

NECCPA – November 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 November 24, 2025. About 39 members attended.

1. **MCCC Organizing Committee** – Stacie Hargis, Cochair of the MCCC Organizing Committee explained that the committee is to organize the membership to advocate for issues related to MCCC membership. For example, the committee has been working to get a better DCE Contract for the past two years. Right now, management has not even seen fit to make an offer that falls within the Governor's salary increase parameters.

The committee is especially working to get full-time members the 70% average salary increase to keep them on par with other high cost states. She emphasized how everyone talks about the value of community colleges, but there is reluctance to pay for it.

What is important now, she said, was to build membership, especially now that agency fees are no longer required, per the Janus decision. Statewide there has been a decline in DCE and full-time membership (including at NECC). We need to educate our colleagues about the value of membership. When we work together, it tells management that we are serious and powerful. She advised holding events and inviting members to participate.

2. **New MTA Rep** – Linda introduced David Murray, the new MTA representative for MCCC. He spoke of his long experience in the labor movement.
3. **Director's Report** – NECC Director Laura Mondt reported on recent discussions at the MCCC Board of Directors relative to 90 credit degrees. Also under discussion is an Adjunct Bill of Rights, which focuses on DCE faculty obtaining some benefits.
4. **Day Contract Survey** – Jenny Fielding will be representing NECC to develop a survey of what members feel is important in the Day Contract coming up for negotiation. The current contract (a one-year contract) expires June 30, 2026. She asks that members please participate in the survey.
5. **Brightspace Conversion** – Steve Russell reported on the recent MACER meeting in which the Brightspace conversion was discussed. The chapter was able to get the Memorandum of Agreement (MOA) changed so that payment for conversion will be in

compliance with the local Distance Ed Agreement. Faculty will earn \$100 per credit for conversion of each fully on-line and hybrid course. So, for a 3-credit course, that's \$300. Previously they had offered \$200 per course for each conversion. Face to face courses converting would earn \$50 per credit. Current provisions in the Distance Ed Agreement for developing new courses and for leasing courses remain in effect.

- 6. No Remote Training for Brightspace** - Linda explained that everyone who converts courses to Brightspace would be required to attend training in person. This presents a hardship for some DCE instructors who teach fully on-line. Nevertheless, management is invoking the provision in the DCE Contract that they can require a DCE instructor to attend a once-per-year meeting. At this point, management is not budging on this issue. It is recommended that members keep raising the issue to their dean, especially framing it in terms of the difficulty of finding replacements for the people who are unable to meet the meeting requirement. The inconvenience for the individual is of less interest to management.
- 7. Changes to DCE Contract and Payroll** – Steve explained that at MACER, the VP for Academic Affairs, Dr. Austin Gilliland is planning to try to get DCE instructors into the payroll cycle as soon as the class starts. That means that contracts should be going out at least a month before class starts. When faculty see them they should indicate agreement right away to make sure there are no delays.
- 8. New DCE Hiring Practices** – Steve related how Dr. Gilliland plans to change DCE hiring practices by posting jobs and using Interview Exchange. In some cases, postings will be for specific class assignments. In others, where there are multiple sections, she would like to build up a pool of adjuncts who are ready to teach these courses. Discussion ensued as to whether such pools would undermine the employment possibilities of current adjuncts. Steve responded that this may indeed be management's motivation.
- 9. Personal and Vacation Days** – Linda advised that people use their personal days before December 31. At that point if you don't use them, you lose them. Professional staff must also use up vacation time in excess of 375 hours, or they will lose that. If supervisors push back on members taking vacation time, members should talk to Suzanne Reyes, the Professional Staff rep.
- 10. 10 Year Interval Increase** – This involves an interval increase for full time members who have 10 or more years of service. Payment should show up in the Dec 5 pay check. Notification will be sent by e-mail just before that. If you don't get notification and have been here 10 years or more full time, you should notify HR Vice-president Vivian Cavazzi.
- 11. Remote Days for Professional Staff** – Anyone wanting to work remotely should complete the request form before the end of the calendar year for the 6-month period beginning January 1, 2026. Remote work applications should demonstrate benefit to the college, such as working away from distraction. The personal benefits that one might enjoy working

remotely are not of interest to the college and should not be discussed when applying as it would probably work against you. The form should be on-line soon, but meanwhile, send a paper copy to HR. Linda advised that you discuss with your colleagues the days you prefer, so that there is proper coverage within each unit.

Meeting ended at about 1:30

Next Chapter Meeting is in the Spring 2026 semester.

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