



**Yosemite
Faculty
Association**

**YFA REPRESENTATIVE COUNCIL
APPROVED MINUTES**

**Wednesday,
March 19, 2014**
Faculty Lounge, East Campus

respectfully submitted by
Iris Carroll, YFA Secretary
to the YFA Representative Council

Meeting is called to order at 3:10 p.m.

Quorum [x]

EXECUTIVE BOARD

PRESENT

President	Debi Bolter	X
V President/MJC	Sarah Curl	X
V President/CC	Gene Womble	X
Budget Analyst	Vacant	
Secretary	Iris Carroll	X
Treasurer	Linda Kropp	X
MJC College Council	Ross McKenzie	X
Rep at Large/MJC	Larry Scheg	X
Rep at Large/MJC	Jim Stevens	X
Member-at Large/CC	Vacant	

REP. COUNCIL

PRESENT

Steve Amador	X
Jill Ramsey	
Haleh Niazmand	X
Pam Guerra-Schmidt	X
Columbia Adjunct: Vacant	
Monique Vallance	
Becky Ganes	X
Business: Vacant	

Brian Greene	X
Milan Motroni	
Shawn Black	
Vacant	
Shelley Circle	X
Elzbieta Jarrett	
Tom Nomof	X
Donna Louie	X
Hanna Louie	X
Adrian DeAngelis	
CC Rep A at-Large: Vacant	
CC Rep B at-Large: Vacant	

OTHER POSITIONS

PRESENT

Faculty Representative to the Board	Brian Sinclair	X
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MINUTES

February 12, 2014 Minutes: Approved:

M/S/A Ross McKenzie moved, and Brian Greene seconded, that the February 12, 2014 minutes be approved. The motion passed by voice vote.

REPORTS

- Faculty Representative to the Board: No report.
- MJC College Council: Ross McKenzie reported that the College Council discussed FTEs. Figures show that the college is still below the growth target and that the administration does not want to borrow from summer. Various modes of classes are being considered. For example, teaching at local high schools and on Fridays and Saturdays. Logistics for these models are being worked out. Ross then reported on the three faculty positions and the discussion of the ranked position list created by Instruction Council. In addition, Ross reported that people outside the college are impressed with the Distance Education article that was recently negotiated into the faculty contract. Ross reported that the Academic Senate is holding discussions regarding counseling, the SSSP, and the role of paraprofessionals in providing some preliminary counseling services in support of the SSSP. Lastly, Ross informed us that the college does not have the PTOL surplus we had thought at first.
- Columbia College Council: Gene Womble reported that the Columbia College Council also talked about FTEs and they are also a bit short of their target. They are strategizing on reaching their growth target for spring and summer. They viewed a slide presentation on apportionment and how FTEs work. This presentation will be put on Web. Lastly, Gene reported that students are building an earth bench.

- Other Councils (SS, IC, RAC)
 - Student Services: Brian reported that they have not met in a few weeks. Talk of March 28 SSSP planning session. Brian asked about other sessions being held for people who can't attend the March 28 meeting. Lastly, he reported that students are pursuing MTV University where they will install monitors in public areas for announcements.
 - Instruction Council: Shelley stated that the meeting was cancelled. She did provide more information regarding the ranked faculty list. We talked specifically about the PE position. Linda Kropp asked about the process for late retirees, death, or sudden medical necessity leave. Shelley explained that the process stipulates that if a faculty member does not announce his/her retirement by the stated deadline, the division would not get the replacement position. Conversely, if the faculty member announces before the deadline, the division keeps the replacement position. In the event of death the division would be granted a one-year temporary emergency position. Medical necessity would probably be part of emergency process as well.
 - Resource Allocation Council: Iris reported that meetings have been mostly informational. Jill Stearns announced that a name for the Vice President of College & Administrative Services position would be forwarded to the Board (Al Alt). Iris also talked about the Instructional Equipment & Library Materials money that has been allocated to the college. This money is being provided to districts from the State. Jill has requested clarification on how this money can be spent. The Council will again revisit our charge once the new VPCAS is in place. Shelley asked if the Council had discussed student bench seating inside Founders. Iris replied that no, the issue had not been brought up. A discussion ensued about Founders Hall seating. Debi will follow up on security cameras between Founders Hall and the Forum Building.

DISCUSSION/ACTION ITEMS

1. Check-in

- a. New Student Days: Faculty are not expected to draft ed. plans but promote their programs. Debi inquired if the expectation regarding ed. plans had changed? Donna said that their dean has training packets for non-counseling faculty but training has not moved forward, so the expectation currently has not changed. The Saturday New Student event on March 8 was a success. Students do need to make an appointment. They are assessed then they have advising. There is another event planned for April 12. Two faculty from BUSAD attended. A question was raised about the relationship between the March 28 SSSP event and the April 12 event? The relationship between these two events is not clear.

- b. Grievance Policy: The Grievance Policy is on the YFA website. In addition, we need a clear policy for the complaint process, which is to be negotiated in the next round of negotiations.
- c. The Affordable Healthcare Act Workshop (Feb. 21, 2014): This event for all part-time faculty was very well done even though no more than ten people attended. Thanks for Monique Vallance for planning and facilitating this workshop.

2. Negotiation re-openers

a. Draft of Survey:

Gene introduced the Council to the draft survey that will be sent to all faculty regarding reopener suggestions for 2014-2015 and items to be discussed at EER. It was agreed that YFA will need to hold a special General meeting to go over the survey results and 2014-2015 negotiation topics, after the final Rep Council meeting.

Because of the late receipt of insurance benefits numbers we will need to negotiate total compensation and ratify over the summer.

We will need a special Rep. Council meeting, probably in May, to vote to release the tentative agreement on salary & benefits (total compensation).

General discussion began regarding reopeners and the survey.

Item a - PTOL Salary Schedule: Discussion centered on why we have a different schedules. Questions and brainstorming ensued.

Item b – There was agreement on this issue.

Item c – There was agreement on this issue.

Item d – There was clarification that class caps are different from maximum class size.

Item e – After discussion, it was agreed to remove the words, “including lecture/lab.” More discussion ensued regarding load and equity for all faculty. Concern was expressed about those faculty whose lab has been differentiated by an increased number of hours of load rather than a Carnegie value on their lab. A solution needs to be inclusive of all groups, not leaving out most vocational faculty at MJC. Tom reminded us that the lecture/lab issue is a rollover item from the last negotiations.

Item f - There was agreement on this issue.

Item g - There was agreement on this issue.

Item h - There was agreement on this issue.

Item i - Brian Sinclair clarified that the original intent of this item was to make sure there are no disincentives for faculty to move into administration.

- b. PTOL schedule: - We reviewed a PTOL salary schedule that compares lifetime earnings for instructional and non-instructional faculty. This was an informational item.
 - c. Salary Schedules: It was agreed that we should post the salary schedules on the YFA website for 10 month; 10 month+5 days; 11 month
 - d. Rumor control: - Debi informed the Council of a rumor circulating that suggests the YFA supports changing the unit value of some courses thus changing workload factor from 12 to 15 for English faculty. The YFA position is to support faculty. Although curriculum and unit values of courses do not fall under YFA purview, working conditions in fact, do fall under the purview of the YFA; we need to think about how we can be a part of the changing unit value discussions.
 - e. IBB training : Debi asked if the Rep. Council would like to invite Victoria Simmons to lead a two-hour IBB training session on Wednesday April 16th, from 3-5 PM. The Exec Board recommends this training because there are so many new Council members and we all need to have a shared understanding of IBB. We can open the training to others requesting an RSVP. The cost of the training will be \$400. Ross McKenzie moved to approve with Shelley Circle seconding. The motion to fund this training passed with a voice vote.
 - f. Survey Results: Next we discussed a date for reviewing survey results. It was decided that we would review the results at our next regular Rep. Council meeting on April 9.
 - g. Summer ratification: As stated earlier, we will need to negotiate and ratify over the summer due to the late receipt of insurance benefits numbers.
3. Negotiation pay options
- a. Stipends – The general stipend rate is \$50/hr. for meetings and homework (summer, fall 2014, and spring 2015). There is a desire to keep this option for those who want it.

- b. Release time – Release time is 10% (fall 2014, spring 2015). YFA would like to be able to offer both options to negotiators. 10% release time is approximately \$2,000 for negotiators, so negotiators would be working 40 hours (\$50/hr.) for 10% release time. Negotiators should keep track of all hours even if they choose a stipend, so if they go over 40 hours then they will be eligible for their additional hours at the \$50/hr. rate.

Linda Kropp moved and Brian Greene seconded the motion approving this arrangement. The motion passed with a voice vote.

4. Bylaws amendment

The amendment regarding Rep. Council and Exec Board meeting frequency and times will move forward with the summer ratification. Background: Our bylaws state that we are supposed to meet each month during the academic year. Because of fluctuations in the academic calendar and because of conflicts with other standing meetings, neither the Rep. Council nor the Exec Board has been meeting according to the schedule in the bylaws. Therefore, language in the bylaws will be updated and clarified.

5. 2014/2015 YFA meeting schedule

Rep Council meetings will be moved to the 3rd Wednesdays except for Nov./Dec. when it will meet on the 1st Wednesday. As stated above Exec. Board meeting dates have also changed due to inherent conflicts with District Board meeting dates.

6. 2014/2015 Proposed Budget

Linda Kropp reviewed the budget for next year. The Rep. Council agreed to increase the conferences/lodging funds to \$9,500 to cover expenses including a YFA retreat next year, and increased the payroll fund and the legal fees fund. Brian Greene moved to approve and Tom Nomof seconded. The budget was approved by voice vote.

7. Open House

We made no decision on the date.

8. "Check Out"

1. Re-opener survey to go out to all faculty on March 25.
2. Benefits ratification will be coming in the summer. The ratification will include changes to YFA Bylaws concerning Rep. Council and Exec Board meeting calendaring.
3. Budget. YFA is retaining our planned savings and building reserves with new dues increases.

ADJOURNED

5:25 PM