



**Yosemite
Faculty
Association**

**YFA
REPRESENTATIVE COUNCIL MEETING
APPROVED MINUTES**

**Wednesday,
November 4, 2015**
Faculty Lounge, East Campus

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

Meeting is called to order at 3:02 p.m.

Quorum []**

PRESENT

EXECUTIVE BOARD

President: Jim Sahlman; Past President: Debi Bolter; V President/MJC: Sarah Curl; Secretary: Iris Carroll; Treasurer: Larry Scheg; MJC College Council: Ross McKenzie; Rep at Large/MJC: Allan McKissick and Jim Stevens; Rep at Large/CC: Maryl Landess

PRESENT

REP COUNCIL

Dale Pollard, Jill Ramsey, Randi Osburne, Shelley Akiona, Susan Cassidy, E. Denise Smith, Mike Adams, Ken Meidl, Donna Louie, Hanna Louie, Laura Manzo

OTHER POSITIONS

Faculty Consultant: Michelle Christopherson
Adjunct-at- large/CC: Vacant
Adjunct-at- large/MJC: Leslie Beggs

MINUTES

Approval of the October 7, 2015 Minutes: Approved as read []

Consent Agenda:

- Approval of the minutes for October 7, 2015
- Approval of the spring 2016 YFA Rep Council Meeting Schedule – The Council reviewed the proposed spring schedule of meetings and decided that we can have an emergency meeting if Jim has a conflict. Jim commented that District Council does present a conflict.
- Approval to increase the YFA Executive Assistant to 40 hours – Jim informed the body that this position was previously treated as a district employee (LTAC) position. When the position became vacant several years ago, the position became part-time and YFA assumed responsibility for the expenses and the position. The amount of work required is really that of a full-time position. The Council agreed to reframe this position as a full-time one that will remain an YFA position.
- Approval of YFA Negotiating Team: Debi Bolter (Negotiating Chairperson), Jim Stevens, Tom Nomof, Sarah Curl, Tim Elizondo, and Iris Carroll (**NOTE:** Additional team members may be added in the next round of negotiations, depending on our team’s needs). Because Jim has appointed Debi to serve as Chief Negotiator, Jim will not sit on the negotiating team. See YFA Bylaws at the end of these minutes.*

M/S/A Donna Louie moved to approve all items on the Consent Agenda and Dale Pollard seconded the motion. The motion was approved on voice vote.

Previous Business and Announcements:

- The Council welcomed Leslie Beggs, our new Adjunct Faculty representative from MJC. She reported that the part-time survey has been sent out to part-time faculty via email at both colleges. The survey will be up for a week.
- CCCI Conference (October 22-24, 2015) – Jim reported on the conference. Jim found the overview of union reports interesting and the YFA report was well received. Jim reported that Rich Hansen, CCCI President, is stepping down. There will be an election this spring. Also one of the member organizations, Rancho Santiago, may be leaving and affiliating with CFT. They are a high-paying dues union. The other members might have to make up their contribution. CCCI will have further discussion on this issue. Jim led a discussion of benefits we enjoy as a CCCI member. One of presenters was David Conway, one of our attorneys. Another presentation was made by John Johns, our forensic accountant, who spoke about that about 50% law. He reported that some Districts use this law to shortchange instruction by millions of dollars statewide. Mr. Johns recommended that unions look at who their districts are counting toward that 50% law.
- Bay Area Faculty Association (BFA) Meeting (October 26, 2015) – Jim gave a very brief report on the most recent BFA meeting.

- Summer sick leave and retirees update – The problem has been fixed. Once Jim pointed out that Ed Code requires retirees be included or districts can be fined, the District agreed to include them.
- Jim announced that the District is getting hacked a lot. Apparently, this is really expensive to the District. District is creating new firewalls. We need to get word out that distribution lists will change; people will be able to use them on campus but not from home. Jim reminded members never to click a link if we don't know its origin.

Current/Ongoing Business:

- Step advancements for faculty at the end of the pay scales – Part of the new contract stipulates that steps 1 and 2 will be frozen, making the lowest step, Step 3. Two new steps were also added at the high end of the scale enabling senior faculty to have room to continue to advance. However, in the implementation, all faculty did not enjoy the new level of movement. One faculty member did get moved up to step 3; other faculty were moved up except for those faculty who had already reached their maximum column advancement. These faculty should have been advanced. District is saying that the new contract didn't include senior faculty advancement. This interpretation means that the District is not following the contract consistently. The District says they are worried about the cost of advancing senior faculty. Jim tells us that there are only 20-30 faculty affected, so the advancement would not cost much. YFA is working on this issue with our attorneys. YFA has requested a list of every faculty that this affects.
- Negotiations— The negotiations team met and identified the issues we'd like to address in the Evaluations article.
- Class Size Committee – We began a discussion regarding representation on the newly-formed Class Size Committee. The purpose of this committee is to develop a process by which class sizes are determined ensuring that no class sizes are altered arbitrarily. Jim informed us that the committee composition must include 50/50 representation of faculty/administrators. After a lengthy discussion, we decided to recommend eight faculty representatives as follows: someone knowledgeable about labs, Distance Education, MJC Senate, YFA, performance/composition classes (production, papers, and music), CC Senate, student services, and CTE. This committee will need to become a common reporting out body.

Reports/Concerns/Comments (if any):

- Faculty Liaison—Michelle Christopherson reported that the District Council will have a strategic planning meeting on December 16th from 2:00-5:00. Michelle is allowed to invite two people to attend the meeting with her. Michelle wants to invite a math person from MJC and from CC because she wants someone who can interpret numbers. Therefore, she is inviting Ross McKenzie and Maryl Landess to either come or to recommend someone. Michelle continued by discussing her recent email regarding MJC graduation. She wants to clarify that her focus is not on gathering data, but more on faculty ideas on how to encourage faculty attendance at MJC's graduation. She's trying to start this conversation and has been invited to join Commencement Committee. She would like for representatives to encourage constituents to respond to

Michelle's email. Columbia College representatives reported that at their graduation every student has a personal statement read as they go across. All faculty attend because it is fun and meaningful.

- YFA Secretary—Iris Carroll reported that a fall semester newsletter should be coming out soon and that the new contract has been posted to the web site.
- YFA Treasurer—Larry Scheg reported that finances are in line with expectations. He also reported that we have upgraded technology in the office for less than the Council approved. He continued by reporting that the annual audit has begun and is going well so far.
- YFA Vice Presidents—Sarah Curl and Tim Elizondo – Sarah reported on how often YFA communicates with our legal counsel and how much we depend on them in order to represent our faculty fully. Tim reports that there is nothing new on Mandated Reporting. Jim thinks MJC faculty will begin hearing something more about this issue in the spring.
- College Council—Ross McKenzie reported that the meeting was dominated by people's being upset about replacement vs. growth positions. The other big issue discussed was FTE; we need 14,500 but we are at 6,200 for this semester. Columbia College is working on District policy review but they didn't do anything in their last meeting. Allan McKissick thanked Jim for pursuing the issue of reduced access to the Policy and Procedures committee web site. Michelle agreed to bring up this issue of lack of transparency at the upcoming District Council meeting.
- Other comments/concerns/reports—
 - Debi reported that Kathryn Guion, YFA former executive assistant, has just been diagnosed with breast cancer.
 - A question was raised about how faculty can have input into their supervisors evaluations.
 - One representative asked about the best way to report out to our constituents? Jim recommends sending highlights to a distribution list.

Adjourned: 5:09 pm

Next scheduled YFA Rep Council Meeting:

Wednesday, December 2 @ 3:00pm
YFA Faculty Lounge, Room 102, East Campus

* YFA Bylaws, Section 9—Bargaining Committee

- **Section 9.1 (Nomination and Approval)**—The Bargaining Committee and such alternates as the Executive Board deems necessary shall be nominated by the President and approved by both the Executive Board and the Representative Council.

- **Section 9.2 (Chairperson Nomination and Approval)**—The Chairperson and the Committee shall be nominated by the President and approved by the Executive Board. Under Interest Based Bargaining, a Chairperson may not be necessary.

- **Section 9.3 (Standing Rules on Selection Procedures and Criteria)**
 - **Section 9.3.1 (Term)**—A member of the Bargaining Committee shall serve until the Membership ratifies the contract negotiated by the Bargaining Committee.

 - **Section 9.3.2 (Criteria)**—The only criteria for appointment shall be the judgment of the President with the approval of both the Executive Board and the Representative Council.