

**MSCA Board of Directors Meeting  
Minutes of the Regular Meeting  
April 6, 2018  
MTA Auburn**

**Present:** Bullens, Craghead, Diakite, Donohue, Eve, George, Gullen, Hegbloom, Hennessey, Love, Mason, O'Donnell, Rutter, Washington

**Guests:** Amy Everitt (Salem), Roberta James (MTA), Hemant Pendharkar (Worcester)

**Approval of the Orders of the Day:**

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

It was moved and seconded to amend the orders of the day so that the MSCA Committee Reports come before the Chapter President Reports.

The motion passed.

The original motion passed as amended.

**Approval of the Minutes:**

It was moved and seconded to approve the minutes from the February 2, 2018, meeting.

The motion passed.

**MSCA Committee Reports:**

*Day Bargaining, DGCE Bargaining, and Grievance Committees*

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.

It is to be noted that the Bargaining Committee members thanked the chair and co-chair for their leadership.

*AA/EO/DIV*

A new chair still needs to be selected.

*Elections - Mabrouk*

Prior to the meeting Chair Mabrouk, who was unable to attend the meeting, sent Board members a detailed report via email that described the MSCA Officers Election progress.

*Grievance - Pendharkar*

Grievance Chair Pendharkar stated that he would produce a non-disclosure statement for members whose grievances are in mediation to sign for the Board's review.

*Librarians - Zeff*  
Not present.

**Chapter Presidents Reports:**

*Bridgewater*

Chapter President Hegbloom sent an email request, prior to the meeting, asking for information on how various campuses are meeting the state requirements for pre-practicum, supervised field work in the area of teacher education. She requested that she be sent the information if it is available.

A core curriculum revision is going through governance.

Music instructors are being paid incorrectly. President O'Donnell will be submitting a request for information regarding this issue.

The campus is moving forward with an ombudsman office to help resolve faculty conflicts. It was noted that unless there is a contract violation, the MSCA has nothing to do with resolving these conflicts between faculty members.

There is a need for more chapter communication on campus. The chapter is thinking of doing a newsletter; it was noted that a state-wide electronic newsletter would be useful.

*Framingham*

There was a successful MSCA Framingham Chapter organizing luncheon on campus recently.

The Vice President of Finance is calculating faculty APRs using fractions of courses.

Management believes that if a section is under-enrolled, then faculty should be paid fraction of the amount they would otherwise be paid.

A tenure-track faculty member is in the process of being non-reappointed. It has been proposed that he or she be on unpaid leave of absence for a semester.

*Fitchburg*

There has been some discussion by campus administrators to get rid of the campus' computerized diversity training. The administration will further investigate eliminating this specific type of online training.

There have been seven grievances on campus concerning personnel actions.

A campus committee is working on a dean evaluation survey. Administration is supportive of a dean evaluation survey.

The chapter will be hosting an event on campus titled, *Equity in the Workplace*, in late April.

The new director of institutional statistics has put together a university-wide assessment committee. Discussion followed.

*MassArt*

Chapter President Mason instructed faculty to contact him should there be any request for faculty to meet with the administration regarding student complaints against them. Discussion followed.

*MCLA*

There is a new VP of Institutional Advancement.

The college's first diversity officer began working at MCLA in February.

The VP of Academic Affairs search will begin in the near future.

*MMA*

The chapter president spoke with the Board of Trustees recently about Bargaining.

The chapter president recently spoke with the president of the institution about a variety of issues.

MMA might get funding for a new training ship in the FY19 federal budget.

*Salem*

The institution's Board of Trustees would like to increase communication with faculty. It was noted that the current Board of Trustees is not particularly knowledgeable about higher education.

A campus administrator has proposed surveying senior students, nearing graduation, on a variety of issues. The proposed survey was based on one that was developed by U-Mass Amherst. The chapter would like to participate in the development of such a survey as the one that was proposed is not acceptable to chapter leadership.

There are grievances on campus concerning personnel actions.

*Westfield*

Strategic planning is going on at Westfield.

The institution is implementing a new dean structure.

*Worcester*

In the absence of Chapter President Bullens, President O'Donnell noted that Chapter President Bullens was re-elected chapter president. Sam O'Connell will be the director.

**MSCA Officer Reports:**

*President – O'Donnell*

It was moved and seconded to approve the proposed procedure to elect delegates and alternates for the 2018 MTA Annual Meeting. The motion passed.

It was moved and seconded to approve the 2018 MTA Annual Meeting Delegates as distributed. The motion passed.

It was moved and seconded to approve the following: The MSCA Board of Directors authorize reimbursement for meals, transportation-related costs (limousine service is not authorized), hotel (up to the conference rate) of up to \$2,000 for each of the duly elected MSCA delegates to the 2018 NEA-RA, contingent on proof of registration and voting receipts, and proof of attendance for at least 75% of the business sessions, with a cap of \$25,000. The motion passed.

It was moved and seconded to approve the following: That the MSCA Board of Directors authorize the following stipends and reimbursements for MSCA Delegates to the 2018 MTA Annual Meeting: a \$100 stipend for attendance at Friday's business session; a \$100 stipend for attendance at Saturday's business session; reimbursement for mileage, tolls, parking and a hotel room for Friday night only (at the conference rate). Reimbursement will not be given for meals. Attendance shall be monitored by the MSCA President or the MSCA President's designee.

It was moved and seconded to amend the motion to read, "...a hotel room for Friday night only (at \$350 or less)..." The motion passed.

The original motion passed as amended.

*Vice President – Donohue*  
No report.

*Secretary – George*

It was moved and seconded to approve the following nominations as delegates to the NEA/RA: Don Bullens (Worcester), C.J. O'Donnell (MMA), Hemant Pendharkar (Worcester), Michelle Corbin (Worcester), Len Paolillo (Bridgewater). The motion passed.

It was moved and seconded to approve the following nomination, that was received late due to campus mail issues, as a delegate to the NEA/RA: Dan Shartin (Worcester). The motion passed.

It was moved and seconded to approve the following nominations from the floor, as delegates to the NEA/RA: Forrest Rodgers (Salem), Aruna Krishnamurthy (Fitchburg) and Rala Diakite (Fitchburg). The motion passed.

*Treasurer – Love*

Treasurer Love distributed the monthly expense reports for February and March, 2018. Discussion followed.

Treasurer Love distributed the Chart of Organization for the MSCA Office. Discussion followed.

It was moved and seconded to approve the Time Management form as distributed. The motion passed.

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It was moved and seconded to approve the Travel and Expense Reimbursement Form and MSCA Reimbursement Policies as distributed. The motion passed.

It was moved and seconded to recommend the proposed dues structure as distributed to the Delegate Assembly. The motion passed.

Treasurer Love provided Board members with an overview of how the work on the new member database is progressing. He distributed a spreadsheet to Board members describing costs of continuing with Barr Media or switching to the MCCC system. Discussion followed.

**MTA Reports:**

*Day – James*  
No report

*DGCE – Barrett*  
Not present.

*Health and Welfare Trust – George*

The MetLife contract was recently negotiated and there will be a 0% increase in the MetLife cost in the coming fiscal year.

*Board of Directors – O'Donnell and Washington*  
No report.

**Old Business:**

None.

**New Business:**

Due to the late hour, new business (GIC and Early College Initiative) will be discussed at the next meeting.

The meeting adjourned at 3:50 pm.

Respectfully submitted,

Nancy George  
MSCA Secretary