
Joseph Modugno	315
Geri Curley	314
Maureen Bourbeau	313
Donnie (Diana) McGee	313
Margaret Wong	313
Maureen Woolhouse	313
Roberta Albano	312
Phyllis Barrett	312
Paul Lospennato	312
Richard Ponticelli	312
Andrew Ellis	309
Christopher Hoeth	309
Carol Mathison	308
Arthur Neuner	308
Douglas Buckley	307
Carol Giaquinto	307
Kenn Anania	306
Paulette Howarth	305
Kenneth Czuchra	304
Pamela Donahue	304
Lynn Kleindienst	304
Sharron Gillies	303
Lois Martin	303
Richard Nagle	303
Ronald Coelho	302
James Tressel	302
Raymond Puchot	301
Robert Gillies	300
John Murgio	300
Joseph Nardoni	300
Kenneth Takvorian	300
Sheila Oheir Coelho	299
Mark Lange	299
Mark Palermo	299
Henry Camillo	298
John Jacobs	297
Clark Grain	296
Gail Guarino	294
Edward (Ned) McGuire	292
Allan Kohrman	291
Mary Nelson	291
Martin Comack	287
Carole Dupont	26
Michael D'Entremont	25.25

MTA Candidates	No. of Votes
R. Michael McSwenney	25
Susan Dole	24.25
Sara Satham	23.25
Robert Riedl	2
Nancy Tufo	2
Thomas Salvo	1.25
Donna Bedinelli	1
Nancy Donahue Berthiaume	1
Richard Boulware	1
Patrick Conroy	1
James Dutcher	1
Dan Hanover	1
Diane Puopolo	1
Michael Puopolo	1
Leighton Shields	1
Ileana Vasu	1
Pat Washington	1
Anne Wiley	1
Mohammed Zefzaf	1
Caroleann Bready-Lyons	0.25
Orikate Brown-West	0.25
Doug Clifford	0.25
Tom Curley	0.25
John Daly	0.25
Telemun Gebrehiwo	0.25
Robert Laurie	0.25
Donald LeBlanc	0.25
Joanne Dupuis	0.25
Peter B. Lee	0.25
____ Lynch	0.25
Timothy M'Laughlin	0.25
Thomas Mofford	0.25
Mike Nduaguba	0.25
Ralph A. Parente	0.25
Richard McGuinness	0.25
Ann Marie Quammie-Alleyne	0.25
Greg Sethares	0.25
William Watson	0.25

NEA Candidates	No. of Votes
Dennis Fitzgerald	256
Catherine Boudreau	244
Nahum Abe Sherf	242
James Rice	233
Joseph Rizzo	214
Geri Curley	200
Carole Dupont	199
Maureen Bourbeau	196
Pamela Donahue	196
Peter Flynn	196
Carol Mathison	194
Maria Estela Carrion	192

## Election Results

The 2005 MCCC election for delegates to the MTA Annual Meeting at the Hynes Auditorium in Boston on May 13 and 14 and the NEA Representative Assembly (NEA-RA) in Los Angeles, Calif. July 1-6 was concluded on Apr. 1.

The 15 highest vote recipients for the NEA-RA will receive reimbursement of expenses up to \$800 from the MCCC, plus a \$400 stipend from MTA.

The MCCC is allotted 82 delegates to the 2005 MTA Annual Meeting. Delegates receive a \$50 per day stipend to cover expenses, and those living more than 25 miles from the meeting are eligible for a shared hotel room for Friday night.

NEA Candidates	No. of Votes
Christopher Hoeth	186
Kenneth Takvorian	182
Joseph Nardoni	178
*Robert Gillies	177
Mark Palermo	177
Kenneth Anania	177
Douglas Buckley	171
Henry Camillo	170
Raymond Puchot	168
Andrew Ellis	160
Michael D'Entremont	9
Michael McSweeney	9
Sara Satham	8
Susan Dole	8
Thomas Salvo	1.50
Virgilio Fernando Acevedo	1
Donna Bedinelli	1
Richard Boulware	1
Patrick Conroy	1
Don Hanover	1
Diana McGee	1
Diane Puopolo	1
Michael Puopolo	1
Ileana Vasu	1
Pat Washington	1
Mohammed Zefzaf	1
Orikate Brown-West	0.25
Ronald Coelho	0.25
Tom Curley	0.25
Joanne Dupuis	0.25
Telahun Gebrehiwdt	0.25
Richard McDunness	0.25

## MOVING?



Please make sure the MCCC has your correct mailing address.

This affects receiving the newsletter, elections, important mailings and notices.

Call the office at 1-877-442-MCCC toll free or go online at <http://www.mccc-union.org/ChangeMyAddress/>

## Directors' Notes

At the Mar. 25 meeting of the MCCC Board of Directors the following actions were taken:

The Board voted to accept the report of the Bylaws Committee.

- The Board, after much discussion, amended the budget proposed by the Finance Committee to increase the number of at-cost release sections, resulting in a \$2 dues increase. The board then voted to recommend the amended budget to the Delegate Assembly.

- The Board approved an Executive Committee motion to support the MFT sponsored legislative proposal to amend Chapter 150E.

- The Board adopted a new investment policy as proposed by the Finance Committee.

- Board adopted a Bad Debt write-off policy as proposed by the Finance Committee.

- The Board unanimously voted to award the Lemieux award to Sandra Howell and the Butler award to Marilyn Martin.

At the Apr. 22 meeting of the MCCC Board of Directors the following actions were taken:

- The Board approved funding for nine additional at-cost release sections and awarded seven: three for SAC regional coordinators, two for the members of the MTA Board of Directors, and two for an apprenticeship program at Berkshire.

- The Board voted to refer a motion from the Bristol chapter to look into developing an MCCC listserv to the Executive Committee.

- The Board approved an Action Plan for advancing the Day contract from the Crisis Committee. ■

## DCE News

### Know Your DCE Contract Summer 2005

#### 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 earns 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 upon attaining 8 years of seniority at the college. New faculty at the college normally start at step one, but may start at step 2 or 3 of the salary schedule based on degrees, qualifications and experience at the discretion of the college president or designee.

#### Summer 2005

Step 1 - \$774 per credit  
Step 2 - \$829 per credit  
Step 3 - \$891 per credit  
Step 4 - (8 yrs. of seniority) - \$936 per credit

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).

Faculty paid by the contact hour shall have a 3% salary increase

#### 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 the longest 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 in this regard.

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

A classroom observation must be conducted prior to the unit member attaining reappointment rights. Student evaluations are to be conducted during the second or third to the last week of the course. Classroom observations can only be conducted after that point for stated written reasons. The classroom observation form can be found in the collective bargaining agreement.

If you have any questions on the DCE contract, call DCE Grievance Coordinator Joe Rizzo at 603-898-6309 / Grievance-DCE@mccc-union.org ■

## DCE Contract Ratified

When the DCE ratification ballots were counted on April 22, it was clear that the membership overwhelmingly approved of the changes in the renegotiated 2005-2008 DCE Collective Bargaining Agreement.

The voting results were as follows:

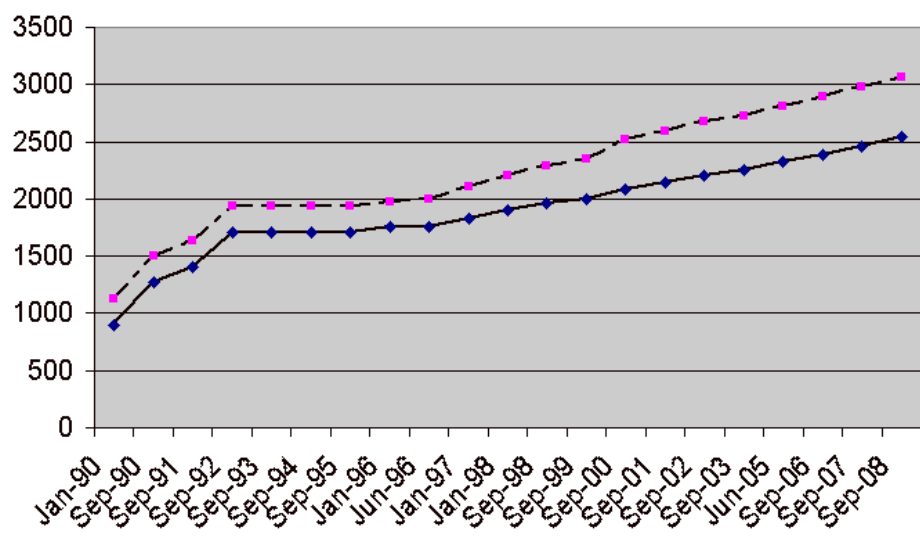
912	YES
85	NO

The first pay increase from the contract will go into effect for Summer Session 2005. ■



DCE Negotiation Chair, John Palmer, looks on as MTA Consultants Michelle Gallagher and Katie D'Urso count ratification ballots.

#### DCE Salary for 3 Credit Course Since Collective Bargaining (Low and High Step)



## CORRECTION

In our last issue there was an error in reporting one aspect of the MSCA Contract.

#### State College Post-tenure review, Alternative One

The process under this new alternative is much more rigorous than the existing PTR procedure and is comparable to a tenure or promotion application. The current PTR process (now Alternative Two) is simple and streamlined.

If a faculty member or librarian is deemed "not acceptable" under Alternative One, he/she may opt for a professional development plan, but it is not required. No negative personnel action can follow from this rating. Under the current PTR (now Alternative Two), a finding of "unsatisfactory" mandates a professional development program and may have other negative consequences. ■



Abe Sherf, MCCC Representative to the Health and Welfare Trust

## Report Your Dental Insurance Concerns

Anyone having concerns about the Met Life dental plan should report them to:

Abe Sherf  
402 Paradise Road  
Swampscott, MA 01907  
Fax or Phone 781-592-1330



## MCCC News

<http://www.mccc-union.org>

Editor:  
Donald R. Williams, Jr.

President:  
Rick Doud

Vice President:  
Joseph LeBlanc

Secretary:  
Phyllis Barrett

Treasurer:  
Phil Mahler

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