

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
October 7, 2005
MTA – Auburn Regional Office**

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

Guests: Deb Foss (MCLA), Kathleen Harrigan (Braintree Teachers Association-Retired), Karl Lindfors (MSCA Treasurer's Office), Gerry Ruane (Malden Education Association), Donna Sirutis (MTA), Paul Toner (Cambridge Teachers Association), David Twiss (Worcester/MSCA), Anne Wass (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 September 9, 2005, meeting. The motion passed.

Visiting Speakers:

Paul Toner, President of the Cambridge Teachers Association, is running for MTA Vice President. Mr. Toner is a 7th and 8th grade middle school teacher and represents 1100 MTA members in Cambridge. He gave the Board a brief overview of his education, background, and experience.

Anne Wass, current MTA Vice President, is running for MTA President. She spoke briefly on various issues of concern to MSCA members and described her visits to the various state college campuses.

MSCA Officers' Reports:

President - Patricia Markunas

MSCA Committee Appointments

President Markunas asked for nominations for MSCA Committees; none were presented.

Status of the Contract Funding Request/Presidential Salaries

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.

Attached to President Markunas' report was a revised table of presidential salary increases that were enacted at the September BHE meeting, showing both old and new salaries, the size and percentage of the raises, and a comparison of the raises for the community and state colleges. Only five state college presidents' salaries have been acted on as of yet. President Markunas expected the remaining presidents' salaries to be acted on at the next BHE meeting to be held on Thursday, October 20th at Mt. Wachusett Community College in Gardner. It was noted that all presidential salary increases have to be approved by colleges' boards of trustees. When the MSCA has a complete listing of presidential salary increases, this information will be distributed to the membership.

Legislative Items

Joint Committee on Higher Education. Two informational hearings remain: Tuesday, October 11th, beginning at 10:00 a.m. at UMass-Boston, to focus on university issues; and Monday, October 31st beginning at 1:00 p.m. at the Maritime Academy, to focus on state college issues.

It was suggested that the Committee hold an informational hearing on faculty issues. President Markunas will propose this idea at next week's HELC meeting.

President Markunas recommended the Board take a position on the following bills: S 780, sponsored by Senator Rosenberg, on formula funding/student charges/tuition and fees; H 1262, sponsored by Representative Walsh, on textbook policies and restrictions; H 3912, sponsored by Representative Kaprielian, to prohibit colleges from accepting gifts that restrict academic freedom; and H 1234, sponsored by Representative Perry, to establish an Academic Bill of Rights.

It was moved and seconded to oppose H 1262. The motion passed.

It was moved and seconded to oppose H 1234. The motion passed.

Consideration of S 780 and H 1234 was postponed pending additional information on the bills.

Joint Committee on Public Service

The hearings on bills to establish health insurance and retirement benefits for part-time faculty went very well. Appreciation was given to David Goodof (Salem State College), Margo Capparelli (Framingham State College) and Christopher Chippendale (Mass Art) for testifying in person at the hearing on behalf of state college part-time faculty. Part-time members who are interested in supporting these bills should be encouraged to contact their local reps and senators about them.

President Markunas reported to the Board about her meetings with Owen Murphy (legislative aide for Senator Buoniconti) and Senator Rosenberg about the legislation to change Chapter 150E. The bill is still in committee. President Markunas will discuss this issue further at next week's meeting of the Higher Education Leadership Council.

Implementation of Post-tenure Review

October 14 is the deadline for tenured faculty and librarians to return the forms for their selection of Alternative One or Two under the new post-tenure review procedure. President Markunas asked Consultant Sirutis to present some additional information, as presented below, for chapter presidents as we enter the next phase of this preliminary implementation:

1. First the need to flag those forms submitted by this year's promotion candidates before October 14, to insure that they have not selected Year One, and to resolve any and all seniority disputes. Note: if a candidate does not rank order review years, the year will be randomly assigned. Incorrectly completed forms submitted on October 14, which can not be corrected by the 5:00 p.m. deadline should be sent to Consultant Sirutis for discussion at ERC.
2. The mechanics of determining the number of candidates in the 25% pool for each of the four years in a way that front-loads Years One, Two and Three, and the process of assigning candidates for each year. Note: round up number to 25%; the last year should have the smallest number of candidates; members should be reviewed as soon as possible.
3. How to handle any and all applications submitted after October 14th. Note: send late applications to Consultant Sirutis for discussion at ERC.
4. How to handle future changes in the PTR pool (promotions, emergencies, attrition, etc.). Note: this issue will be discussed at ERC.
5. The philosophy that "we all deserve to be paid what our peers are paid," and so tenured faculty and librarians all deserve the maximum benefit (6%) of this procedure.

Chapter presidents should schedule PTR meetings with the Academic Vice Presidents after the upcoming ERC meeting.

Consolidated Grievance on the 15% Cap on Part-time Sections (#03/01-02/C/A)

Donna Sirutis, Maggie Vaughan and President Markunas met earlier this week to review the status of this consolidated grievance. President Markunas distributed documentation of this problem at seven of the nine campuses and its progression from bad to worse over time, plus suggested remedies at those seven campuses that combine the excess workload credits for the departments in violation of the 15% cap.

A hearing on this grievance with COP Chair Janelle Ashley has been scheduled for the morning of October 24, 2005. President Markunas noted that system-wide, at those schools in violation of the 15% Cap rule, we are understaffed by at least 85 full-time faculty.

Contract Orientation Workshop

President Markunas asked that Board members indicate whether they are planning to attend the Contract Orientation Workshop, scheduled for the morning of October 21st at Bridgewater State College. It was requested that chapter presidents remind their grievance officers as well.

Copies of the contract on CD were prepared by Jane Fiste and Nancy George and were distributed at the meeting. Thanks were given to Nancy and Jane for their help with this important task.

MSCA Treasurer's Office - Karl Lindfors

Karl Lindfors, of the MSCA Treasurer's Office, joined the Board for lunch. During lunch, Board members thanked Karl for his extensive and excellent work on the MSCA Treasurer's database systems.

BHE/MTA Health & Welfare Trust Fund - David Twiss

David Twiss reviewed same sex marriage issues regarding health insurance benefits and the federal government. The non-employee's health insurance benefit in a same sex marriage is considered taxable income to the federal government. A mechanism was established where individuals are sent bills for the amount of federal withholding needed. Out of 30 applicable individuals, 11 have made payment. The mechanism on the payment getting to the federal government is still being worked out. Mr. Twiss noted that this project has taken quite a bit of effort.

Elections Committee - Deborah Foss

Chair Foss distributed comments from the Elections Committee members to the Board. She reviewed in detail the process of getting a new vendor for the Spring 2006 MSCA election and the election process maintained by the proposed vendor, The Labor Guild.

It was moved and seconded to accept the proposed vendor, The Labor Guild, as the vendor for the Spring 2006 MSCA election. The motion passed.

It was moved and seconded to go into the committee of the whole to consider the proposed MSCA Election Rules for Members, Spring 2006 MSCA Officer Elections. The motion passed.

It was moved and seconded to go out of the committee of the whole. The motion passed.

It was moved and seconded to amend section 11 of the MSCA Election Rules for Members, Spring 2006 MSCA Officer Elections to read (changes in bold):

Each certified candidate shall choose to receive not more than two sets of mailing labels and/or an electronic database with the name, address, and chapter affiliation of all members. The MSCA Treasurer will send these to each Certified Candidate as soon as practicable after candidates have been certified. To the extent deemed practicable by the MSCA Treasurer, the names will be separated by campus/unit member status (full-time and non-full-time). Certified Candidates will also be sent a list of eligible voters (i.e., the list submitted to the MSCA Election vendor) that contains updates and changes since the original mailing labels were produced.

The motion passed.

It was moved and seconded to amend section 10A of the *MSCA Election Rules for Members, Spring 2006 MSCA Officer Elections* to read (changes in bold):

is prohibited to send [~~delete the words: or receive~~] messages or to create a web page advancing or opposing the candidacy of any candidate.

The motion failed on a hand count: five in favor, six opposed.

It was moved and seconded to amend section 10B of the *MSCA Election Rules for Members, Spring 2006 MSCA Officer Elections* to read (changes is bold):

*is allowed for logistical information about the election itself (e.g. announcements concerning the election process, candidate forums, materials submitted to the Perspective, questions and non-sensitive communications among the members of the Elections Committee). Such communication is for informational purposes and must not contain any information that would advance or oppose the candidacy of any candidate. **The chapter president (or chapter vice president if the chapter president is a candidate) will disseminate this information to chapter members.***

The motion passed.

It was moved and seconded to add the following to the *MSCA Election Rules for Members, Spring 2006 MSCA Officer Elections*:

Within 120 days of the MSCA Election each certified candidate shall submit to the Nominations and Election Supervisor a list of contributors, the amount contributed and an accounting of expenditures related to the election.

The motion failed.

It was moved and seconded to amend section 9 of the *MSCA Election Rules for Members, Spring 2006 MSCA Officer Elections* to read (changes in bold):

*No MSCA funds, equipment, paid personnel or resources may be used, directly or indirectly, to advance or oppose the candidacy of any candidate. **However, candidates may post additional campaign materials on the MSCA website. Two submissions of a maximum of 1000 words each and up to two weeks prior to the election may be posted.***

The motion failed.

It was moved and seconded to adopt the *MSCA Election Rules for Members, Spring 2006 MSCA Officer Elections* with the amended changes. The motion passed.

The meeting adjourned at 3:05 p.m.

Respectfully submitted,
Nancy George
MSCA Secretary