



Yosemite Faculty Association

REPRESENTATIVE COUNCIL MEETING APPROVED MINUTES

Wednesday,
October 18, 2017
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]

EXECUTIVE BOARD

President	Jim Sahlman	<input checked="" type="checkbox"/> [X]
Vice President/ MJC	Sarah Curl	<input checked="" type="checkbox"/> [X]
Vice President/ CC	Erik Andal	<input checked="" type="checkbox"/> [X]
Secretary	Iris Carroll	<input checked="" type="checkbox"/> [X]
Treasurer	Larry Scheg	<input checked="" type="checkbox"/> [X]
Member-at Large/ CC	Craig Johnston	<input type="checkbox"/> []
MJC College Council	Ross McKenzie	<input checked="" type="checkbox"/> [X]
Rep at Large/ MJC	Vacant	<input type="checkbox"/> []
Rep at Large/ MJC	Jim Stevens	<input type="checkbox"/> []
Budget Analyst	_____	<input type="checkbox"/> []

REP COUNCIL

Dale Pollard	<input checked="" type="checkbox"/> [X]
Jill Ramsey	<input checked="" type="checkbox"/> [X]
Haleh Niazmand	<input checked="" type="checkbox"/> [X]
Brandi Snider	<input checked="" type="checkbox"/> [X]
Steve Choi	<input checked="" type="checkbox"/> [X]
Shelley Akiona	<input type="checkbox"/> []
Vacant (Iris Carroll)	<input type="checkbox"/> []
Demitrius Snaer	<input type="checkbox"/> []
Laura Manzo	<input checked="" type="checkbox"/> [X]
Paul Cripe	<input checked="" type="checkbox"/> [X]
Tom Nomof	<input checked="" type="checkbox"/> [X]
Ben Riley	<input checked="" type="checkbox"/> [X]
Hanna Louie	<input checked="" type="checkbox"/> [X]
Tim Vaugh	<input type="checkbox"/> []
CC Rep A At-Large: Brian Greene	<input checked="" type="checkbox"/> [X]
CC Rep B At-Large: Pam Guerra-Schmidt	<input type="checkbox"/> []
MJC Adjunct: Bill Holly	<input checked="" type="checkbox"/> [X]
Columbia Adjunct: _____	<input type="checkbox"/> []
OTHER POSITIONS: Faculty Liaison: Allan McKissick	<input checked="" type="checkbox"/> [X]

Announcements and Reports:

CCCI Conference (October 19-21) in San Diego—Jim Sahlman

Jim will be attending alone. He plans on meeting our attorneys, David and Patti, while he's there. He anticipates hearing about CCAP limits, which are agreements with high school districts where we either go out to their schools and teach or host their classes on our campuses. Our attorney says many districts are moving ahead with these agreements without talking to unions. He also thinks he'll hear about Boards that are writing in policy with WISHe **[Jim, can you help me out here?]**

Accreditation Team Visit—Jim Sahlman

Originally, Jim was not scheduled to meet with anyone; however, he ended up meeting with several members of the visiting team.

Monthly Chancellor 1-on-1 Meeting / CCAP Agreements—Jim Sahlman

Jim reported that the meetings have gone well and that they are having frank discussions. Their most recent meeting was focused on an accreditation debriefing.

Report by Faculty Liaison to the Board—Allan McKissick

Allan has not met with the Chancellor yet, but they are both interested in scheduling a meeting. Allan wants to raise the issue of investigations. Supposedly, there should be an in-service training for Board members and Central Services by some new District attorneys. These new attorneys attended a recent Board policy committee meeting where they talked about due process. Allan has talked with some trustees about this issue.

Allan continued by informing us that Jim's presentation at the last Board meeting was well received. Board members seemed very interested in the graph on productivity but did not ask any questions.

Consent Agenda:

Approve the minutes of the **September 20, 2017** YFA Rep Council Meeting

The consent agenda was approved with Dale Pollard moving and Hanna Louie seconding. There were two abstentions, Ross McKenzie and Haleh Niazmand.

Current/Ongoing Business:

Update Regarding Retirement for Faculty Hired in 2013 and Later—Jim Sahlman & Sarah Curl

All YCCD employees hired after 2013 including LTAC, CSEA, and YFA are all affected by changes to benefits after retirement that were made several years ago by previous YFA leadership, when they agreed to implement a fixed number for monthly health benefits upon retirement. The general feeling was that LTAC employees can afford this change much more easily than the rest of us. Jim pointed out that the District is classified heavy and, therefore, may not have the money to pay for all the positions on the books. Jim was at Columbia College last Friday for their Senate meeting where they talked about this 2013 agreement. Jim thinks we'll need to add it as a reopener. A key issue is that these reduced benefits could affect faculty staying here or going elsewhere. The council asked how those faculty Riffed

then reinstated would be affected. Representatives were encouraged to let new faculty know that right now their benefits are not too good at retirement.

Online Evaluations—Jim Sahlman & Sarah Curl

Only the immediate administrator can evaluate a faculty member. In his capacity as Dean, Instruction and Student Learning, Patrick Bettencourt cannot conduct online evaluations for faculty who do not report to him directly. Jennifer Hamilton wanted an MOU allowing Patrick to evaluate online instructors. She has since withdrawn this request.

Negotiations Update—Negotiating Team

The team reported that they are trying to work through a soft Tentative Agreement (TA). Class-size averaging has proven to be a sticking point. YFA has not agreed to the District's 40 or room capacity offer. The facilitator introduced the concept of having ranges of class caps. Instead of the variations we currently have, he suggested that we have fewer variations but maintain some flexibility to account for different pedagogical needs. The discussion centered on having four levels of caps for standard class sizes: 25, 30, 35, or 40. All current classes would have to go through a review process by the yet-to-be-convened, Class Capacity Committee, to determine which class size level would be appropriate. This review will probably take several years. All representatives need to gather constituent feedback on this class cap proposal and provide YFA leadership with the feedback **prior to November 1**.

During the last negotiations meeting, the District team did not want to talk about compensation (remember, faculty have not received any raise this year even though LTAC and CSEA have) until a new cohort was agreed upon. Because the discussion of a new cohort is not even a Sunshined issue that is legally a part of this current round of negotiations and because the District team admitted that it has not received any direction from the Board on this issue, negotiations stopped at that point. It appears that the District is not negotiating in good faith. YFA is exploring all of our options.

Jim reported that Board member, Lynn Martin's, comment about YFA may have crossed the line of government code. According to code, one side cannot go to the other side and undercut the bargaining team to its members. Her comment in question was, "Do you know the reason the faculty is not getting the 2% raise is because of the negotiation team and you may want to replace your YFA leadership." We are waiting to hear advice of counsel to see how to respond to this.

Jim is trying to organize another general faculty retreat to either give us a TA or discuss our options. He wants to have this meeting in Oakdale.

Various Faculty Updates—Sarah Curl & Erik Andral

Sarah is working on a grievance regarding class load. It appears that the workload appeals committee will be drawn into this grievance. Sarah informed us that the Council must approve three faculty members to sit on this committee. Sarah Curl moved that she will identify three individuals to serve on this committee who then need to be approved by the Exec. Board. The three faculty members are: Jim Sahlman, Sarah Curl, and Optimism One. Haleh seconded the motion, which was approved unanimously.

Sarah also reported that she's working on an issue of forced overload, which is not allowed in the contract and one of forced travel for outreach, which is a change in working conditions.

Policies and Procedures Committee Report—Erik Andal

Erik delivered his report remotely and it was very difficult to understand. Jim requested that Erik send a written report. Erik advised the Council to review the Academic Freedom P & P carefully.

Announcements and Reports:**Comments from any Exec Board member, committee reports, or other—Anyone**

Ross quickly reported on the Brandman Univ. courses that are to be taught here. Originally we were told that these were to be upper-division classes, when in fact they are classes that are in direct competition with some of ours. For example, they are teaching some math courses that we teach here.

Adjourned: 5:08

Next scheduled YFA Rep Council Meeting: November 22, 2017 @ 3:00pm, YFA Faculty Lounge