

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
April 25, 2008
Salem State College**

Present: Concannon, Dargan, Donohue, Everitt, Falke, George, Haar, Markunas, Mrvica, O'Donnell, Paolillo, Pavlicek, Schlosberg, Shartin, Spezeski, Stonehouse, Turk

Guests: Deb Foss (MCLA), Arthur Pippo (MTA), Donna Sirutis (MTA), Paul Toner (MTA), Margaret Vaughan (Salem), Bob Whalen (MTA)

Approval of the Orders of the Day and the Minutes

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

It was moved and seconded to amend the orders of the day to include the Election Committee and Grievance Committee reports under MSCA Committee Reports. The motion passed.

The original motion passed as amended.

It was moved and seconded to approve the minutes of the April 4, 2008 meeting. The motion passed.

MSCA Officers' Reports:

President - Pat Markunas

New Board Member/Guests

President Markunas welcomed Robert Donohue, the newly elected chapter president at Framingham State College, and William O'Brien who will assume the chapter vice presidency at Worcester State College effective July 1, 2008. Distributed was a revised copy of the Board Directory.

MSCA Committee Appointments

It was moved and seconded to accept the nominations of Ann Mrvica (Fitchburg), Bill Spezeski (MCLA), and Sue Dargan (Framingham) to the Credentials Committee. The motion passed.

2008 MSCA Delegate Assembly, Saturday, April 26th, Salem State College

The Call to Order will be at 10:00 am sharp. Distributed was the master list of delegates.

2008 MTA Annual Meeting

Distributed was the final list of delegates for the MTA Annual Meeting.

It was moved and seconded to elect the delegates to the 2008 MTA Annual Meeting in the roster as distributed.

It was moved and seconded to amend the roster of delegates to the 2008 MTA Annual Meeting to include two additional nominees: William Spezeski (MCLA) and David Eve (MCLA). The motion passed.

The original motion passed as amended.

MSCA Salary Database Policies and Procedures

Distributed to Board members in mailed packets was a copy of revised policies and procedures concerning the MSCA Database.

It was moved and seconded to accept the revised MSCA Database Policies and Procedures.

It was moved and seconded to amend the revised MSCA Database Policies and Procedures to include the following wording under the section, *Salary Database Consultant* (addition in bold):

The MSCA President may appoint, **with approval of the Board of Directors**, a consultant to manage the database who shall receive the stipend, if any, approved in the annual MSCA Budget.

The motion passed.

It was moved and seconded to amend the revised MSCA Database Policies and Procedures to delete the following words under the section, Distribution (deletion in []):

1. The only official copy of the MSCA Salary Database resides [on disk] in the MSCA President's office.

The motion passed.

The original motion passed as amended.

Legislative Issues/FY 2009 State Budget

State Employee Health Insurance Premiums. President Markunas requested that members keep those emails and phone calls going to local representatives. She noted that if Arline Isaacson issues another call to the membership, she will forward it to chapter presidents immediately.

Proposed Legislature to Ban Employee Parking Fees on State College and University Campuses. President Markunas distributed a copy of this bill and briefly described it.

Board of Higher Education/Nursing Initiative

Mary Farrell (Salem), who represents the MSCA on the BHE Nursing Initiative Task Force represented the MSCA on April 25 at the Board of Higher Education meeting at UMass-Medical, where the report about the work of this task force was presented.

Information/Other Items

Distributed were the latest statistics on post-tenure review issues and the ERC report from April 18, 2008.

Distributed was a reminder about training sessions sponsored by MTA to fight the income tax initiative.

Distributed was an article about faculty salaries. President Markunas stated she appreciated receiving the numerous and strong responses to the MSCA's call for horror stories about failed searches and resignations because of non-competitive salaries and have forwarded all of them to Paul Jean, the public relations consultant to the Council of Presidents.

President Markunas formally thanked MSCA executive assistant Chris Melin for her hard work on behalf of the MSCA.

Vice President - C.J. O'Donnell

Passed.

Secretary - Nancy George

Passed.

Treasurer - Glenn Pavlicek

It was moved and seconded that MTA Delegate Tejendra Kalia (Worcester) receive the same stipend and travel allowance as MTA Delegates representing the MSCA. The motion passed.

The BHE's human resources department is investigating the feasibility of withholding MTA/NEA dues at the statewide level. If this occurs, there will be two lines for union dues deductions on pay stubs, one for the chapter and the other for MSCA/MTA/NEA beginning July 1, 2008.

MSCA Committee Reports:

Day Bargaining – C.J. O'Donnell

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

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

Grievance Committee – Margaret Vaughan

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

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

Election Committee – Deb Foss

The ballot count was held at the Labor Guild on April 4, 2008. Due to MSCA Board and Bargaining Committee meetings on that day Chair Foss was the only MSCA member in attendance at the ballot count. The Labor Guild reported that 509 ballots had been returned. Two ballots were set aside and not counted as they were received in the same envelope. There was no obliteration or masking of control numbers on the outer envelopes of any returned ballots. A total of 507 ballots were counted with the following results:

Office/Candidate	Votes received	Write-in Votes	Blank Ballots
President: C.J. O'Donnell *	469	8	30
Vice President: Amy Everitt *	475	5	27
Secretary: Nancy George *	481	2	24
Treasurer: Glenn Pavlicek *	469	3	35

*elected

No written challenges were received by the April 10, 2008 deadline. The Labor Guild certified the results on April 17, 2008. A copy of this report was distributed to Board members.

In summary, the 2008 election of MSCA officers was conducted in accordance with the Election Rules and Calendar. It was, Chair Foss believes, an inclusive and transparent process. Even though there were no contested races, conducting the election places substantial demands on individuals and offices. The success of the process was due to the cooperation, coordination, good humor and patience of many people. Chair Foss expressed her sincere gratitude to the certified candidates, President Markunas, chapter presidents, Susan McCarthy (communications) and Christine Melin (MSCA President's office) for their assistance and cooperation throughout this academic year.

MTA Reports

Day Bargaining Unit – Donna Sirutis

Consultant Sirutis reviewed in detail the most recent ERC Report. Special attention was paid to sections pertaining to Post Tenure Review and web-based SIR-II evaluations. Discussion followed.

DGCE Bargaining Unit - Bob Whalen

DGCE will resume bargaining spring 2009. Consultant Whalen presented a brief review of the DGCE student evaluations process.

Director - Len Paolillo

Director Paolillo thanked the Board and officers for their support during his term as MTA Director for the past six years. Due to obligations with running for the NEA Executive Committee, Director Paolillo will be submitting a written report at the MSCA Delegate Assembly.

Director Paolillo again reviewed the proposed MTA dues increase and described MTA's efforts in fighting the proposed increase in health insurance premiums and proposed elimination of the state income tax.

President Markunas thanked Director Paolillo for his service on the MTA Board.

MTA Vice-President – Paul Toner

Vice-President Toner provided the Board with a summary of his activities as MTA Vice President and member of the GIC Commission. Also presented were descriptions of MTA's efforts in fighting the proposed elimination of the state income tax and the availability of GIC to local municipalities.

Vice-President Toner encouraged all chapter presidents and the MSCA president to attend the May 31 All Presidents meeting to be held at the Crowne Plaza in Natick MA.

Chapter President's Reports:

Worcester

Beginning July 1, Anne Falke will serve as president and Bill O'Brien will serve as vice-president of the Worcester chapter.

Westfield

Passed.

Salem

Seven Post Tenure Review decisions were overturned. A tenure denial at the president's level was also overturned.

The library building's engineering report has been released to college administration. According to the report, the building is partially sound and partially unsound and would cost a substantial amount of money to fix. It is doubtful the building will re-open.

The new college president's inauguration went well.

MMA

Passed.

MCLA

A brief review of Post Tenure Review decisions was made.

Mass Art

Not present.

Framingham

The college president is proving to be problematic in regards to respect for the contract and governance.

Fitchburg

The proposed dean structure continues to be discussed and studied.

Bridgewater

The chapter is working on their bylaws. A number of issues regarding the bylaws are being debated and discussed by the chapter.

A brief review of Post Tenure Review decisions was made.

The meeting adjourned at 2:00 p.m.

Respectfully submitted,
Nancy George
MSCA Secretary