

APPROVED MINUTES OF A SPECIAL MEETING OF THE BOARD OF TRUSTEES OF THE COMMUNITY  
COLLEGE DISTRICT OF THE COUNTY OF MACOMB

A special meeting of the Board of Trustees of the Community College District of the County of Macomb was held Monday, October 22, 2018 at 6:00 p.m., in Lecture Hall B, University Center, Professional Development Center, Center Campus, 44575 Garfield Road, Clinton Township, Michigan, for the purpose of voting to: approve September meeting minutes; change the date of the November Board meeting; approve recommendations to hire three administrators (Director of Facilities Management, Director of Learning Unit Support Services, and Director of Athletics); and elect to comply with Section 3 of Act No. 152 of the Public Acts of 2011.

1.0 CALL TO ORDER

The meeting was called to order by Chairperson Haase at 6:05 p.m.

2.0 ROLL CALL

Present: Jennifer Haase, Chairperson  
Frank Cusumano, Vice Chairperson  
Katherine Lorenzo, Secretary  
Roseanne DiMaria, Treasurer  
Kristi Dean, Trustee  
Vincent Viviano, Trustee

Absent: Joseph DeSantis, Trustee

Also present: James Sawyer, President  
Sharon Kowal, Executive Administrative Assistant to the President  
Jeffrey Steele, General Counsel

3.0 APPROVAL OF AGENDA

MOTION by DiMaria, supported by Dean, to approve the agenda as presented.

ALL IN FAVOR:

Ayes: DiMaria, Dean, Cusumano, Lorenzo, Viviano, Haase

Nays:

Absent: DeSantis

Motion carried.

4.0 APPROVAL OF MINUTES

4.1 Special Information Session, September 11, 2018

MOTION by Cusumano, supported by Viviano, to approve the minutes of the September 11, 2018 Special Information Session, as read.

ALL IN FAVOR:

Ayes: Cusumano, Viviano, Dean, DiMaria, Lorenzo, Haase

Nays:

Absent: DeSantis

Motion carried.

4.2 Special Meeting, September 11, 2018

MOTION by Cusumano, supported by Viviano, to approve the minutes of the September 11, 2018 Special Meeting, as read.

ALL IN FAVOR:

Ayes: Cusumano, Viviano, Dean, DiMaria, Lorenzo, Haase

Nays:

Absent: DeSantis

Motion carried.

4.3 Information Session, September 19, 2018

MOTION by Cusumano, supported by Viviano, to approve the minutes of the September 19, 2018 Information Session, as read.

ALL IN FAVOR:

Ayes: Cusumano, Viviano, Dean, DiMaria, Lorenzo, Haase

Nays:

Absent: DeSantis

Motion carried.

4.4 Closed Session, September 19, 2018

MOTION by Cusumano, supported by Viviano, to approve the minutes of the September 19, 2018 Closed Session, as read.

ALL IN FAVOR:

Ayes: Cusumano, Viviano, Dean, DiMaria, Lorenzo, Haase

Nays:

Absent: DeSantis

Motion carried.

4.5 Regular Meeting, September 19, 2018

MOTION by Cusumano, supported by Viviano, to approve the minutes of the September 19, 2018 Regular Meeting, as read.

ALL IN FAVOR:

Ayes: Cusumano, Viviano, Dean, DiMaria, Lorenzo, Haase

Nays:

Absent: DeSantis

Motion carried.

5.0 BOARD OF TRUSTEES REPORTS/PROPOSALS

5.1 Board of Trustees Reports (verbal)

None.

5.2 Change Date for November 21, 2018 Meetings

MOTION by Lorenzo, supported by DiMaria, to reschedule the Wednesday, November 21, 2018 board meetings to Wednesday, November 14, 2018.

ROLL CALL VOTE:

Ayes: Lorenzo, DiMaria, Cusumano, Dean, Viviano, Haase

Nays:

Absent: DeSantis

Motion carried.

6.0 PRESIDENT'S REPORT (verbal)

President Sawyer stated that with the implementation of the new contract for the full-time faculty, we made some unfortunate errors in the payroll processing. He apologizes on behalf of the college and appreciates the patience of the faculty as we work to rectify the problems.

7.0 FINANCIAL REPORTS - None

8.0 PERSONNEL REPORTS

8.1 Personnel Actions

8.1.A. – Cleveland Simmons, Administrative, Director of Facilities Management

MOTION by DiMaria, supported by Dean to approve the appointment of Cleveland Simmons, Administrative, Director of Facilities Management.

ROLL CALL VOTE:

Ayes: DiMaria, Dean, Cusumano, Lorenzo, Viviano, Haase

Nays:

Absent: DeSantis

Motion carried.

8.1.B. – Gail Turri, Administrative, Director of Learning Unit Support Services

MOTION by DiMaria, supported by Dean to approve the appointment of Gail Turri, Administrative, Director of Learning Unit Support Services.

ROLL CALL VOTE:

Ayes: DiMaria, Dean, Cusumano, Lorenzo, Viviano, Haase

Nays:

Absent: DeSantis

Motion carried.

8.1.C. – Bryan Rizzo, Administrative, Director of Athletics

MOTION by DiMaria, supported by Dean to approve the appointment of Bryan Rizzo, Administrative, Director of Athletics.

ROLL CALL VOTE:

Ayes: DiMaria, Dean, Cusumano, Lorenzo, Viviano, Haase

Nays:

Absent: DeSantis

Motion carried.

9.0 AUDIENCE PARTICIPATION (verbal)

JESSICA GIBSON – I am an adjunct in the EAT department. I teach in the manufacturing department with CNCs. I am really hoping to bring some light to some problems that us adjuncts are facing in the college. I want to state that this is nothing against any of my peers, other people that I work with, or associate with, or the full-time faculty. I highly value all of these relationships that I have made over the past few years of working for Macomb. Almost every semester I am given my classes two to three days before they begin. I always end up managing, but it always leaves me scrambling every semester. Tuesday was the beginning of eight-week classes. After going over the syllabus with my math class, some students brought to my attention that the Bookstore told them to use a newer edition than what I had. My class knew many weeks before me that there was a book change. The following morning, I received an email from the office telling me that I was to be using a book, which I had never seen, never heard of and I did not receive until a few days after. I felt very silly and foolish talking to my class about a book that I had no idea about. So now, I have to redo my whole curriculum for this class on such extreme short notice. I know that this is not an isolated case in the college and it's happening in all departments but I really want to stress that it is happening primarily in the EAT. This is a very very big problem there. It's making professors look unprofessional and unorganized all over. The college is allowing this to happen because changing it, I'm wording this exact, would inconvenient

everyone. I'm telling you from myself that getting classes three days before is highly inconvenient for about a third of the teaching adjunct faculty here. I'd also like to say that the college states that we do 75 percent of the work of the full-time staff, but my big question is why are we only receiving one third of the pay. That doesn't equal out at all in my head. It is extremely insulting, defeating and really belittling. I didn't realize that when I became a professor that the word adjunct in front of it made me less valuable as a professor here. I want to stress another thing here, that I absolutely love what I do, at school and outside of school, it's my whole life. But realizations of what's been going on at the bargaining table, and far beyond that as well, are taking a giant toll on my enthusiasm here. Things really need to change. If I seem nervous to you guys I am so extremely nervous, I am so worried that while you are allowing me to talk you are not actually going to be listening to the words that I am saying right now. Thank you very much for listening to me.

JODY MONDAY – Good evening everybody, I am the president of the AAFMCC union and the grievance officer. Tonight I am not speaking on behalf of myself, I am speaking on behalf of another member who teaches in the English department and Communications department and she is requesting to go under a pseudonym name of Hemmingstein. I will read this for you. She wrote: Good evening Board of Trustees. My name is Hemmingstein and I am an adjunct member in the Communications department here at Macomb Community College. I joined the faculty here in 2014 after earning my master's degree at the University of Toledo. I am writing today in support of my local union as they work tirelessly bargaining our new contract. I have been informed that the college has offered the union a pay raise that is rather insulting – a mere \$48 credit hour after three years. As an adjunct faculty member this would likely result in a pay increase of only \$1,100 approximately, per academic year. While I understand that as an adjunct faculty member that I cannot expect the college to offer me a rate of pay or compensation package equaling that of the full-time faculty, this meager raise is an insult at best. To explain I have been fortunate enough to secure teaching over the summer semesters, however, the summer months are still financially lean. I am likely to make half or less of what I make during the regular semesters. As you can imagine my bills do not decrease by half during the summer. From mid-May to mid-September, I am struggling to pay my bills and provide food for my family. Once the fall semester begins and I am teaching at multiple institutions, maximum loads allowed at each for part time faculty I am able to start paying catch up with my bills. This past period I was able to go from two months behind on utilities to only one month behind. I was also able to make a real trip to the grocery store. Unfortunately, I miscalculated a few payments and ended up over drafting my bank account by over \$400. This all happened a full week before I can expect my first paycheck. I am not asking the college to increase my pay by 300 percent, which is how much more the full-time faculty gets to teach a class here and to put me on the same level as full-time faculty. What I am asking, however, is for the college to recognize that the adjunct faculty is almost always as qualified and nearly as experienced as the full-time faculty. The pay gap is not only insulting it is unfair. What many adjuncts, myself included, would like to see is simple: a reasonable pay raise that will allow us the opportunity to have health care, buy groceries, pay rent, and have utilities without having to sacrifice piece of mind. When I am spending all of my free time and mental energy on worrying how the bills will be paid or how I will put food on the table for my family, I cannot be the teacher that I strive to be. I have taken on several odd jobs that interfere with my ability to lesson plan, sleep, be a mother and wife and continue to work on my dissertation. If the college does not feel that a substantial, again not enormous pay raise, is necessary, the very least they can do would be to increase the cap on credit hours we are allowed to teach so that adjuncts may not have to rely on teaching across several institutions just to make

ends meet and to provide us with affordable health care options. I have not seen a dentist in almost a decade. I have not had my eyes checked and my prescription renewed in two years. I have not seen a primary care doctor in over a decade. This is unacceptable. When I did manage to purchase a health care plan for myself after a month I had to cancel it so that I could pay rent. I have to teach at three schools and I still cannot afford to save money. I spend at least twelve hours a week in my car from one school to another. I have accepted the struggle of an adjunct instructor because I love my job. I love Macomb Community College. I love my colleagues and administrators within my department but I refuse to accept that I must live so near the poverty rate while my equals, full-time faculty, are making triple what I make, have health care and are able to teach more classes each semester. My email is evidence of my hard work. I am never able to attend a meeting like this because I have to teach full and wild schedules. It is time for something to change if the college hopes to continue to set an example for the community colleges across the country, and I know it does, and if it hopes to maintain its status within the county, then the time has come for the college to invest back into its faculty. Macomb Community College states that they are a major contributor to the community's quality of life on their website. If this is truly to be the case, if the college honestly believes that their mission to provide a positive quality of life to members of this community, then the college must strive to pay a fair and living wage to the faculty members who are also often members of this same community. Community colleges play a crucial role in the well-being of their communities by providing affordable education and community enrichment opportunities to members of the community. The college shows that they are invested in Macomb County and its surrounding regions while investing in our students is certainly an important and necessary endeavor, by neglecting the needs of our part-time faculty at the college is not fully living up to its stated mission and vision. Again, it's time for something to change. The proposed raised credit hour would barely make a dent in the financial struggle, which face many adjunct faculty members. An additional \$1,100 a year would not even equate to an extra \$100 a month. To even suggest that it is a fair raise shows the adjunct faculty members that their hard work indeed, their work which gives the college its hard-earned reputation and which supports over two-thirds of the teaching load that their work is of little or no consequence to the college. This imbalance of adjunct faculty and full-time faculty along with their pay discrepancy has reached a point of no return. The college must act in a way, which provides all faculty members with the ability to provide for themselves and their families. No faculty member should have to choose between buying groceries or paying the rent when the college is thriving off of our work. I welcome any discussion and am willing to discuss this matter with any of you if you would leave your name or your comments with Jody I will certainly reply to all of them. Respectfully, Hemmingstein

DR. SUSAN KIRWAN – I have taught anthropology at Macomb Community College now for nine years. I am very good at teaching. When I said goodbye to my class at the end of winter semester, 2018, my students gave me a standing ovation and presented me with a bouquet of a dozen long stemmed red roses. If my students were paying me I would receive economic justice, but they are not paying me. The board of trustees and their administrators are paying me. And for this reason I wish to remind you of a few things:

One, faculty and students do not exist to serve the board of trustees and their administrators rather the board of trustees and administrators exist to serve scholars – that is adjunct faculty and their students.

Two, without faculty and students there would be no college. And your administrators would become the unemployed. Every employee, even McDonald's employees, receives

compensation for every minute spent working. I too deserve compensation for every minute worked outside of the classroom. In fact, most of my work is done outside of the classroom, not inside of the classroom. Thus, I accuse the board of trustees and their administration of running academic sweatshops that exploit us adjuncts mercilessly without pay. An illustration of all my unpaid work I submit a partial log of unpaid labor hours. Thank you. This will speak for itself. (She hands out a copy of her log to the members of the board.)

NICOLAS ZASTROW – I work on behalf of AAFMCC. I am speaking on behalf of an adjunct who unfortunately could not be here this evening. Actually, she is teaching at another college. Good evening, my name is Nicole Castle-Kelly. I began teaching comp and literature courses for Macomb Community College in the fall of 2016. It has been an honor and one of the highlights of my life. Sadder, Kurt Vonnegut wrote in a letter to a North Dakota school board after they burned his book in the high school furnace, that he felt he wasn't real to those people. When I attended my first bargaining session this is how I felt, I was not real to Dr. William Tammone or Denise Williams. I wanted to speak today so that you could put a face to a real live adjunct when thinking about the maddening indifferences we have been shown by those in the bargaining session. Neither Dr. Tammone or Ms. Williams looked at me or acknowledged my presence. I was nothing more than a fly on the wall, a pest to be swatted at any moment. During the session, it was evident that the HR director found it perfectly acceptable to show her disdain. It was my hope that Dr. William Tammone would think long and hard on what happened during these negotiations or more importantly, what didn't happen. Our team was told that they had given much consideration to our proposals and that it was no, on all of them. It is my hope that the board of trustees will instruct their team to acknowledge and fairly consider our proposals. I am still puzzled why a place that I have taught with passion and professionalism wouldn't want to show that I am valued. So I ask you, board of trustees, why? Do you even have an answer? Is this the kind of environment you wish to cultivate? Is this how you want to be perceived locally and nationally? I would think not. And again, I ask you why treat your adjunct so shamefully? Thank you.

EUGENE GROESBECK – Good evening. I reside in Shelby Township, Michigan. I am here tonight to support the Association of Adjunct Faculty of Macomb Community College. By way of disclosure, I am also a candidate for Macomb Community College board of trustees on the November 6 ballot. I have been endorsed by the Association of Adjunct Faculty at Macomb Community College and two of the AFSCME bargaining units here at the college, AFSCME 2172 and also by the Metro Detroit AFL-CIO. So it was during the course of this campaign, and I am not a Johnny-come-lately to running for the board, this is my fourth or fifth or maybe my sixth attempt. You think someone with a prominent name would be able to get on this board, but not up to this point, but I am hopeful to join you. So I became aware of the plight of the adjunct professors during the course of my campaign. Quite frankly, not only as a resident of Macomb County but as a graduate of Macomb Community College, Class of 1979, I was shocked. I had no knowledge that 76 percent of the instructors here were adjuncts and this again came as a real surprise. Then it came as a further surprise to learn that they are not treated equitably and fairly at the bargaining table. It's puzzling, it's disturbing, it makes no sense. Now some of you know I am a retiree from the Macomb County Sheriff's Office. I put 25 years as a corrections deputy. During my tenure there, I served as a steward, vice president, president of our labor association of Macomb County Professional Deputy Sheriff's Association. I represented all three uniformed personnel at the time, we were one big happy dysfunctional family, there's never been a schism in our union subsequent to that. Now that union only represents the corrections deputies. That is the classification I came from. During



my time there we were in a similar plight situation as the adjunct professors. Although we were the largest group at the department, we were treated unfairly at the bargaining table in terms of wages and benefits. I did my best as a union official to right that wrong and I accomplished some of my goals. If I am elected to the board of commissioners, if the citizens of Macomb County reward me and consider me a person they would like on the board and I join this esteemed board, I can guarantee that the Association and the other unions that endorsed me and all the nine bargaining unions, that I will be there working on their behalf and I look forward to working with this board to address these problems and to make sure that again they are treated fairly and equitably at the bargaining table. Thank you very much.

WESLEY ARNOLD – I have been associated with this college since the early sixties. I think it was '62, went to class down on Federal, Lincoln High School. Since then I have earned several degrees including some work on a doctoral. I agree with just about everything these folks have said, yeah, everything. Really short just an important point that I think you need to be aware of – are you aware that you are losing good teachers and students to OCC and other local colleges. Now I applaud our president for his work in recruiting students. I've heard you on several of the things on radio and TV and I applaud his efforts. But we are losing good teachers and students. One little closing remark that really hit me is I have two grandsons and one of them said to me "Oh I am not going to go to MCC that's to Mickey Mouse, I am going to OCC. We have a lot of professors that came from Macomb and I think we have better professors there than we do at MCC." Wow, what a slap in the face. Thank you very much.

10.0 REPORTS OF ADMINISTRATION – INFORMATION ITEMS – None

11.0 REPORTS OF ADMINISTRATION – ACTION ITEMS

11.1 Donations – None

11.2 Change Orders - None

11.3 Authorization for Purchases - None

11.4 Publicly Funded Health Insurance Contribution Act

MOTION by DiMaria, supported by Dean that Board of Trustees vote to elect to comply with Section 3 of Act No. 152 of the Public Acts of 2011.

ROLL CALL VOTE:

Ayes: DiMaria, Dean, Cusumano, Lorenzo, Viviano, Haase

Nays:

Absent: DeSantis

Motion carried.

12 POLICY ACTIONS - None

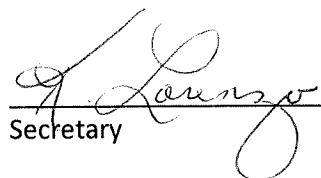
13 ADJOURNMENT

MOTION by DiMaria, supported by Dean, to adjourn the meeting.

Motion carried.

The meeting adjourned at 6:36 p.m.

COMMUNITY COLLEGE DISTRICT OF THE COUNTY OF MACOMB BOARD OF TRUSTEES

  
Secretary