

Massachusetts Community College Council

Margaret Wong, President
Rosemarie Freeland, Vice President
Henry (Chip) Bradford, Treasurer
Ellen Pratt, Secretary



Don Williams, Communications
Dennis Fitzgerald, Day Grievance
Joseph Rizzo, DCE Grievance
Hilaire Jean-Gilles, Research
Tom Powers, Webmaster

Minutes of the MCCC Board of Directors Electronic Meeting via Zoom September 18, 2020 at 10:30 a.m. APPROVED 10.16.2021

Present: Officers: President Margaret Wong, Vice President Rosemarie Freeland, Treasurer Chip Bradford, Secretary Ellen Pratt; BOD At-Large: Claudine Barnes (CCCC), Brian Falter (NSCC), and Candace Shivers (MWCC and NEA); At-Large Part-Time: Laura Schlegel (HCC); Liz Recko-Morrison (BeCC), Shelly Murphy (BrCC), DeAnna Putnam (BHCC), Trevor Kearns (GCC), Trudy Tynan (HCC), Cathy Boudreau (MaCC Alt.), Bob Tarutis (MBCC), Joe Nardoni (MiCC and MTA), Sue McPherson (QCC), Loretta Minor (RCC Alt.), and Tom Smith (STCC); MTA FSO: Bret Seferian, Colleen Fitzpatrick.

Guests: Gail Guarino (Chair PCA Bargaining Team), Don Williams (Communications Coordinator).

President Wong called the meeting to order at 10:30 a.m. The Order of Business was adopted without objection following roll call.

Approval of minutes for the August 18, 2020 meeting was tabled until the October 16, 2020 meeting.

Reports

President Wong asked Chapter Directors to report on their campus enrollment numbers in chat: BeCC down 12%, BHCC down 15.5%, CCCC down 15%, GCC down 12%, HCC down 15%, MaCC down 14.5%, MBCC down 17%, MiCC down 14%, MWCC down 11%, NSCC down 11.2%, RCC down 15%, STCC down 17%. Wong receives a significant number of inquiries from members who are bypassing Chapter leadership. Wong's email address is on the homepage (www.mccc-union.org). Suggestions for remediation include listing chapter contact information on homepage, instituting an escalation plan starting with contacting chapter leadership. Requests to have the current budget accessible in the members only section and adding information related to benefits, etc.... in relation to COVID were voiced.

Vice President Freeland reported that the MTA Higher Ed Funding Formula Group will return to its original focus in October. MTA Researcher Dylan Bellknap-Learner will work with the group. The EY-Parthenon Report, commissioned by DHE, is still unavailable. Freeland spoke to the need to push for level funding by the state.

Treasurer Bradford discussed the balance sheets covering July 1-Sept 15, 2020. Bradford will include a profit/loss component in October. Adjunct and new hire information gathering continues in collaboration with the MCCC office staff. Bradford facilitated a session with chapter treasurers focusing on member recruitment best practices and chapter treasurers manual. Additional meetings/sessions will

be organized to engage chapter treasurers and, possibly, membership leaders. Bradford asked Directors how well colleges are following the law requiring administration to inform the unit of new hires within 10 days of hire (not start date). Chapters should persist in getting administration to respond as required by law. Bret Seferian suggested that DHE be put on notice after management showed an unwillingness to respond to an information request (late July/early August).

Secretary Pratt asked MBCC, BHCC, MaCC, and NSCC (election 9.22.20) to respond to request for updated chapter leadership information. Chapter Leadership Directory will be finalized once information is provided.

Bret Seferian reported that a demonstration is being organized for October 31, 2020 in anticipation of funding cuts to higher education. See <https://massachusettsagrees.org> for more information. Seferian spoke to the lack of accountability on individual college campuses when it comes to grievances and mediation. Commissioner Santiago and Boards of Trustees “stay out of it.” Aaron is still working on finalizing data detailing the outcomes of MTA’s summer organizing campaign. Colleen Fitzpatrick added that around 70 members signed up.

Candace Shivers suggested chapters reach out to Ashley Adams at MTA for more information on the member liaison program.

The Board of Directors was in executive session from 12:03 p.m. to 1:18 p.m.

NEA Director Candace Shivers encourage members to get involved in NEA and the National Council on Higher Education (NCHE); MCCC should consider an organizational membership for NCHE. Shivers reported that Super Week would be virtual.

MTA Director Joe Nardoni provided information on MTA 360 (MCCC has 3 licenses) and reported that MTA is rolling out changes to higher education supports. The next full MTA BOD is scheduled for October.

MTA Director Rosemarie Freeland offered to share MTA updates with anyone interested. The email updates include what is available on the MTA website.

Freeland reported on the recent HELC meeting: Cherish Act, Santiago’s equity agenda, Lumina Foundation requirement of audit of state policies using racial equity lens, federal government; MTA Executive Director reported on reorganization of HE supports.

MOTION: Stop this discussion and take it up in executive session as part of MCCC Matters.
(Pratt/Barnes) **PASSED**

Elections Policy Proposal - 2nd Reading (Appendix A)

The Parliamentarian ruled portions of the Elections Policy proposal out of order and offered language to replace that which is out of order. The maker of the motion, Trudy Tynan, accepted the Parliamentarian’s language.

President Wong proposed the adoption of the Parliamentarian’s language if there is no objection. Objection was raised.

Where the proposal to adopt the Parliamentarian's language was objected, the original policy proposal is ruled out of order.

MTA Welcome Packets

A discussion of MTA Welcome Packets was initiated by Candace Shivers. With only 200 available for 15 chapters, MTA needs to make more. Bret Seferian reported that MTA emailed higher ed Presidents on July 5 and received no replies. Seferian will reach out to Suzanne Wall (CC: President Wong).

Personal Advisor/Union Representative with new PPA Regulations

The Impact Bargaining Team discussed the impact of the Weingarten Law in relation to the accused having a personal advisor as outlined in PPA regulations. The Team recommends training for 3-5 people to serve as Advisors when a member is charged under Title IX. The Team will continue to assert that the union representative is not a silent participant based on the discussion.

Distance Education modality definitions are included in the Distance Education Agreement and the MOA dated July 23, 2020.

Non-unit professionals teaching on individual campuses was responded to in an email sent by Emily Brown on 9.2.20.

Enforceability of Local Distance Education Agreements

Claudine Barnes reported that the Distance Ed Agreement is implemented drastically different at campuses. MACER cannot negotiate any agreement that would undo the DEA and either party can unilaterally negate a local agreement at any time. A demand to bargain the DEA was sent to the former MCCC President; college presidents want to move forward with bargaining.

The Board of Directors entered executive session at 4:34 p.m.

Reported out of Executive Session:

MCCC Committee Recommendations

MOTION: Approve the appointment of Candace Shivers, Swan Gates, and Kam Kay to the SAC Steering Committee. (Barnes) **PASSED**

MOTION: Approve the appointment of Andrea Schwarz (Chair) and Billy Jackson (NSCC) to Nominations and Elections Committee. (Barnes/Shivers) **PASSED**

MOTION: Approve the appointment of Charlotte Gifford (Chair), Kate Martin, Linda Grochowalski to the Bylaws and Rules Committee. (Putnam/Freeland) **PASSED**

MOTION: Approve the appointment of Steven Zona (Chair) and Stephanie Marcotte to the Statewide Distance Education Committee. (Putnam/Freeland) **PASSED**

MOTION: Approve the appointment of Debbie Polumbo (Chair), Kimberly Mohareb, Liz McDonald, and Jean McLean to the Classification Appeals Committee. (Putnam/Barnes) **PASSED**

MOTION: Approve the appointment of Henry (Chip) Bradford (Chair), Gail Guarino, Tom Kearns, Sue McPherson and Ted Intarabumrung to the Finance Committee. (Putnam/Barnes). **PASSED**

MOTION: Approve the appointment of Margaret Wong, Rosemarie Freeland, Candace Shivers, and Claudine Barnes to Joint Study. (Pratt/Putnam) **PASSED**

The meeting adjourned at 5:58 p.m.

Submitted by Secretary Ellen Pratt

Appendix A

Moved that the MCCC Elections Policy be revised as follows to eliminate prohibition of write-in votes (strikethrough shows eliminated matter and bold shows additions):

II. CONDUCT OF ELECTIONS

In MCCC elections, the main principle to be observed is that every member eligible to vote shall have a reasonable opportunity to make nominations, to run for office, and to vote.

A. Nominations and Elections: Statewide Elections

1. A Nominations and Elections Committee is mandated by the MCCC Bylaws (Art. VII, sec. 3 for statewide elections).

2. Statewide nominations are placed by mail or electronically.

3. Statewide elections are conducted by mail or electronically. Ballots and/or election materials are delivered to member home addresses or by email; votes are cast by mail or electronically or hand-delivered to the designated location.

4. The Committee will certify and place in nomination in accordance with the Board approved MCCC Nominations and Elections Timeline outlined in the election year and the submission of the MCCC Nomination Form: (1) the names of all officer candidates who have secured at least fifty of active members in support of their candidacy, (2) and the names of all candidates for Adjunct/Part-time Board member who have secured at least ten signatures of active members in support of their candidacy, (3) the names of

candidates for the MTA Annual Meeting, and (4) the names of candidates for the NEA-RA Delegate Assembly.

5. If the officer and Adjunct/Part-time Board member positions are uncontested, the nominees for those positions are deemed elected. Nothing in this policy shall preclude write-in votes for officer and adjunct/part-time board member positions.

6. If the number of certified candidates for the MTA Annual Meeting and/or the NEA Representative Assembly is less than or equal to the number of delegates permitted, then those candidates are deemed elected. A ballot process will be conducted to permit write-in candidates for unfilled slots or to be named as successor delegates.

7. If an election has no contested positions, the MCCC does not need to conduct the elections but must declare the nominees elected and post the newly elected officers. Adjunct/Part-time Board member positions, and delegates to the MTA Annual Meeting and the NEA Representative Assembly within ten (10) days of the close of nominations.

8. All communications with candidates on the statewide ballot may be by email.

Approved by the MCCC Board of Directors August 21, 2019

9. Write-in candidates to the NEA RA and the MTA Annual Meeting must submit a write-in candidate nomination form within five business days of the announcement

of voting results. This form is to solicit the same information as a pre-election nomination form. People, whose names are written in, who do not fill in the write-in candidate nomination form within the time specified are ineligible for election, This policy will appear in the ballot materials and be referenced on the ballot.

Rationale:

This return to our previous write-in policy, which worked well for many years, would boost

MCCC representation at the MTA Delegate Assembly. Attendance has dropped from nearly 100 to 33 since write-ins were prohibited, arguably because members must now nominate themselves four-six months in advance of the DA with no recourse for a lapse in attention. Write-ins could also have excused the Board of Directors from having to fill two elective positions by appointment at the commencement of both those elective terms on the board. FYI, Roberts Rules is very clear in supporting write-ins permitting them in all circumstances unless specifically forbidden by an organization's rules.