

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:

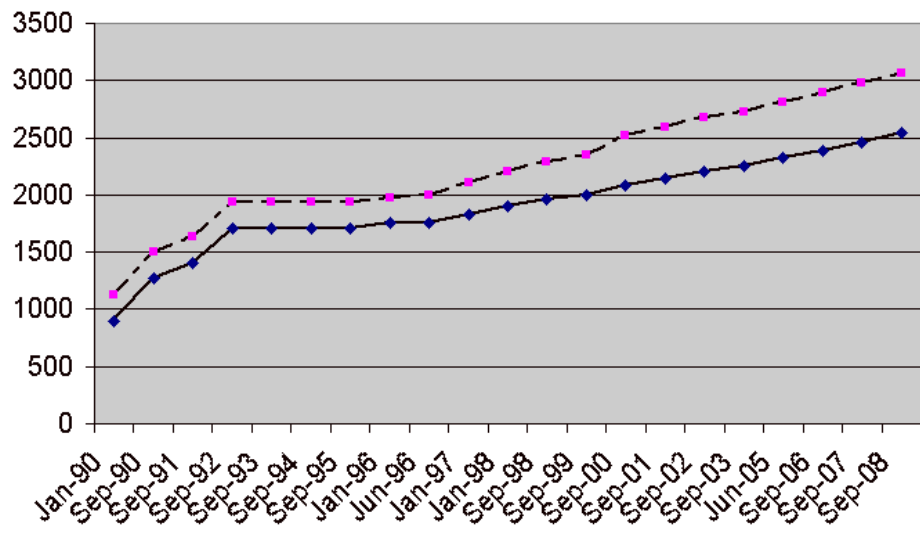
912	YES
85	NO

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>

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