NECCPA – April 23, 2025 Chapter Meeting Notes

Northern Essex Community College Professional Association

NECCPA Director Laura Mondt called the meeting to order shortly after 12:30 PM on Zoom on Wednesday April 23, 2025. About 30 members attended.

1. **Wage Equity Campaign** – Laura gave a presentation related to the Wage Equity campaign. She reported on State House hearings on April 8 in which MCCC leadership participated. The necessity of wage equity seemed well received, especially as they related to recruitment and retention of faculty and professional staff. Laura also asked that members consider giving video testimonials of challenges they face due to substandard wages and high cost of living in Massachusetts.

   Laura asked members to consider being part of the standout on May 1 at 9:00 AM. She also urged members to submit postcards which she and Linda Giampa have available and will provide the postage. They can also help you determine who your legislators are or who the legislators who represent the area around NECC are (if you live outside of Massachusetts).

   This occurred successfully at both the Spurk Building and El-Hefni.

   As for the current Day and DCE contracts Laura asked that members consider being silent observers when negotiations occur.

   Members should also try to be responsive to various calls for action during the summer.

2. **NECCPA Graduating Student Scholarship Award –** Laura reported that the committee had not yet finished reviewing the seven applications submitted this year. Laura announced the winner a few days later: Nayeli Almanzar Lizardo.

   Laura also announced that this year's fundraising goals for the scholarship award were met, allowing the chapter to make the $750 award without the fund going into deficit. Laura said that a scholarship committee will be formed in the fall to do the fundraising then so that the chapter can focus on the actual award in the spring.

3. **Delegate Assembly** - Laura announced that the annual MCCC Delegate Assembly will be on Saturday April 26 at 9:30 AM. It was held on zoom.

Several NECC members attended. The Assembly focused a lot on the Wage Equity campaign and the necessity for all members to participate in getting the legislature's attention. If they don't hear from us, we can be sure, that nothing will be done.

4. **Chapter Elections and Positions** – A motion was made and seconded to elect the following slate of officers for NECCPA for the upcoming year: President, Linda Giampa; Director, Laura Mondt; Secretary, Steve Russell. The slate was elected with a 96% voting in the affirmative and 4% voting to abstain.

   The offices of vice-president and treasurer remain vacant. Also, a Day Grievance Coordinator (appointed position) is needed. Linda has been doing this work for quite some time now. She explained that the work of the chapter needs to be spread around to lots of members. Also, the job of Treasurer is not onerous. Laura and Linda have

   Steve Russell expressed disappointment that he has been for quite some time the only faculty members on the chapter executive board. The union badly needs faculty representation, especially from outside the Liberal Arts Division. We need representation from Health Professions, STEM and Business and Professional Studies and from both campuses. Otherwise, chapter leadership will not know the challenges that members face and will assume that there are no problems in these divisions. The chapter will begin having regular monthly Executive Board pre-MACER meetings on the 2nd Thursday of the month at 2:30 PM. These will be on zoom. Faculty representatives can have chapter responsibilities tailored to what works best for them. It is not always necessary to be public with their opinions. The important thing is that voices be heard from all corners of the college, so that problems can be elevated at MACER.

5. **Final Exam Schedules** – A members asked why an entry on NECC One led members to believe that the final exam period had been abolished. Concerns were expressed that some faculty do use that period and that having a final exam is good preparation for students to enter 4-year colleges where such exams are more prevalent. Steve interjected that this an example of why representation is needed. No one on the Executive Board was aware of the change or of its implications. In any case, the incorrect information was attributable to the interregnum in Academic Affairs leadership and appears to have been taken down. For now, the final exam period will remain as originally planned. This issue and the need for consultation with faculty about issues that concern their work will be on the agenda at the May MACER meeting.

6. **Moving Workspaces and Reorganizations** – As discussed at the April MACER meeting, the Day Contract requires faculty and professional staff to be notified 14 days in advance of any move or reorganization. Report to Linda any violations of this policy.

   The meeting ended at about 1:15. Best wishes were extended for a good summer. The next meeting will be in September, with the date to be announced.

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