

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
September 9, 2005
Worcester State College**

Present: Ambacher, Art, Falke, George, Hetzel, Hogan, Markunas, McGee, Minasian, O'Donnell, Paolillo, Price, Schlosberg, Seider, Shartin, Stonehouse, Tetrault

Guests: Margaret Vaughan (Salem), Donna Sirutis (MTA), Robert Whalen (MTA)

Approval of the Orders of the Day and the Minutes

The meeting was called to order at 10:00 a.m.

It was moved and seconded to approve the orders of the day. The motion passed.

It was moved and seconded to approve the minutes of the June 3, 2005, meeting. The motion passed.

It was moved and seconded to approve the minutes of the August 29, 2005, meeting. The motion passed.

MSCA Officers' Reports:

President - Patricia Markunas

MSCA Committee Appointments

It was moved and seconded to appoint Alla Kucher (MCLA) to serve on the MSCA Grievance Committee. The motion passed.

Status of the Contract Funding

President Markunas gave a brief overview of the status of contract funding and recent conversations with members of the COP, BHE, and MTA staff members in regards to the contract funding. Discussion followed. The status of HB530 (change to the collective bargaining law) was also discussed.

Proposal for a Higher Education Advocacy Organization

Distributed was an email from Dan Clawson concerning a proposal to support the formation of a higher education advocacy organization, to be funded on the unions' part by the \$30 dues surcharge that higher education members pay to MTA for the media campaign. President Markunas was disappointed that the HELC meeting on 9/9/05 was canceled for lack of a quorum, but urged the Board's support for this proposal in concept.

It was moved and seconded that the Board approve the formation of a higher education advocacy organization in concept. The motion passed.

Legislative Items

Unemployment Benefits for Part-time Faculty. A part-time faculty member at Westfield State College asked for the Board's endorsement of a proposed bill to provide unemployment benefits to part-time faculty members between semesters and over semester breaks. President Markunas offered this proposal for the Board's action.

It was moved and seconded to support a proposed bill to provide unemployment benefits to part-time faculty members between semesters and over semester breaks.

Discussion followed. It was agreed that members without college employment contracts or full-time employment, including DGCE unit members, are already able to apply for and receive unemployment benefits between semesters and over semester breaks.

It was moved and seconded to table the motion. The motion passed. MTA Consultant Robert Whalen agreed to contact the part-time member at Westfield to assist him in claiming benefits.

Joint Committee on Higher Education.

President Markunas' distributed the schedule of hearings to be held by the Joint Committee on Higher Education over the next two months. President Markunas was asked to testify at the hearing on state college issues, scheduled for the afternoon of October 21st. She urged all Board members to attend this session as well as the hearings scheduled for the other two segments. Faculty and librarians at Bridgewater and Mass Maritime should be encouraged to attend the October 21st hearing, for which her office is developing an informational flyer with driving directions from BRI to the Academy.

Constitutional Convention.

President Markunas distributed a list of activities related to the constitutional convention scheduled for Wednesday, September 14th. Recent press reports have indicated that the Travagliani-Lees amendment to ban same-sex marriages but allow civil unions will fail. However, the recent certification of a proposed initiative petition to amend the constitution to ban same sex marriage altogether ups the ante in terms of the size of the vote on Wednesday.

Report on the Employee Relations Committee Meeting of August 31st

President Markunas reported on the August 31 ERC meeting. The following items were discussed:

Contract Orientation Workshop: the contract orientation workshop will be held at Bridgewater State College on October 21 (10:00 am - 12:15 pm).

Tenure Evaluation Process: the tenure evaluation process to be used this year will be the one in the prior agreement (2001-2003 CBA).

Post-Tenure Review (PTR): packets will be sent to PTR faculty/librarians by certified mail/return receipt requested by September 12, 2005, campus meetings will be held on PTR, faculty/librarians with tenure as of September 1, 2004 are eligible for PTR, and for this transitional year any classroom observations from the past four years (or a new observation) may be used for PTR.

Departmental Peer Evaluation Committees: due to timing of PTR, this year's evaluation of department chairpersons will be postponed until after November 1st. Those members who will be evaluated for PTR this year will not be able to serve on any chair's evaluation committee.

First-year Reappointments: First year faculty will have only a classroom observation (and student evaluations if the contract is funded) by the department chair. This evaluation, without supporting materials or a recommendation, will be forwarded to the academic vice president who will make the recommendation concerning reappointment.

Professional Development Moneys: These will be distributed as taxed cash payments. All materials and equipment purchased with these moneys will belong to individual members, not the college. The amount to be distributed should be decided on by September 15, 2005.

Electronic Access to Evaluation Forms: For ease of distribution the following forms are being converted to electronic format: A-1, A-2, B-1, B-2, D (all forms), E-1, E-2, G,H, and N (all forms).

Visits from Candidates for MTA Office

Paul Toner, a candidate for the MTA vice presidency, and Anne Wass, a candidate for the MTA presidency, will visit the October 7th Board meeting. Richard Shea, a candidate for the MTA vice presidency, will visit the November 4th Board meeting. Donna Johnson, a candidate for the MTA Executive Committee has yet to respond to this invitation.

Hurricane Katrina

President Markunas reported that she sent a request to COP Chairperson Janelle Ashley over the weekend, asking for the college presidents to extend the existing contractual volunteer leave to activities related to relief efforts for survivors of Hurricane Katrina for the fall semester. President Ashley will present this request at the September 9, 2005 COP meeting. President Markunas will inform Board members of their decision when she receives it.

President Markunas asked Nancy George (Salem) and Susan Sturgeon (Salem) to keep her posted on any organized efforts to replace journals, books and other educational materials for local, school and college libraries and K-G educators on the Gulf Coast.

Ben Jacques has asked President Markunas to refer to him any possible stories for the *Perspective* about member involvement in relief efforts as well as any displaced faculty, librarians or students who have found temporary placement at the state colleges. At MCLA there are several such individuals.

Board of Higher Education

The first meeting of the BHE (pending quorum) is Thursday, September 15, beginning at 9:30 am at MCLA.

Organizational Nuts and Bolts Items

Attendance at Board Meetings. President Markunas reminded Board members to give notice to her when they are unable to attend any regular or special meeting of the Board.

Use of College Materials for Union Work. President Markunas reminded all chapter presidents and asked that they remind their local officers and executive committee members that under no circumstances are college letterhead, envelopes, materials, postage and photocopying services to be used for the conduct of MSCA business. The contract allows MSCA use of the telephone, email and campus mail systems, plus certain provisions about office space and bulletin boards. Chapter presidents should insure that officers and executive committee members have union-purchased or reimbursed materials for their use.

Communications. President Markunas asked that Board members review the Board directory and make sure that all of members' contact information is correct. She also asked that members keep her office apprised of any changes in this information over the year.

Vice President - Frank Minasian

Vice President Minasian thanked Board members for their support during the past summer of personal loss.

Vice President Minasian encouraged the Board to be proactive in getting the contract funded.

Treasurer - Gail Price

Treasurer Price distributed and presented her report. An audit is still being conducted. It was requested that chapter presidents send her office copies of the Appendix Q from their campus. Non-compliant individuals continue to be hired by colleges, a practice that needs to stop. Colleges are also making costly mistakes, for the MSCA, in payroll deduction of dues.

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Melissa Beatty was hired to replace Treasurer Price's former bookkeeper. Treasurer Price spoke highly of her assistant Karl Lindfors, who has customized the software used by the Treasurer's office. The Board recommended that Karl be invited to a future Board meeting in appreciation of his work for the MSCA.

It was moved and seconded that Professor Susan Dutch be compensated for her participation at the Williamstown conference. The motion passed.

Secretary - Nancy George
Passed.

MSCA Committee Reports

Ad Hoc Committee on Contingency Plans - Brad Art

The following actions to support the contract's funding were recommended to the Board: President Markunas be on the BHE September 15, 2005, agenda; chapter presidents contact college presidents and ask that college presidents call the governor's office; chapter presidents contact college trustees and request that they contact the governor's office. Discussion followed. An email will be sent out to chapter presidents with recommended strategies.

Ad Hoc Committee on Librarian Concerns - Nancy George
Passed.

Salary Database Committee - C.J. O'Donnell

Chair O'Donnell distributed information on and discussed the committee's work on identifying and correcting errors in the salaries of faculty/librarians. It is important that this work be completed before the new contract is funded. Discussion followed.

Grievance Committee - Maggie Vaughan
Chair Vaughan distributed her report.

It was moved and seconded to go into executive session. The motion passed.

It was moved and seconded to go out of executive session. The motion passed.

MTA Reports:

MSCA Day Bargaining Unit - Donna Sirutis

It was moved and seconded to go into executive session. The motion passed.

It was moved and seconded to go out of executive session. The motion passed.

MSCA DGCE Bargaining Unit - Bob Whalen

A case at MCLA, an unfair labor practice charge, is almost settled. A brief review of the case and its history was given to Board members.

Consultant Whalen distributed the contract course proportions at each campus for Summer 2003 to Spring 2005. Discussion followed.

MTA Director's Report - Len Paolillo

Director Paolillo expects to be appointed to serve as the chair of the NEA Legislative Committee.

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Local Chapter President's Reports

Worcester - Overload hours continue to be a problem along with a shortage of full-time faculty.

Westfield - A brief report was provided to Board members.

Salem - There are 500 more students than anticipated this fall and 25 new faculty members. 15% cap n part-time sections continues to be a problem at Salem.

MMA - Nine new faculty members have been hired at the Academy.

MCLA - Enrollment is up.

Mass. College of Art – no report.

Framingham – The president of the college is retiring as of January 1, 2006. 12 new tenure track positions were created to replace 12 temporary faculty positions.

Fitchburg - Enrollment is lower than projected due to an admissions office error.

Bridgewater - More new students arrived than anticipated. There continue to be problems with the 15% cap on part-time sections.

The meeting adjourned at 2:50 p.m.

Respectfully submitted,
Nancy George
MSCA Secretary