

**MSCA Board of Directors Meeting
Minutes of the Regular Meeting
September 9, 2016
Fitchburg State University**

Present: Berg, Bullens, Chenault, Colligan, Craghead, Dodge, Donohue, George, Hegbloom, Hennessy, Mason, McAloon, O'Donnell, Ramsden, Rozovsky

Guests: Roberta James (MTA), Ted Lewis (MTA), Hemant Pendharkar (Worcester), Robert Whalen (MTA)

The meeting was called to order by President O'Donnell adjourned at 10:07 am.

Approval of the Orders of the Day:

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

Visiting Speakers: Bob Whalen – MTA's Student Education Association of Massachusetts

Bob Whalen provided Board members with an overview of MTA's SEAM membership. He distributed related promotional materials. The mission of SEAM is quality teaching and educators and the retention of teachers with less than five years of experience in the field.

Student membership costs \$27 and provides student members with full MTA membership, including MTA Benefits. Student members may also attend student member professional development events and activities free of charge. Any undergraduate or graduate student taking education classes and planning on a career in education may join the organization as a student member. A chapter needs a minimum of three student members (a president, vice president, and treasurer/secretary) and a staff or faculty advisor.

It was requested that Board members distributed the literature on SEAM to their respective education departments.

Approval of the Minutes:

It was moved and seconded to approve the minutes of the June 3, 2016, meeting. The motion passed.

MSCA Officer's Reports

President's Report – CJ O'Donnell

DGCE Contract

Paper copies of the DGCE contract are available.

MTA's Save Our Public Schools Campaign

Roberta and Ted will report on the campaign. In addition to the \$9.6 million voted on by delegates in May, the MTA Board authorized \$500,000 to hire temporary employees to cover staff being pulled from their regular position in order to work on the campaign.

2016-2018 Committee Appointments

President O'Donnell distributed committee nominations as received from chapter presidents. It was moved and seconded to accept the following committee nominations:

AA/EO/DIV

Walter Harper (Bridgewater)
Diane Caggiano (Fitchburg)
Enrique Morales-Diaz (Westfield)

Credentials

Joe McAloon (Fitchburg)
Sarah Mabrouk (Framingham)

Day Bargaining

Maria Hegbloom (Bridgewater)
Jenn Berg (Fitchburg)
Virginia Rutter (Framingham)
Nita Sturiale (Mass Art)
David Eve (MCLA)
Elaine Craghead (MMA)
Amy Everitt (Salem)
Margot Hennessy (Westfield)
Don Bullens (Worcester)

Day Bargaining Alternate

Lee Torda (Bridgewater)
Ann Mrvica (Fitchburg)
Robert Donohue (Framingham)
Bob Coppola (Mass Art)
Nick Aieta (Westfield)
Julie Frechette (Worcester)

DGCE Bargaining

Diane Caggiano (Fitchburg)
Virginia Rutter (Framingham)
Ben Ryterband (Mass Art)
Margot Hennessy (Westfield)
Don Bullens (Worcester)

DGCE Bargaining Alternate

Joe McAloon (Fitchburg)
Robert Donohue (Framingham)
Nick Aieta (Westfield)
Julie Frechette (Worcester)

Elections

Joe McAloon (Fitchburg)
Sarah Mabrouk (Framingham)
Hemant Pendharkar (Worcester)

Grievance

Ann Brunjes (Bridgewater)
Ann Mrvica (Fitchburg)
Robert Donohue (Framingham)
Greg Wallace (Mass Art)
Graziana Ramsden (MCLA)
Elaine Craghead (MMA)
Anne-Marie Hakstian (Salem)
Gregg Neikirk (Westfield)
Hemant Pendharkar (Worcester)

Legislation

Colby King (Bridgewater)
Joe McAloon (Fitchburg)
Jackie Brennan (Worcester)

Librarians

Pamela Hayes Bohanan (Bridgewater)
Nancy Turnbull (Fitchburg)
Millie Gonzalez (Framingham)
Oliver Zeff (Westfield)
William Shakalis (Worcester)

Investment Committee

Jon Cash (Bridgewater)
Madhavi Venkatesan (Bridgewater)
Tom Whalen (MCLA)
Raminder Luther (Salem)
Nick Aieta (Westfield)
Chris Gullen (Westfield)
Allison Dunn (Worcester)

The motion passed.

2016 MTA Summer Conference

It was moved and seconded to authorize reimbursement for lodging at the dorm rate, mileage, tolls, registration and food for any member who attended the MTA Summer Conference, with a cap of \$5,000. The motion passed.

2016 NEA Representative Assembly

Reimbursements for the NEA RA were capped at \$2,000 per member. A list of attendees who spent in excess of \$2,000 for reimbursable charges (mostly due to increased hotel prices over past years) was distributed. The Board authorized a cap of up to \$20,000 and if the additional charges are approved the total would still be under the \$20,000 cap.

It was moved and seconded to authorize reimbursement to the NEA RA attendees on the distributed list, to cover expenses in excess of \$2,000. The motion passed.

Additional MSCA Seat on the MTA Board of Directors

Keith Washington won the new MTA Board seat for the MSCA. Four members did not receive ballots because MTA mailed ballots to old addresses, despite MSCA sending correct addresses.

Vice President – Robert Donohue

Every member of the Board has an MSCA.org email address. It was requested that members who need login information contact Vice President Donohue for the information.

The Whistleblowers and Conflict of Interest documents will be distributed through these email addresses.

Secretary – Nancy George

No report.

Treasurer – Glenn Pavlicek

Not present.

MSCA Committee Reports:

Day Bargaining – Berg

A retirement MOA was bargained over the summer. It was noted that MCLA and Worcester are not participating.

Librarian Committee – George

Chair George requested an update be made on the librarian holiday break situation.

President O'Donnell provided an overview of the situation to Board members. Since 2002, some campuses/libraries have been closed during the holiday break period to purportedly save on

energy costs. To cover the days of the closure, librarians have been allowed to work in a designated space on campus, take vacation/personal time, or required to work extra hours in advance of the closure. During the summer, there was discussion between President O'Donnell and members of the Librarians Committee regarding this topic.

It was noted that the practice of campuses closing during the holiday break is being discontinued due to the DHE's determination that state law prohibiting state offices to close on days other than official holidays.

Discussion followed.

Grievance – Pendharkar

Chair Pendharkar provided Board members with a brief report.

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.

MTA Reports:

DGCE – Ted Lewis

Fitchburg State is considering using Academic Partnerships to market and recruit students for online courses in Business, Nursing and Education. Courses would continue to be taught by unit members, but “academic coaches” would be supplied by a subcontracted entity to assist the instructor due to anticipated increases in course enrollment. These coaches could be assigning grading responsibilities using the instructor's rubric, if the instructor chooses to do so. An additional coach is provided for each additional 25 students enrolled. Coaches would answer emails and assist students with questions. It is not known if the coaches undergo training or their credentials.

Coaches are paid per student (approximately \$40 per student) and Academic Partners is paid 50% of the tuition and fees collected for students they recruit.

Discussion followed.

It was approved by unanimous consent that the MSCA develop a statement the University's engaging Academic Partners.

Day – Roberta James

The MTA is looking for proposals for the next legislation session. Proposals are due September 27.

Chapter presidents will be receiving (or have received) a memorandum on campaign and election rules that was distributed by MTA.

President O'Donnell distributed the book, *Secrets of a Successful Organizer*, to all chapter presidents.

Question 2

Consultants James and Lewis provided Board members with an overview of Question 2 as well as the information on charter schools. Both requested that Board members and other MSCA members join MTA in phone banks and door-to-door canvassing. Volunteer forms were distributed.

Health & Welfare Trust – Nancy George

The Health and Welfare Trust met in June and voted to change its investment strategy and also to obtain a line of credit which would allow bills to be paid during periods of little or no state contributions.

Board of Directors

CJ O'Donnell

Board member O'Donnell reported that he did not attend the August Board meeting since family was visiting from out of state.

Keith Washington

Not present.

Chapter President Reports:

Bridgewater

There is a new interim provost as Barbara Feldman resigned.

The campus continues to work to comply with the 15% rule. There are 32 faculty searches underway; 11 of them are new faculty lines.

Framingham

There are six new tenure track positions and 22 new full-time temporary positions (due to 15% compliance with the 15% rule).

A campus police officer was placed on administrative leave due to lewd behavior; the campus acted quickly on this situation.

The campus is investigating how to compensate faculty for teaching courses that are cross listed as post-baccalaureate and graduate.

A visiting lecturer was who was denied compensation last year and won her appeal was denied this year and lost her appeal under the same circumstances. Discussion followed.

Fitchburg

An arbitration is scheduled for next week regarding the dean structure not going through governance.

The university is offering the retirement incentive only in the fall. A few non-unit professionals are taking the incentive.

The president announced that the institution bought a city block in town. There are concerns regarding the institution's debt load and the cost for renovation and construction.

The administration is obsessed with student retention. This could reduce academic quality as students who perhaps should not be retained are retained.

MassArt

There is a new president.

There was a recent chapter meeting to discuss the arming of campus police officers. Chapter President Mason requested that chapter presidents forward him any information they may have regarding the arming of campus police on each campus.

MCLA

There is a new president.

A major grant was awarded to the institution, but it is earmarked to be used for retention and administration.

The university has hired 11 new faculty members. Two of the 11 are full-time temps. Part-time faculty have not been rehired as a result.

There have been significant budget cuts across the university college.

MMA

Chapter President Craghead reported that she is on sabbatical, but still very active in MSCA activities.

There is much apathy on campus. In an attempt to activate the chapter, Chapter President Craghead met with Consultant James and the chapter will begin a newsletter and webpage.

There has been a 50% reduction in travel funds available. The Professional Development Committee in the contract has been charged with the approval of distribution of the funds.

There is a search for a newly created Dean of Undergraduate Studies. President O'Donnell remarked that he has learned that two unit members have been appointed by the administration.

Salem

There is a new Vice President of Diversity and Inclusion. She started three days ago.

Westfield

The University President has an enormous amount of vision but his behavior is making him unpopular with the faculty.

There are new deans on campus.

The campus is open during winter break.

Worcester

There is a new wellness center. Unit members may join for \$125 per year.

There was a directive to deans from the Department of Higher Education regarding civic learning. There is desire to designate courses for civic learning.

The administration is trying to impose a cap on adjuncts teaching at the university in conjunction with outside employment. The policy is that if part-time faculty are teaching a certain number of credits at other universities, they cannot teach at Worcester State.

The meeting adjourned at 2:30 pm.

Respectfully submitted,

Nancy George
MSCA Secretary