

November Board Meeting Minutes
November 15, 2021
9:00AM -11:15AM
Coffee and Conversation at 8:45AM
Zoom Video Conference

Attendees:: Joanne Haley Sullivan, Liz McGonagle, Theresa Craig, Arnold Lundwall, Sanchita Banerjee, Catherine Cooper, Chris Scott, Catherine Lawson, Jacki Clark, Rick Reino, Ruth Hersh, Paulajo Gaines, Nina Marchese, Donna Flaherty, Bill Lupini, Fran Rosenberg

The meeting began with a brief recognition of Cindy Landanno's retirement. We thank Cindy for her work on the MOEC Board and wish her the very best in retirement.

Executive Director Report

Special Education Staffing Concerns

MAPPS, ASE, and MOEC met with DESE (Nina Marchese and Janelle Roberts) to discuss the issue of Special Education staffing shortages. We also had the opportunity to meet with a group from MASSHIRE to review our needs and discuss strategies to support them. Recommendations from meeting with this group can be found in [this document](#).

Staffing issues continue to be in the forefront for some collaboratives. Being competitive with other employers is also a concern - many employers are in a position to offer bonus incentives to retain staff/hire staff, however collaboratives are unable to do that. There was discussion about referral bonus vs new-hire bonuses and other compensation that Collaboratives may be considering.

Joanne also met with MAPPS and ASE with Senator Lewis and staff from Representative Peisch's office to update them on the situation. The notes from that meeting can be found in [this document](#).

Funding for COVID-Related Expenses for Collaboratives

Collaboratives will be reimbursed for 75% of the items requested. Joanne reported that these funds should be expected in Collaborative accounts very soon.

A summer program grant was discussed as another source of revenue that Collaboratives could apply for. So far, seven (7) collaboratives have applied and others will be following suit.

Job Alike Groups have continued to meet. Special Education Program Leaders heard from Sibel Hughes from DESE's Office of Language Acquisition who answered questions they had about provision of EL services within a collaborative setting. In-home service leaders, and Equity Specialists both met as well. We had our first meeting of the EL Coordinators. HR Leaders met as well and reviewed info from MassHire.

Approval of the September Board and October General Membership Meeting Minutes (FOLDER 1)

Catherine Cooper made a motion that the minutes of the September Board meeting and the October General Membership meeting be adopted as presented. Chris Scott seconded the motion. The motion was approved by unanimous vote.

Committee Reports

Professional Development Committee Report

We received an update from Liz McGonagle about the [PD Committee plans](#) for this year.

With regards to the Social Security Session, it was discussed that the Zoom link would be shared upon request rather than published to the MOEC website or YouTube.

Additionally, we had a discussion of the Board's interest in contracting with a writer to promote the work of Collaboratives and MOEC. Sanchita Banerjee shared that CASE collaborative produces a monthly newsletter that was inspired by the great work that LABBB shares in their monthly newsletter. Fran Rosenberg also shared that she uses her website and Facebook page to tell the story of the work being done at NEC. The Board agreed that the PD Committee will continue to research this; Regional Reps will also bring this issue up at their next monthly meeting and ask for recommendations on who might do this work.

Legislative Committee Report

We received an update from Catherine Cooper about the work of our Legislative Committee this month.

Catherine shared that the testimony presented to the Government Oversight Committee was well received. We are hopeful that it will continue to move forward. Matt Irish will take the lead on when we will follow up.

Regional Reps were asked to encourage their region to attend the January General Membership Meeting to reinforce the importance of building relationships with legislators.

Treasurer's Report

Chris Scott provided the [Treasurer's Report](#) for the Board.

Fran Rosenberg made a motion that the November Treasurer's Report be approved as presented. Theresa Craig seconded the motion. The motion was approved by unanimous vote.

Executive Director Salary Survey

We had a brief discussion about the [FY22 Executive Director Salary Survey](#). This survey will be sent out to the General Membership later this week.

Follow up to discussion with the Office of the Child Advocate (Maria Mossaides)

After hearing from the Office of the Child Advocate at our October meeting, Joanne will send a survey to the membership to learn about interest.

Follow up to discussion about DESE Connecting Activities (Dr. Kerry Akashian)

After hearing from Dr. Kerry Akashian, Career Development Education Lead at DESE the Board discussed next steps they may wish to pursue. Joanne encouraged members to reach out to Kerry to connect with their regional lead.

Discussion of MOEC Goal

The Board discussed how to proceed with the goal of working with the membership to articulate a framework for norms for shared initiatives:

- a. communication
- b. financial structure
- c. lead collaborative by initiative

The Board discussed that we might want to continue to focus on this while recognizing the challenge of discussing this in the abstract as well as the amount that is on people's plate given the pandemic and its ongoing toll. It will be important to be prepared to tackle any issues that may come up. The Board requested that the Regional Reps discuss this with their regions and come back with ideas.

Regional Representative Reports

We have organized Regional Liaison Representative meetings with the Commissioner on a quarterly basis this year. An update of the [October meeting](#) was provided.

There was a brief discussion that students are more dysregulated now than pre-pandemic and how data could be presented statewide. It was determined that while we have anecdotal information, there is not consistent statewide data to provide.

Our Regional Representatives did not have updates from last month as they have not met.

Preparation for the January General Membership Meeting

The Board will discuss ideas for the January General Membership meeting.

The PD Committee has planned a Kick-off panel presentation designed to encourage collaboratives to connect with their local elected officials to "make friends before they need them." Matt Irish and several others including Catherine and some who have hosted legislative breakfasts or other similar events will be on the panel.

Theresa Craig suggested that if there are collaboratives participating in the grant (Multi-tiered program), is it worthwhile to have a discussion about that, possibly for the May meeting.

Liz McGonagle: Perhaps we could bring in a motivational speaker to lead people forward with refreshing ideas on how to motivate and recognize our employees without financial incentives. It was requested that Regional Representatives could ask in their regions about a referral for a speaker?

Last Notes

Our annual financial review will take place at the December Board meeting.