

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
March 31, 2006
Framingham State College**

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

Guests: Gin Fiore (Framingham), Deb Foss (MCLA), Jim Rice (MCCC), Donna Sirutis (MTA), Bob 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 March 3, 2006, meeting. The motion passed.

MSCA Officers' Reports:

President - Patricia Markunas

Post-tenure Review: Response and Appeal Process

As of President Markunas' report, only one campus administration has released the post-tenure review decisions for candidates in Alternative One, Year One. Discussion of this item was postponed until Consultant Sirutis's arrival.

MSCA and MTA Annual Meetings

Distributed to Board members was a reminder about the deadlines for these meetings:

MSCA Delegate Assembly: Noon, April 12, 2006.

MTA Annual Meeting, count of hotel rooms: Noon, April 12, 2006.

MTA Annual Meeting, names of delegates: Noon, April 18, 2006.

It was moved and seconded that the MSSCA pay the equivalent of the MSCA support for delegates to the the 2006 MTA Annual Meeting for the MTA Diversity Representative from Worcester State College to attend the 2006 MTA Annual Meeting. The motion passed.

It was moved and seconded to approve the delegate count for the 2006 MTA Annual Meeting. The motion passed.

Legislative Items

S.2380. The presidents are working with their counterparts in the community colleges and university to support the JCHE version of this bill. Distributed was an email from Fred Clark comparing the House and Senate versions of the bill.

It was moved and seconded that the MSCA Board of Directors support the JCHE version of S.2380. The motion passed.

It was moved and seconded to remove the following motion from the February 3, 2006 MSCA Board meeting from the table: *It was moved and seconded that the MSCA Board of Directors support the legislation to fund rollover costs for collective bargaining.*
The motion passed.

The motion previously tabled passed unanimously.

Textbook Bill (H.1262). This bill has been sent to a study committee. President Markunas thanked Susan Sturgeon and Arline Isaacson for their help with dealing with this bill.

S.1535 - Health Insurance Benefits for Part-time Faculty. Distributed was recent correspondence about this bill, urging contacts with local reps and senators about it. Discussion followed.

S.1509 and S.1600 - Early Retirement Bills. These bills have been referred to study committee. The word from Jack Flannagan is that, "Because the legislature has done several ERI bills for state employees over the past decade, there is really no climate for another one at this time."

S.2462 - Creditable Service for 03s. Distributed was an email from Arline Isaacson about this bill, which has passed the Senate and has been sent to the House.

Massasoit Community College Audit

Distributed was an email from Fred Clark about the audit of faculty workloads at Massasoit Community College. A "spot audit" is being conducted at Westfield State College.

Ethics Commission Workshops

Distributed was a proposed schedule to hold three workshops around the state next fall on issues related to the state's Conflict of Interest law, especially as it relates to higher education. On the reverse side of the schedule was a description of the workshop that was held at Mass Maritime in November of 2004, which President O'Donnell, Consultant Sirutis and President Markunas attended.

It was moved and seconded that the MSCA Board sponsor with the Council of Presidents the proposed schedule of workshops on Conflict of Interest Issues in Higher Education. The motion passed.

Joint Committee for the Study of Salaries

This committee has been meeting since December. Despite some complications presented by the contract funding's suddenly changing salaries in the full-time unit, the Committee has made good progress, in President Markunas' opinion, in defining the problems of salary inversion and compression and in moving towards a set of recommendations and several minimum salary formulas for use in the next round of negotiations. The key piece is where to get the money to address the problems. Some discussion about this issue ensued.

Vacancy for Editor of the MSCA Perspective

Ben Jacques is going on sabbatical next year and has tendered his resignation as editor of the *MSCA Perspective*. President Markunas hopes to have the next editor in place by the June BOD meeting.

Meeting with the Council of Presidents

Consultant Sirutis and President Markunas will meet for about 30 minutes with the COP at their April 7th meeting in Bridgewater. They plan to discuss issues of mutual concern, such as legislative items, DGCE bargaining and the Joint Salary Study Committee.

President Markunas thanked Consultant Sirutis for her help with communication and interactions with the Council of Presidents and Mark Peters.

Vice President - Frank Minasian

Vice President Minasian brought to the Board's attention the ERC Report of the March 17, 2006 meeting and discussed problems with the Post Tenure Review classroom observation process at Worcester State College.

Treasurer - Gail Price

MTA Annual Meeting Stipends

It was moved and seconded to establish stipends for the 2006 MTA Annual Meeting to be commensurate with stipends in 2005: \$75 for Friday; \$100 for Saturday. The motion passed.

Incorrect Payment for the Bargaining Chair

Treasurer Price requested that Day Bargaining Chair, Brad Art, review the incorrect payment situation. Chair Art reviewed the situation and discussion followed. It was noted that mileage reimbursements were being held from Chair Art as a method of re-paying the MSCA's financial accounts of the payment.

It was moved and seconded that the amount of money in the stipends authorized by the Delegate Assembly be paid, on a monthly basis, to both the Day and DGCE Bargaining Chairs. In addition, retroactive payments from July 1, 2003 will be provided to the Day and DGCE Bargaining Chairs.

It was moved to divide the question. The motion failed for lack of a second.

The original motion passed.

Proposed FY 2007 MSCA Budget and Dues

It was moved and seconded to go into a committee of a whole. The motion passed.

Treasurer Price presented the FY2007 MSCA Budget Proposal and responded to questions about it.

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

It was moved and seconded that the MSCA Board of Directors recommend adoption of the Fiscal 2007 Budget Proposal to the 2006 MSCA Delegate Assembly.

It was moved and seconded to amend the motion and to increase Line Item 9600 by a total of \$570 and decrease Line Item 9100 by \$570. The motion passed.

It was moved and seconded to amend the motion and to reduce the dues for 1-2 Credit members from \$45 to \$20 and to decrease Line Item 9100 by \$500 and decrease Line Item 9065 by \$1000. The motion passed.

The motion passed as amended.

Secretary - Nancy George

Secretary George passed.

Luncheon Events

Guest Speaker Jim Rice, Vice President, National Council on Higher Education

Jim Rice, (MCCC), made a brief presentation regarding the NCHE and the NEA.

Guest of Honor Gin Fiore

Gin Fiore, who will soon be retiring as the Framingham Chapter office secretary, was recognized for her many years of service to the MSCA/Framingham Chapter. President Markunas presented Ms. Fiore with a beautiful bouquet of red roses and a certificate of appreciation for her service. Framingham Chapter President, John Ambacher, thanked Gin Fiore as well for her many years of service to the MSCA.

MSCA Committee Reports:

Librarians Committee - Nancy George

Chair George gave a brief report on the December 2005 meeting of the Ad Hoc Committee on Librarians Concerns. During the December meeting, librarians, although pleased that the MSCA Day Bargaining Committee brought all librarian issues to the table, voiced their disappointment that the only contract language gained for librarians was on the librarian evaluation process. Chair George noted that this language was in the contract prior to the 2001-2004 MSCA Contract.

It was moved and seconded that there be a permanent librarian committee as part of the MSCA roster of committees. Membership would include all interested MSCA librarians.

President Markunas ruled this motion out of order, as it would require a constitutional amendment and the time frame required for consideration of constitutional amendments for the 2006 MSCA Delegate Assembly has passed.

It was moved and seconded that there be a librarian representative, and alternate, members of the MSCA Day Bargaining Committee, with full voting rights. The librarian members would be selected by the membership of the librarian committee.

President Markunas ruled this motion out of order, as it would require a constitutional amendment and the time frame required for consideration of constitutional amendments for the 2006 MSCA Delegate Assembly has passed.

President Markunas will communicate to the members of the Ad Hoc Committee on Librarian Concerns why she ruled both motions out of order and the process by which changes to the MSCA Constitution and Bylaws are made.

Elections Committee - Deb Foss

Chair Foss presented her report. Ballots are due April 6, 2006, and the ballot count will take place at 12:00 noon at the Labor Guild in Weymouth, MA, on April 7, 2006.

The Board thanked Chair Foss for all of her hard work on the election.

Post-tenure Review Results

At the time of the meeting, only one campus administration officially released the post-tenure review decisions for candidates in Alternative One, Year One. President McGee reported on the distribution of ratings, the Academic Vice President's letters to the candidates, and the resulting impact among candidates; Consultant Sirutis covered the response, appeal, and grievance processes.

Salem Chapter, PTR Results - 48 total candidates

29 members received a 6% rating

16 members received a 3% rating

3 members received a 0% rating

Gender Outcomes

Females - 25 candidates

21 females received a 6% rating

4 females received a 3% rating

0 females received a 0% rating

Males - 23 candidates

8 males received a 6% rating

12 males received a 3% rating

3 males received a 0% rating

Considerable discussion of these results was held. During the discussion, President O'Donnell announced that he had received word of the PTR decisions for Alternative One, Year One at his campus. He reported these as follows: seven members received a 6% rating and two members received a 3% rating. No one received a 0% rating.

MTA Reports:

Day Bargaining Unit - Donna Sirutis

Information on MTA Lobby Day was distributed to the Board. It will be held on April 26, 2006, both in Boston at the State House, and virtually, through the Internet.

HELC is sponsoring a Higher Education Media Training workshop on May 19, 2006, location tba.

The meeting adjourned at 3:00 p.m.

Respectfully submitted,
Nancy George
MSCA Secretary