

**CCCCA Executive Board  
Meeting Minutes  
February 25, 2019  
North 106**

Present: Scott Anderson, Claudine Barnes, Michael Bejtlich, Gail Guarino, Kate Martin

Absent: Bill Berry, Lisa Heller Boragine, Swan Gates, Mary Jenkins, Michele Wolfson

The meeting was called to order at 2:02 pm.

**Meeting Schedule.** The 2 pm meeting time on Mondays seems to work for most members of the Executive Board, but there are competing meetings. Additional meetings for the Spring 2019 semester will be

- Monday, March 25, at 2 pm, and
- Monday, April 22, at 2 pm
- The chapter will hold its General Meeting following College Meeting on Monday, April 1, starting at 3:30 pm.

**Chapter elections** for several positions will be held this April, according to the bylaws. Openings exist for two-year terms as Vice President, Treasurer, Secretary, DCE Coordinator, and three At-large positions (currently occupied by Bill Berry and Lisa Heller Boragine, as well as a vacant seat), and the one-year Director post. Elections will be held online April 2-9. Gail Guarino, who is not running for an office this year, will issue the call for nominations on Wednesday, February 27; nominations will be accepted until March 22.

A **Fund our Future** forum is coming to CCCC on March 14, from 5-7 pm in Lecture Hall A. Billed as a “Community Conversation” on what schools need to thrive, Fund our Future is an MTA effort to increase investment in public educational institutions. This campaign focuses on increasing funding for K-12 institutions by changing the per-student funding calculations, and looking for more financial support for higher education. The MTA is seeking support from educators, administrators, trustees, students, and everyone involved in education. Dr. Cox will provide a welcome and brief introduction, and local chapter members are encouraged to attend. Chapter members other than union leaders (who already have aired their expectations to legislators) would be more effective, it is believed as folks in the trenches could testify as to where specifically needs exist, and what challenges they face as a result of inadequate funding.

Discussion about this forum centered around the lack of support for higher education from the MTA, and concerns heard from community college presidents. MCCC leaders recently met with some community college presidents, including the president of Northern Essex Community College (NECC) who expressed his concern that the funding formulas proposed by MTA would regress to 2001 levels and community colleges would actually lose money. Apparently the MTA-sponsored legislation, although mentioning higher ed, was developed without input from higher education. There seems to be little support by community college administrators due to the expected financial hit (there were no specific data concerning how many college administrators supported/opposed the proposals, but the NECC president was going to circulate his conclusions). Included is a five-year fee freeze, which would also hamstring community colleges.

Claudine will be meeting with representatives of the MTA locals (Barnstable, D-Y, Monomoy, Cape Tech) to bring up higher ed's concerns. The hope is that, at the forum, the conversation will downplay the MTA bill and instead talk about the need for funding for both constituencies affected. The NECC president said that there is no funding source designated for the MTA-sponsored bill, which is in the hundreds of millions of dollars range. Community college presidents have their own legislative agenda, including protecting Dreamers; they prefer to look for and work on smaller bills that have a better chance to be passed. They are also looking for continued contract funding for all three years of a negotiated contract rather than deal with year-to-year wrangling to get the money for agreed-upon raises.

**Professional Staff Job Postings.** The chapter has filed a charge against the college for failure to bargain, and moving a job out of the unit concerning counseling positions; the filing is still in MTA legal. However, the Admissions Director position is to be posted. Liz Daly is the interim director. There have been assurances from the administration that there will be an official search committee formed with representation from across the campus, including someone from the union's Executive Board.

A reliable source has indicated that instead of a full-time replacement Transfer Counselor to fill the position when Mary Oleinik retires, Dr. Cox is planning to split the position into half-time Transfer Counselor and half-time Career Counselor. The chapter is working on a response that could include MACER discussions and a possible faculty/staff move at College Meeting, once confirmation of this plan is received.

There has been some movement on two reclassification applications that have been bouncing around the Administration building for three months. The President's Cabinet is set to approve the reclassifications on Wednesday, February 27. The delay apparently was due to a lack of process. Christine McCarey has asked for union assistance with the paperwork.

**Contract Update.** The next Day Contract meeting is Tuesday, February 26. An update went out a couple of weeks ago. Members should expect a request for union action on campus – perhaps talking with Dr. Cox to get presidents to pressure the management team to back off some demands concerning professional staff, including a cap on vacation time; a proposed change on the vacation accrual structure; and a proposed ban on converting sick time into vacation time. The team is still haggling over the management team's demand to make learning management system (LMS) use mandatory and have faculty evaluated on that use and on the use of primary advising software. This is a returning concern of record-keeping made worse with technology. The Academic Policy & Standards Committee grappled with the mandatory preservation of student grades several years ago, and while keeping records is needed for a time, how faculty kept the grades was up to individual faculty members. Moodle gradebooks are not automatically saved; many faculty don't even back them up. The union response to the gradebook issue is a willingness to report attendance, mid-term warnings, and final grades (which at the moment are not contractual obligations).

**DHE Learning Outcomes.** The Department of Higher Education (DHE) contacted Scott Anderson about a month ago, asking for him to represent the community college arts discipline in Mass Transfer Pathways discussions again. The next step, according to the DHE, now that topics to be covered in transferable classes are agreed upon, is the development of system-wide student learning outcomes. A discussion on the possible erosion of academic freedom ensued, as the prospect of the University of Massachusetts

faculty issuing a dictate on exactly how a course must look in order to be transferable existed, although there was doubt that the University faculty across the state could ever reach agreement among themselves.

**Distance Ed MACER.** There is a need for another member to attend the March 7 (1:30 pm) Distance Ed MACER meeting, as Mike B cannot attend. A discussion of the issues this group is facing followed: proctoring concerns, access to course shells (and who “owns” the material posted – is it the faculty who developed it, or is it the college?), and the need for a directive from Yvette about what to do to save semester gradebooks before they disappear.

The meeting was adjourned at 3:15 pm.

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