

**2009-2012 MSCA Day Contract Orientation**  
**Framingham State College**  
**October 9, 2009**

I. Funding

- A. The contract is in effect; there is no language contingent on funding (other than the 1.5% increase).
- B. The 1.5% increase due July 1, 2009, has not been funded.
- C. The governor has not submitted the funding request and is beyond the 45-day requirement. This is not unusual and does not necessarily indicate a problem. The governor continues to support the increases and has said that he will defend the increases to the legislature.

II. Benefits (Article IV)

- A. Added to the list of persons for whom the up to 20 days of personal sick leave may be used to care for: domestic partner, domestic partner's child or parent, or domestic partner's relative living in the unit member's immediate household; or in connection with the birth or adoption of domestic partner's child. [pp. 29-30]
- B. Added to the list of circumstances for which the up to 10 consecutive days of sick leave may be used: birth of domestic partner's child, or adoption of a child by unit member's domestic partner. [p. 37]
- C. Bereavement leave for death of a spouse, domestic partner, child or stepchild increased to seven days. [p. 38]
- D. FMLA leave may be extended for an additional 14 weeks at the request of the unit member provided that the qualifying condition persists. [p. 45]
- E. Reference to the Small Necessities Leave Act. [p. 45]
- F. Mileage rate will be the IRS rate as it changes from time to time. [pp. 46, 48]
- G. Meal rates: breakfast = \$7.50; lunch = \$12.50; dinner = \$20.00. [pp. 47, 48]
- H. Fees charged to unit members, spouse and children for day undergraduate courses shall be no more than they were on September 1, 2008; this "fee freeze" is in effect until June 30, 2012. [p. 49]
- I. Members not required to use Personal Leave to observe religious holidays. [p. 52]

### III. Department Chairs (Article VI)

- A. For term limits, the number of full-time members of a department is counted at the time the election is to take place; members on leave on a full-time basis are not counted; no retroactive application. [p. 61]
- B. Each department must have written procedures for selection of committee members, etc. [pp. 62, 67, 69]
- C. Search committees for faculty who will have teaching requirements outside the home department must consult with the other department if the Vice President so requests. [p. 69]

### IV. Evaluations (Article VIII)

- A. Faculty should be aware of the ability to receive college service recognition for being assigned more than 30 advisees *effective this evaluation cycle*. [pp. 89, 188]
- B. Faculty may include items such as service on system-wide committees and as Program Area Chairs without release time<sup>1</sup> as “contributions to the professional growth and development of the college community.” [pp. 89, 198-199]
- C. Evaluation committee eligibility – Memorandum of Understanding, updated September 1, 2009.
- D. Confidentiality. [p. 88]
- E. Members are not evaluated during a terminal appointment unless the President requires an evaluation upon the recommendation of the Department Chair, Library Director or Library Program Area Chair, or the Vice President. [p. 91]
- F. Part-time faculty are evaluated in the first semester and every sixth or 32<sup>nd</sup> credit (11<sup>th</sup> course at Framingham) thereafter. [p. 92]
- G. Web-based SIR II used in distance education courses. [p. 94-95]
- H. Student evaluations administered at the appropriate time with appropriate instruction in team-taught courses. [p. 95]
- I. List of semesters for which student evaluations are not or may not be available. [pp. 95-96]

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<sup>1</sup> When a Program Area Chair receives release time, the service as Program Area Chair is an Alternative Professional Responsibility.

- J. Classroom observations – Chairs conduct at most two classroom observations; one in-class and one distance education if faculty teaching both modes of instruction. [p. 96]
  - K. Classroom observations – Chairs conduct at most two classroom observations; one in-class and one distance education if faculty teaching both modes of instruction. [p. 96]
  - L. Unit members hired after December 31, 2005 who are being evaluated for third-year (or fifth-year) reappointment have no PEC (note oversight on Appendix M - Personnel Calendar).
  - M. No post-tenure review this academic year or next academic year.
- V. Workload (Article XII)
- A. Training sessions on advising should be held by December 1, 2009. [p. 189]
  - B. Equivalencies – No less credit than provided at the end of last academic year. The Vice President may increase, but not decrease, the credit awarded for modes of instruction or number of assigned students on a course-by-course, but not instructor-by-instructor, basis. Such increases must remain in place for the duration of the agreement unless the underlying condition for the increase no longer exists. [p. 192]
  - C. Equivalencies – New categories: Honors Thesis Supervision and Graduate Thesis Supervision. [p. 192]
  - D. Clinical Nursing Instructors expended beyond Fitchburg. [p. 186, 194]
- VI. Minimum Salary Formula (Article XIII-A)
- A. New items under “Other Appropriate Professional Experience.” [p. 226]
  - B. The values in the formula have not increased since July 1, 2006.
- VII. Professional Development Moneys (Article XIV)
- A. Full-time (and salaried part-time) members employed in the Fall semester only are eligible; those employed in the spring semester only are not eligible. [p. 230]
  - B. ERC is working on the per capita amount.
- VIII. Sabbatical Leaves (Article VX)
- A. Uniform computation of years toward eligibility: two semesters equal one year, temporary service immediately preceding tenure-track service counts. [p. 232]

- B. Approval of the proposal is separate from determination of college's fiscal ability to support the sabbatical; expanded deferrals. [pp. 234-235]
- C. The parties are working to repeal the State College sabbatical law; a hearing was held on September 29th; reopening of applications after October 1, 2009 if the law is repealed soon. [p. 235]

IX. Appointment and Promotion (Article XX)

- A. Clarify that promotion criteria must be met by September 1 of the evaluation period. [p. 243]
- B. Automatic promotion from Instructor to Assistant Professor. [p. 243]
- C. Automatic promotion from Assistant Librarian to Associate Librarian. [p. 250].
- D. Appointment criteria for Clinical Nursing Instructors. [p. 247]