

NECCPA – February 24, 2025 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 February 24, 2025. About 42 members attended.

- 1. Delegate Assembly** – Linda announced that the annual MCCC Delegate Assembly will be on Saturday April 26 at 9:30 AM. It will be held on zoom. NECC is allocated 15 members. At least 6 NECC representatives are required to be there for the assembly to achieve a quorum. The Delegate Assembly sets the budget and other directions for the MCCC for the upcoming year.
- 2. Retirement Information** – Linda reminded the group that Ed McCourt, the MCCC retirement consultant is available for individual consultations on zoom. This is valuable information for those planning to retire in the next few years. He can provide information on buy-back. It is good to start these processes well before the projected retirement date as the State Retirement Board is considerably behind in its work. Here is the link to make an appointment for a consult: [MTA HIGHER ED RETIREMENT CONSULTATIONS](#). Information regarding details is included in an e-mail to members from Linda Giampa dated Feb 21.
- 3. Day Contract Pay Raise Campaign** - MTA Consultant Bret Safarian spoke to the group about this campaign to raise faculty and professional staff salaries to the level earned by members in peer states. Power point slides used in the presentation are distributed along with these notes. Bret made the point that success will be achieved not because the State Legislature thinks that it is the right thing to do, but because members actively campaign to get it done. The need for this major salary adjustment is evidenced by the fact that 40% of full time MCCC members also teach DCE. This does not count work outside the community college system. In campaigning it is important to note that community college faculty earn the least amount of any state college and university faculty and work with some of the most challenging students. It is important also to note that throughout the system there are multiple failed faculty searches which speaks to the low salaries that can be offered. On this point especially, the college presidents are on board with this campaign. Free community college has meant more students but not more resources. How is the funding for this to come about? Bret explained that the recent increased tax revenues from the “Fair Share Amendment” would be tapped for this initiative.

Linda asked how this campaign is different from the Day Contract negotiations currently in progress. Bret explained that indeed they are separate. The Campaign appeals to the

State Legislature which is not involved in the specific contract negotiations currently underway.

The question arose as to why systems in Northern New England were being used as comparisons along with higher paying states like New York and California. Bret responded that it is important to understand that even states that are considered low paying (Vermont, for example) are moving ahead of Massachusetts.

It was suggested that the consequences of full time faculty teaching DCE classes is that people totally dependent on DCE salaries have less work. Perhaps full time people should teach fewer DCE courses and leave that work for those exclusively dependent on DCE courses.

A member pointed out that even the lowest paid K-12 members are earning \$10 - \$20,000 more than many of the MCCC faculty.

4. **Member Questions and Concerns** – Linda reminded the group that MACER provides a vehicle for members to bring up problems that they are encountering in their work. Concerns should be brought to her, Laura Mondt or Steve Russell to be introduced at the monthly MACER meeting.
5. **Chapter Positions** – Linda reminded the group that the positions of Chapter Vice-president, Treasurer and Day Grievance Coordinator need to be filled. It is not fair, she said, to overburden a few members with all of the work of running the chapter.
6. **NECCPA Scholarship** – Linda indicated that the new NECCPA scholarship process meant fund raising in the fall and the awarding of the scholarship in the spring. Someone is needed to advertise the scholarship and manage the flow of applications so the scholarship can be awarded this spring. Contributions to the scholarship fund are also needed. Below is information contained in an e-mail sent by Laura Mondt regarding the scholarship. Note the request for volunteers to read the applications:

Award Description and Criteria: [NECCPA Graduating Student Award 2025.docx](#)

Application form: <https://forms.office.com/r/ScMmWcxFgX>

Note: There are no more paper applications. Please have students use the form linked above. applications are due by April 16th.

Please distribute to anyone you know who is graduating!

Additionally, we need at least three members to volunteer to read and rank the applications. The applications close April 16 so you will be expected to read them between then and April 21. Just respond to this email to indicate your interest.

This award is funded by donations from our chapter members. Laura will send out more information about the fundraising campaign and how to donate next week so stay tuned.

7. **Bill Huston** – This past fall, a long time esteemed member of the NECC faculty passed away. It was suggested that the chapter and members donate funds for a memorial tree and plaque on campus. Obituary is: <https://www.legacy.com/us/obituaries/name/william-huston-obituary?id=56575611>
8. **MTA Quality of Life Survey** – Laura Mondt sent this out a few days ago. Be sure to complete it. This survey is designed to collect data on the impact of current wages and working conditions at public colleges and universities in Massachusetts. Answering these questions will help us demonstrate what workers in the public higher education system and their families are experiencing.

The wages and working conditions in Massachusetts public colleges and universities have made it challenging to attract and retain highly qualified staff and faculty, and that jeopardizes student success across our system of public higher education.

The leaders of the Massachusetts Teachers Association (MTA) are committed to ending the underfunding of public higher education. MTA members are leading bargaining and legislative campaigns to have the state invest in the public higher education system our students need to succeed.

Results from this survey will help us to demonstrate to the state Department of Higher Education, [CHEQA Commission](#), the Legislature, Governor Maura Healey, and the public what failing to invest in higher education's most important resource – the people doing the work—actually does to our educators and to student success.

The survey should take less than **15 minutes** to complete. Data will be aggregated, and no names or identifying information will be used when discussing or reporting data. Your participation in the survey is voluntary.

In case you have any questions related to the survey, please contact Vishakha Agarwal at vagarwal@massteacher.org.

Thank you for your participation.

Max Page and Deb McCarthy

Follow this link to the Survey:

[Take the Survey](#)

Or copy and paste the URL below into your internet browser:

https://qualtricsxmthkrhdph9.qualtrics.com/jfe/form/SV_0IExKONlgBrHvIq

The meeting ended at about 1:30.

Next chapter meeting is Monday March 24 at 12:30 on zoom.

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