NECCPA – September 21, 2026 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 21, 2026. About 50 members attended.

1. **New Academic Year Updates** – Linda welcomed everyone to the first meeting of the AY and informed the membership of the dates for upcoming Fall meetings: 10/19 and 11/16.

   EVP Mike McCarthy and VPAA Austin Gilliland will be holding an open forum 12-1pm on Wed 10/7 TC103 & with videoconference to LC301. Linda encouraged attendance as this is an opportunity to ask questions of admin regarding moves, the Jones Report, class scheduling/cancellations etc. Anyone wishing to ask a question anonymously can reach out to Linda or Laura Mondt.

2. **Intro to MCCC** – For the benefit of new members, Linda briefly reviewed the role of NECCPA and the MCCC, and our relationship with the MTA/NEA. Current Executive Board members were introduced, with vacancies in the Secretary and Treasurer positions. Linda encouraged people to volunteer for these roles.

   In an effort to include more faculty input, a Faculty Advisory Board has been created with representation from each of the academic divisions: Ginger Hurajt from English, Adriana Holden-Gouveia from CIS, Deirdre Budzyna from Early Childhood, and Cheryl Charest from Medical Assisting – thank you all! The Advisory Board will have monthly meetings and the representatives will serve as contact points for MCCC issues within their divisions.

   Lis Espinoza is now serving on the Strategic Action Committee Steering Committee and will collaborate with us as the local chapter. We are still in need of a member for the Organizing Committee – volunteers should reach out to Linda or Laura.

3. **MACER Minutes** – Jenny Fielding provided an update from the most recent MACER meeting on 9/17. There was discussion around the process for Fall course cancellations, Brightspace deadlines for Spring courses, the Fall Finals Schedule, the (former) Academic Affairs Calendar of Meetings, and updates from Mike McCarthy on campus construction and the Police Academy. Minutes from this meeting will be distributed to the membership – please see these minutes for full details. There was a question regarding compensation for

a DCE course that was cancelled close to the start date – language around this was removed from the last contract and this concern should be raised to DCE Bargaining.

4 **Strategic Action Committee Report** – Lis Espinoza provided a report on the activities of the SAC. She noted that the MCCC Advocate (link to September issue here) is an excellent source of information on current issues and actions. She also shared a document with the membership with additional details on a number of actions, including:

a. letters to College Presidents Regarding Online Accessibility;
b. an opportunity to share compliance stories;
c. and a call for MTA Legislative Proposals (deadline 9/28).

There are multiple campaigns currently working for pay increases for our membership.

d. Equity Study - MCCC only. Being completed by a consulting company in collaboration with the BHE, comparing cost of living etc. Still ongoing.
e. Parameters Campaign - larger group of higher ed unions statewide. Calling for a 30% raise that would be implemented 5% Jan/Jul over 3 years to meet change in cost of living. Members can take action by representing at the State House 11/20 (more details will be forthcoming in an email). We are hoping for massive representation from all unions.

5 **Board of Directors Report** – Laura provided a report from the MCCC BOD meeting on 9/18. Topics included:

a. The Equity Study (See 4d above);
b. Day Bargaining – The next session will be on 9/28. This and all future sessions have been agreed to be in-person at QCC. Silent Representatives are encouraged, and have already moved the needle on items before the Bargaining Team. Sign up to be a Silent Representative on 9/28;
c. DCE Bargaining – The Bargaining Team has been named and a Chair will be chosen. Look for communication soon;
d. Accessibility/Title II Impact Bargaining – Management continues to maintain that this work is within the contract. A statewide grievance has been filed, and members are encouraged to contact the College Presidents and share their stories regarding this issue (see 4a & 4b in these minutes for links);
e. The MCCC Fall Conference will be on 9/25 in Quincy and will cover organizing, contract rights, and sessions specific to Day, DCE, and Professional Staff Members. Register here.

6 **Questions and Discussion** – Several items were raised by the group:

a. The semester schedule started before Labor Day, but finals seem to be ending at the same time, so the semester includes more working days? Linda stated we will raise this at the next MACER meeting, but also encouraged members to ask this question at the 10/7 forum with Austin and Mike.

b. It was asked whether not having the Finals Schedule published is in violation of contract? We will follow up on this item.
c. It was also noted that we are again working without a contract, and the last several contract cycles have been excessively delayed by Management, which have had multiple negative impacts on membership. Linda noted our goal is always to negotiate as quickly as we are able to alleviate these burdens, and updates and opportunities for action will be provided by the Bargaining Team as they occur.
d. Peter Flynn noted the ongoing struggle to get faculty as members/active participation, and asked for a breakdown of faculty/professional staff/DCE membership. He also asked what can be done to get more faculty involved? Linda stated she would get that data, and the JANUS decision changed our membership makeup. Members are always encouraged to talk to others in their departments about the benefits of the MCCC.
e. There was a question about Brightspace. When summer work was completed there were strict dates/approvals etc. Will Spring courses have the same process since we currently do not have shells/workload for Spring? Linda has heard this concern from multiple faculty and we will continue to bring this issue forward in MACER.

The meeting ended at about 1:30.

Next Chapter Meeting is October 19, 2026, 12:30 on Zoom.

Respectfully submitted,
Jennifer Fielding
NECCPA Lawrence-At-Large