

NECCPA – November 25, 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 November 25, 2024. About 35 members attended.

- 1. Chapter Positions** – Linda announced that the Jenny Fielding is now the Lawrence Representative for the chapter. Mike Deldon will be stepping down as chapter Treasurer, so a new person is needed there. Linda extended her thanks for his services in that area. Also, the chapter 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.
- 2. Chapter Membership Lists** - Linda indicated that she is working to ensure that only dues-paying members receive chapter updates. If anyone is not receiving such updates, they should let Linda know.
- 3. Professional Staff Reminders**

Day After Thanksgiving - Professional staff should complete their time sheets coded with “AOC” for an off-campus day. No reporting is necessary.

Vacation/Personnel Time – Only 375 hours may be carried over at the end of the calendar year. Staff should use up any amount over 375 before the end of the year. Also, the three personal days (professional staff and faculty) must all be used by December 31.

- 4. Security Training** – It is not necessary to complete this training until after July 1, 2025. The training (on-line) at that time will be for the entire fiscal year. DCE members should be compensated for taking that training.
- 5. Overtime Work for Professional Staff** - Linda stated at MACER on November 19 and repeated here that she is urging professional staff members to refuse to work evenings and Saturdays during peak registration times, such as the first three weeks in January. It is a hardship for employees who already work very hard during the week. By working professional staff are providing management with a solution so that they can avoid hiring more staff and attending to the problems of burnout and turnover. She explained that instead of hiring more professional staff, there is a posting for an additional non-unit professional (NUP) position in the advising area. This, to professional staff, is a serious blow to morale. This is especially grating when one realizes that two professional advisers can be hired for the price of one NUP.

6. **Day Contract Campaign** – Laura Mondt reported from the Directors’ Meeting that planning is underway for a new campaign to increase members’ salaries to amounts more in line with other high-cost states like New York and California. This, she said, is separate from current Day Contract negotiations (for the contract period beginning July 1, 2025). Joe Nardoni, MCCC Vice-President gave a talk on this later in the meeting.
7. **Faculty Issues** – Steve Russell asked faculty members how things were going this semester? What kinds of problems have cropped up, given the increased enrollment and particularly increased Early College enrollment?

A member discussed how students seem to be missing more deadlines. The member feared that refusing to extend deadlines might reflect poorly on their course evaluations.

A member brought up the idea that too many classes are scheduled during the Monday-Wednesday 12:30 time period. Previously, mostly this was reserved for meetings. With classes being scheduled in this time, meetings are less well attended. This can be discussed at MACER.

8. **Day Contract Campaign (Continued)** – MCCC Vice-President Joe Nardoni arrived at the meeting to discuss the new contract campaign. This requires legislative action, he said. Most important is a 70% wage equity adjustment for all unit members, to bring Massachusetts in line with other high-cost states like California. Beyond the equity issues, Nardoni spoke of how increased enrollment with Free Community College has brought an increased workload for faculty and professional staff. Many students need extra help. He estimated that 82% of full-time faculty do extra work as DCE or at other institutions.

This campaign additionally intends to address job security for DCE members including pathways to full-time opportunities, as well as health and retirement benefits. Also there needs to be recognition that a member working at more than one college needs to be recognized as a single member (non-severability).

The campaign recommends that 75% of courses be taught by full-timers and that 4 courses at 3 credits constitute a full-time load. Also, community colleges should be fully funded. At this time, he said the average full-time faculty annual salary in Massachusetts is \$68,324, in peer states, it is \$89, 170. In New York: \$102,730, and in California where cost of living is comparable to Massachusetts, \$116,689. The campaign is demanding that the legislature include in the law (not in bargaining) a requirement that salaries be reevaluated every five years. Also, contract funding must be streamlined to avoid the chaos of recent contract fundings. Also, the campaign is demanding the right to strike (currently prohibited by law) and enforcement of Pacheco Act which specifies penalties if work in the public sector is privatized.

At this point, he said, college management has expressed support for the MCCC effort, but the strength of their commitment needs to be monitored. Management as well as the legislature need to see that members are committed. We need to talk to members, make calls to legislators when asked and tell stories. If we meet significant resistance, he said, we may need to be prepared to strike.

More materials and information about this campaign will be distributed.

The meeting ended at about 1:40.

Next chapter meeting is in the spring semester 2025.

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