

MACER March 21, 2024 Meeting Notes

Management Association Committee for Employee Relations



Representing Management: Paul Beaudin, Vivian Cavazzi, Mike McCarthy,

Representing NECCPA: Linda Giampa, Jeff Mejia, Louise Michaud, Laura Mondt, Steve Russell

Meeting held in President's Conference Room

NECCPA President Linda Giampa began the meeting at about 3:00 PM, Thursday March 21, 2024.

- 1. Lawrence Campus Security Follow-up** – Mike McCarthy reported that new officers are being hired for the NECC Police force. Officers will be scheduled for evening duty. In the fall there will be a security presence at both the El Hefni and the Dimitry Buildings. The intent is to have all classes scheduled in those two buildings. There will be electronic locking mechanisms on all of the outside doors on the Lawrence campus so that security personnel can lock the doors on the entire campus with one button. Eventually, keys will no longer be sufficient to enter the buildings after hours. Only those whose ID cards are coded will be able to enter.

Also the alley way behind the El-Hefni Building will be cleaned up.

While parking enforcement is not yet necessary, parking lots in Lawrence are beginning to approach capacity at peak hours. College staff are asked not to park in the "Visitor" spaces at the El-Hefni lot. These are especially useful to potential students who want to come in and register quickly.

Staff are asked to display hanging parking tags. If anyone needs one, they are available in Human Resources.

- 2. DCE Seniority List Follow-up** - Linda asked that DCE Seniority needs to be transparent. Members need to understand where they are on the seniority lists and how they got there. Also the status needs to be correct. Vivian Cavazzi agreed and said that maintenance of the list will be moved from the Provost's office to HR.
- 3. Request to Employ (RTE) Follow-up** – Vivian indicated that it is one of HR's priorities to sort out who which part time people should really be on short term contracts using RTE's and who should be classified as employees and MCCC members. She said that HR will also be working on establishing accurate service dates for all employees.
- 4. Day Contract Retroactive Pay** – Linda asked if all of the retroactive pay for the MCCC Day contract has been paid. Vivian responded that this should be done by the March 29 pay

date. She asked that if anyone believes that they have not received their retroactive pay, they should call HR. Linda asked if retroactive pay has occurred for those who retired or left. Vivian responded that she believed it was. Vivian added that she hopes that when the next contract is funded, HR will be experienced and everything should move much more smoothly.

5. **FY 2025 Budget** – Mike reported that while state funding may be a little bit less than in FY 2024, the college budgetary situation is reasonably healthy. He credited Paul Beaudin with expanding schedules thus bringing in more tuition and fee revenue. Paul responded that 80 new students began on March 18, the beginning of the 8-week semester for the second half of the spring. Also summer 2024 enrollments which began in November, are very strong, with some classes already filled and new sections to be added.
6. **Guided Self-Placement** – There was discussion of if students identify on their own (rather than through Accuplacer) whether they should place into courses such as ENG 101. Paul indicated that students may recommend, but an advisor will discuss with them whether placement the student has chosen makes sense.

Paul also discussed how ESL courses will be designed as Language courses and be eligible for college credit. This approach tends to value the student's bilingualism as a strength, worthy of college credit. Some classes will also have supplemental instruction to help support students. Instructors will be paid for that extra time.

The meeting ended at about 3:45.

Next MACER meeting is scheduled for Thursday April 18 at 3:00 PM.

Respectfully submitted,
Stephen Russell, Ph.D.
NECCPA Secretary