

NECCPA – September 23, 2024 Chapter Meeting Notes

Northern Essex Community College Professional Association



NECCPA President Linda Giampa called the meeting to order shortly after 12:30 PM on Zoom on Monday September 23, 2024. About 57 members attended.

- 1. Chapter Positions** – Linda announced that the chapter still needs a Vice-president and a Day Grievance Coordinator. She said it would be good to have another faculty member on the chapter’s executive board.

Linda thanked Louise Michaud for her service as Professional Staff Representative. She thanked Suzanne Reyes for agreeing to assume that position. Also thanks to Sara Codair who will be the new member liaison.

- 2. Day Contract Funding** – Finally the Day Contract has been funded by the State Legislature. Increases will appear in the October 11 paycheck retroactive pay going back to July 1 will appear in the October 25 paycheck. Another increase is effective in January and indications are that that will be paid on time. Everyone will receive an e-mail explanation from Human Resources detailing their former salary and new salary and indicate where they are on the grid. It is important to notify Human Resources if you believe that the salary or grid data is incorrect. There was some discussion about how federal taxes are deducted for retroactive pay. Members can check their tax withholding status in HRCMS and need to stay on top of this.
- 3. Work to Rule End and New Contract** – Given that the dates have been set for the actual payment under the Day Contract, Linda said that Work to Rule is ended, according to the provisions of the Work to Rule resolution adopted last year.

It appears that discussions are already underway for a new contract for the period beginning July 1, 2025. Laura reported that we probably will be moving to a 3-year contract that ties salary increases to what other state worker unions will be receiving (which is not very much).

- 4. Director’s Report** – Chapter Director who represents the chapter on the MCCC Board of Directors, Laura Mondt reported on an upcoming effort by the MTA to obtain “life changing” salary adjustments to bring Massachusetts community college faculty and staff more in line with those salaries in high-cost states like California. This initiative is especially important given that the Mass Educate program of free community college will attract new students and create additional workload for faculty and staff. The effort is beyond the usual contract

negotiation process and would have to involve action by the State Legislature. There will be more on this later.

Laura also reported that MCCC needs members to fill positions on the following state-wide committees: Professional Staff, Strategic Action, related to political action, Racial justice, equity and inclusion, Bylaws and policy. Contact Laura if you are interested.

- 5. NECCPA Scholarship** - Laura said that the chapter will take a new approach to the scholarship and do the fundraising in the fall and award the scholarship in the spring. Details will follow at the October chapter meeting.
- 6. B & E Building Renovations** – Questions arose as to why so many science lab sections are being moved to Lawrence in the spring semester. Does that mean that the buildings will close earlier than May?

At MACER later this week management indicated that although lab sections are more concentrated in Lawrence in the spring the B and E buildings and offices will remain open through May 2025.

- 7. DCE Contracts** – Members reported that they have only now, in the fourth week of classes have they been receiving contracts for their DCE teaching assignments for the fall semester. While lately the contracts have seldom appeared before the semester started, which would seem like a normal business practice, four weeks seems excessive.

This was discussed at MACER later on in the week.

Linda emphasized that it is important to keep track of the pay step that you are in. Keep documentation to show that you taught each class. Discrepancies should be reported to Sharon McDermott in the Provost's office.

- 8. Professional Staff Comp and Vacation Time** – Linda emphasized that when professional staff have accumulated more than 75 hours of comp time, they should be paid for that time by the end of the next quarter. Vacation time in excess of 375 hours must be used by December 31. Otherwise, it is lost.
- 9. AOCD Days** – The day after Thanksgiving, when the college is mostly closed, professional staff should use one of their AOCAD days and report it as AOCAD on their time sheets.
- 10. Early College** – Members expressed concern that while most Early College classes run smoothly, at times there are problems with student preparation, discipline and attendance. There are concerns that there is no screening of students and minimal support. Many recent job postings have included requirements or preferences for some Early College experience.

Linda reported that she and Steve Russell met with Aaron Altman, who is in charge of Early College to discuss the types of Early College programs and communication channels in Early College. This will be discussed further, including at the next MACER meeting. These concerns connect with the increased workload and urgency of an enhance salary structure that Laura and Linda spoke about earlier in this meeting.

Other members mentioned that it is important to make expectations crystal clear in Early College classes, to use the liaison with high school personnel and also, we should not hesitate to use the "No Show (NS)" reporting even when students are in class, but not participating or turning in assignments.

The meeting ended at about 1:30.

Next chapter meeting is Monday October 28 at 12:30 PM

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