



**Board of Directors Meeting
Friday, February 12, 2016**

**OCASA Board of Directors Meeting
Friday, February 12, 2016
10:30 am - 12:00 pm**

MEETING MINUTES

	Name	Region/College	Term	
1.	Krista Pearson President	North, Sault	2012	2017
2.	David Belford Past President	West, Fanshawe	2011	2017
3.	Riley Burton, Secretary	North, Confederation	2011	2016
4.	Greg Murphy Treasurer	East, Durham	2012	2015
5.	Jane Cooper	West, Mohawk	2012	2015
6.	Kristi Harrison	Central, Centennial	2013	2016
7.	Kelly Murray-Scott	West, Lambton	2013	2016
8.	Janine Foster	East, St. Lawrence	2013	2016
9.	Shemeena Shraya	Central, George Brown	2014	2017
10.	Barb Watts	Central, Georgian	2015	2018
<i>Regrets</i>				
11.	Alanna McDonell Vice President	East, Algonquin	2011	2016
12.	Mary Lou McLean	East, Fleming	2015	2018
<i>Resource</i>				
	Diane Posterski	Executive Director, OCASA		

Agenda Item #	OCASA Board Meeting Minutes
1.	<p>Call to order Welcome & Call to order Chair: Krista Pearson</p>
2.	<p>Approval of the Agenda Motion to approve the agenda: Moved: Barb Watts Seconded: Janine Foster Carried</p>
3.	<p>Approval of the Meeting Minutes of November 26, 2015 Motion to approve the Meeting Minutes of November 26, 2015: Moved: Jane Cooper Seconded: Kristi Harrison Carried</p>
4.	<p>College Employer Council – David Brook, CEO <i>Update on Council activities and admin compensation</i> David noted Council’s continued commitment to keep the lines of communication open with OCASA, and that they value OCASA’s input into matters around compensation. David provided some background to the Executive Compensation Framework, the regulation (details still unknown); and the process of survey that the government is undertaking. Presently, there is no timeline given, which complicates the Compensation Guidelines for those excluded from the Framework. David invited OCASA to make its submission, which will join Mungall Consultings recommendation in time to release guidelines for April 1. General discussion followed:</p> <ul style="list-style-type: none"> • Challenges faced for supervisors where two sets of administrators, in the same payband, fall both inside and outside the executive designated group. One group can receive increases, while the other can’t • Compression between Deans and those reporting into them • Inconsistency across colleges in how compensation is being managed in light of freeze • Challenges for performance pay, transparency <p>Krista thanked David for his time, and the opportunity to meet with him. David left the call at this time.</p>

<p>5.</p>	<p>OCASA submission to CEC (draft) Diane Posterski reviewed the draft submission. After some discussion, the following motion was made: Motion: That the following amendments be made to the draft as presented:</p> <ol style="list-style-type: none"> under 1. Grid adjustment – a sentence be added, reflecting the following: “Positions in the same payband, but with different titling, is creating inequities among those at the same college. “ <p>Moved: Kelly Murray-Scott Seconded: Greg Murphy Carried</p>
<p>6.</p>	<p>CoP Working Group – Update Krista Pearson provided an update on progress today, including the working group members. The first meeting was scheduled for February 24. Diane also noted communications going out to members to let them know about provincial consultations, but not the full proposal yet. One of the key questions at stake is OCASA’s capacity in meeting the demands of the proposal. Diane asked for a few volunteers from the Board to discuss this issue specifically. Janine, Greg and Kristi agreed assist Diane with this, with a meeting being established in the next few weeks.</p>
<p>7.</p>	<p>Executive Director’s Report – <i>– Diane Posterski</i></p> <ul style="list-style-type: none"> Awards Committee: Key issue presented was interest in making OCASA awards open to all administration. There was significant discussion about the merits, concerns, and suggestions: <ul style="list-style-type: none"> Should still be at least one award for members; don’t want to de-value membership Opening up could bring more awareness to OCASA Suggestions about which award(s) might be opened up (Emerging Leader) Create a new award for this purpose: leadership, innovation Example of another association following similar route, but maintaining an award for members <p>It was generally agreed that at least one award should be opened for all administrators, and that the Awards Committee should take this discussion under advisement.</p> <ul style="list-style-type: none"> Membership Report (no discussion) Business Plan priorities: Diane asked for support from Board members to create a membership working group (Barb Watts, Jane Cooper volunteered), and a PD working group (Shemeena Shraya volunteered). Conference Overview (no discussion) PD Framework (verbal report): no discussion <p>Motion to receive report:</p>



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	Moved: Barb Watts Seconded: Riley Burton Carried
8.	Administration Next meeting: April, 2016
9.	Adjournment Motion to adjourn: Moved: Kristi Harrison Seconded: Dave Belford