



# Yosemite Faculty Association

## YFA REPRESENTATIVE COUNCIL MEETING APPROVED MINUTES

**Wednesday,  
December 2, 2015**  
Faculty Lounge, East Campus  
  
respectfully submitted by  
Iris Carroll, YFA Secretary  
to the YFA Representative Council

Meeting is called to order at 3:05 p.m.

Quorum [x]

**PRESENT**

**EXECUTIVE BOARD**

President	Jim Sahlman	[X]
Past President	Debi Bolter	[X]
Vice President/MJC	Sarah Curl	[X]
Vice President/CC	Tim Elizondo	[X]
Budget Analyst	Vacant	[ ]
Secretary	Iris Carroll	[X]
Treasurer	Larry Scheg	[ ]
MJC College Council	Ross McKenzie	[X]
Rep at Large/MJC	Allan McKissick	[X]
Rep at Large/MJC	Jim Stevens	[X]
Member-at Large/CC	Maryl Landess	[ ]

**PRESENT**

**REP COUNCIL**

Dale Pollard	[X]
Jill Ramsey	[X]
Haleh Niazmand	[X]
Cheryl Williams-Jackson	[ ]
Behav & Soc Sciences: Vacant	[ ]
Shelley Akiona	[X]
Susan Cassidy	[X]
Demitrius Snaer	[ ]
E. Denise Smith	[ ]
Laura Manzo	[X]
Mike Adams	[X]
Ken Meidl	[X]

Donna Louie	<input checked="" type="checkbox"/>
Hanna Louie	<input type="checkbox"/>
Ag/Tech Ed: Vacant	<input type="checkbox"/>
CC Rep A At-Large: Vacant	<input type="checkbox"/>
CC Rep B At-Large: Vacant	<input type="checkbox"/>

<b><u>OTHER POSITIONS:</u></b>	Faculty Liaison: Michelle Christopherson	<input checked="" type="checkbox"/>
	Columbia Adjunct: Vacant	<input type="checkbox"/>
	MJC Adjunct: Leslie Beggs	<input checked="" type="checkbox"/>

**Consent Agenda:**

- Approval of the minutes for November 4, 2015  
M/S/A – Shelley Akiona motioned with Dale Pollard seconding. There was no discussion. Minutes were approved on voice vote.

**Previous Business and Announcements:**

- Announcement—Faculty Holiday Open House at MJC (December 8—1pm until 5pm). (**Note: A faculty holiday open house will occur in April near graduation up at Columbia**).
- Announcement—Jim informed the Council that he was invited to give a Guest Presentation at United Faculty of Ohlone (UFO) on November 30, 2015. Because they are completely revising their bylaws they asked Jim to talk with them about how YFA operates. His presentation was well received.
- Update—Summer sick leave and retirees update: Initially, the District informed the YFA that retired faculty who had not yet been credited for their summer sick leave to their STRS accounts would have their retirement accounts credited by mid-November. However, the YFA received an update that the process was taking a bit longer and was expected to be finished before the end of December. A follow-up will be provided at the next Rep Council meeting.
- Update—FON calculation and faculty list: Jim has a meeting at the District office to review the FON and learn how the District calculates what gets reported to the State.
- Update—Step advancements for senior faculty at the end of the pay scales: Jim retold the background story on this situation and announced that the situation has been fixed. YFA, on the advice of legal counsel, had sent a demand letter to the District and expected to receive a counter letter from District attorneys. A settlement was reached whereby the District would resolve the issue by Jan 1, 2016. The agreement would give senior faculty their step advance in exchange for not pursuing any other issues related to this item. The agreement allows for the step advancement for senior faculty to go into effect on Jan 1, 2016 with the next step advancement to occur at the normally scheduled time this coming summer. Unfortunately, the agreement did not result in a retroactive pay from July 1, 2015. YFA agreed to this because some senior faculty are putting off retirement to get up to the top step. A draft of the MOU/side letter is being drafted and will be sent to our attorney for review before Jim signs it.
- Update—Class Size Committee: Jim communicated our decision regarding committee composition to the District in early November but had not received a response to his communication. YFA is upholding the timelines agreed upon and is uncertain where the District stands at this point. In response to the Council’s concern, Jim clarified that no faculty member is required to increase class size just because the dean asks. Class size is a negotiable issue and Representatives need to remind their constituents of this fact.

- Update—Adjunct faculty survey completed; full-time faculty survey next: The part-time faculty survey has been completed. Jim will present the results to Exec Board on December 9. The next step is to conduct a full-Time faculty survey followed by a general meeting of all faculty.
- Article 39 issue: Jim informed the Council of a situation in which a faculty member was being wrongfully accused of something. In opposition to Article 39, the District decided to investigate the situation at a high level from the onset, thus bypassing due process. Jim responded to this action by questioning the District’s interpretation of Ed Code and the issue was dropped.
- Additionally, Jim informed the Council of faculty members who were demanded to have an investigative interview recorded. When the District was informed that the faculty members did not give permission to have their interviews recorded, under the Penal Code, these faculty members were told that such action would be considered insubordination leading up to termination. Under YFA legal advice, the interviews were recorded so as to protect the faculty members at the moment, but YFA will be following up on the District’s threat.

**Current/Ongoing Business:**

- Concerns with Human Resources: YFA leadership is becoming increasingly concerned with the frequent and serious nature of problems with Human Resources. For example, the issues described above. Leadership is having to spend an inordinate amount of time and legal resources to solve issues that should not be issues in the first place.
- Negotiations: Debi Bolter explained that the District has requested and YFA has agreed to proceed by using a traditional negotiations method. This method requires that written proposals be presented by the team seeking a change prior to negotiations. The District is scheduled to send a new Evaluations article to YFA by December 8. We will negotiate on December 14. At that session we will reconsider our ground rules in light of this new format and begin working on the Evaluations article. Debi explained that we will not meet on the 15<sup>th</sup> as originally planned because traditional bargaining requires more caucuses and we do not want to waste the facilitator’s time. District has agreed to pay for the facilitator for some past meetings and for our upcoming negotiations.

**Reports/Concerns/Comments (if any):**

- Faculty Liaison—Michelle Christopherson submitted a written report. She talked again about her graduation project in which she is trying to discover why faculty do not attend regularly and explore ways to rectify this situation. She explained that the reason she is undertaking this project is because part of her job is to build stronger relationships between faculty and the Board. Graduation attendance is a Board interest.
- YFA Treasurer—Jim reported that Larry is working on the annual audit.
- YFA Secretary—Iris Carroll reported that she has been redesigning the YFA website.
- College Council—Ross McKenzie got a copy of the hiring prioritization list and spent time talking about it. For example, he talked about how far down hiring could go on the list. He further explained that SSSP and equity money positions are not part of that list. He informed us further of an issue with nursing faculty in which they can be on perpetual one-year contract status due to a special state law. The current situation is that this special state exception will sunset and no one knows what will happen after that.

- YFA Vice Presidents—Sarah Curl and Tim Elizondo – There was no report but Tim began a discussion about minimum class sizes at the two colleges and expressed concern for the way the system is working for Columbia College. Debi pointed out that colleges are not responsible for setting campus class sizes because minimum class size is a mandatory bargaining issue. Because this issue is a mandatory bargaining issue, Debi stated that we should think of this as a district issue not a college issue. Sarah requested that Tim gather some data regarding cost of education at Columbia represented by the breakeven amounts for a class. She stressed that we need to be data driven and develop a long-range plan rather than a quick solution to a problem.
- Other comments/concerns/reports—None were given.

**Adjourned:** 5:15 pm

**Next scheduled YFA Rep Council Meeting:**

Wednesday, January 1 @ 3:00pm  
YFA Faculty Lounge, Room 102, East Campus