

YOSEMITE FACULTY ASSOCIATION (YFA)

APPROVED

Representative Council Meeting

MINUTES

September 21, 2005

Meeting is called to order by YFA President, Jillian Daly, at 3:10 p.m.

MJC East Campus Faculty Lounge

Members Present: 22

EXECUTIVE BOARD: (1) Erik Andal, (2) Jillian Daly, (3) CeCe Hudelson-Putnam, (4) Alan Layne, (5) Dorothy Scully, (6) Nancy Sill, (7) Mike Smedshammer, (8) Gene Womble. **REP COUNCIL:** (9) Michael Akard, (10) Sue Adler, (11) Jim Curl, (12) Linda Kropp, (13) Deborah Laffranchini, (14) Jon Kropp, (15) Hanna Louie, (16) Dan Martin, (17) John Mendes, (18) Vicki Nelson-Hollis, (19) Larry Scheg, (20) Steve Stroud, (21) David Ward, (22) Sandra Woodside.

Excused Absence : Desdemona Martinez, Jim Stevens

Absent Members : None

Guests : Rich Sweeney, Measure E rep

INTRODUCTIONS New YFA Executive Secretary, Molly Navarro, Mike Smedshammer, new YFA Executive member, East Campus at Large.

MINUTES 4/20/05 approved.

REPORTS

TREASURER NANCY SILL, YFA TREASURER

Balance Sheet: Treasurer, Nancy Sill, gave her first report as the new YFA Treasurer, effective through August 1, 2005, noting that it reflects the last reconciled cash balances and that, as the audit is not yet finished, some balances may be adjusted. Total liabilities and equity amount to \$179,496.26. A more detailed report and quarterly budget can be received from your division=s YFA representative.

Reimbursement to Shrock/Vasher. The previous Representative Council discussed reimbursement via a 24-month payment plan. TOTAL for *both* payoffs: a little over \$28,000. A review of the advantages of a lump sum payment vs a 24-month plan followed. For the benefit of new Rep Council members, the history of YFA=s representation of the two faculty members, Shrock and Vasher, and the legal fees incurred, including the Rep Council=s vote last Spring to reimburse all legal fees except for \$2,500, followed. The payment plan would be \$585 a month to Vasher and \$595 a month to Shrock over a 24-month period. .

Q: *Should reimbursement to each be made in one lump sum or should reimbursement be made to each in monthly payments?* The pro=s and con=s of both were reviewed. Questions/Answers followed.

MOTION: (Jim Curl/Erik Andal); discussion.

M/S/C That Schrock and Vasher be paid off in full (one payment), rather than on a schedule.

IRS Mileage Rate Increase: The rate will increase to 48.5 cents a mile for all business miles effective 9/1/05-12/31/05. Will the Council accept the increased rate so that when people are reimbursed for their mileage rates they will be reimbursed at the IRS standard?

MOTION: (CeCe Hudelson-Putnam/Linda Kropp)

M/S/C That the Rep Council accept the mileage increase.

PAC CECE HUDELSON-PUTNAM

States that PAC has about \$12,000 and has been asked by Steve Collins to support him in his bid for a position on the upcoming Modesto City Schools Board election. PAC has supported other election bids in the past and added that both the PAC and Executive Boards have decided to support him by contributing a \$500 monetary gift. Asked for the Rep Council=s support.

MOTION: (Debbie Laffranchini/Gene Womble); discussion.

M/S/C To support Steve Collins in a \$500 gift from PAC.

MJC VP CECE HUDELSON-PUTNAM

Faculty Evaluation Training Session: The sessions are to begin based on the schedule in the Contract and in conjunction with HR. By Week 2, Peer Evaluators should be identified. The Division Dean should have contacted people to sit on those committees. By Week 6, all Peer Evaluators will attend an evaluator training scheduled for Friday, 9/30/05. The training will include a review of the Contract which sets forth what can be evaluated (Article 5), observation, and the evaluation. The training, per the contract, should be done by the end of the 10th week of the academic year. Diane Wirth from HR will attend. Additional training sessions may be held throughout the semester, perhaps one in November and in the Spring on online instruction and will work very closely with the Virtual Classroom Committee that has created criteria for online instruction.

Sexual Harassment: HR has had problems in this area. A district-wide training session on the subject of sexual harassment will take place for Leadership in October and for Faculty in January, 2006. Marilyn Kaplan is to head the Leadership training. Concerns were voiced. It is requested that the Chancellor be advised that Staff does not support Marilyn Kaplan as a trainer of faculty on sexual harassment.

COLUMBIA VP ERIK ANDAL

Evaluator Training Session: Columbia is having their Evaluator Training session the first week of October, Friday, 1:00 p.m. The training will go one step further by using what the CC Academic Senate established three or four years ago, AThe Best Practices in Teaching,@ a supplemental resource for evaluators. CC will have three people offering the training: Erik Andal, Dr. Gervin, and Micha Miller, Senate President. The Deans will ensure that those unable to attend the session are given a copy of the packet used at the training session.

Part-time/Overload Salary Schedule: Gene Womble noted there was a discussion based on the Contract vs the salary schedule and that the Negotiation Team is handling this. Originally, it was hoped to get the part-time overload schedule to 1/1000 of the regular full-time salary schedule and have, for years, tried to negotiate the equity funds in order to bring that salary schedule up. They were able to do that this time and the problem exists in that the original salary is at the 2001 salary contract and there have been no raises on the part-time overload schedule since then. Money was inserted into the salary schedule, but it is not up to 1/1000 of the full-time salary schedule. The part-time equity bonus should be coming 11/15/05 for everyone based on teaching in the 2004-2005 academic year. Summer has been excluded from that. Presently, the salary schedule covers the entire academic year causing the salary increments on the schedule to appear smaller. Brian Sanders and Linda Kropp are working to see how much it will cost to bring the original salary schedule up to 1/1000. The salary schedule for part-time/overload in the new contract is correct.

Sabbaticals: Can a Faculty member bank a sabbatical? Can they take it next year rather than the year it was applied for? There is nothing in the Contract that prohibits this. If the date is included in the application

process, then that date changes, and the President has to approve that. Proposes that the Rep Council revisit the wording under the article in the contract regarding Sabbatical leaves and suggests add a time limit.

FACULTY CONSULTANT STEVE STROUD

Announces that it is his final academic year and final term as Faculty Consultant.

30 Acre land grant: MJC was given 30 acres in Patterson by Michael Miroyan and a vote resulted, 6-1, to begin negotiations. The Measure E money would probably fund an academic community there.

Board Retreat: There are concerns for a yearly retreat and the financial aspects of the district, the new Contract and its effect, health care issues, the Golden Handshake, and lower FTES. He recommended that 7 or 8 YFA reps attend each of the Board meetings. The next meeting is at Columbia-- the meeting in November is at West Campus.

COLLEGE COUNCIL MICHAEL AKARD & MIKE SMEDSHAMMER

Motto: **MICHAEL AKARD** opens by saying that the Council is creating a visionary motto and requests those who are clever with words talk to him.

Enrollment: As a trend, of the students that enroll at MJC in the Fall, there are between 5,000 and 8,000 who do not return in the Spring semester. We must find ways to encourage students to make the right choice by continuing their education.

Fee Waivers: At the next meeting they are likely to discuss possible fee waivers for college-ready high school students. High school seniors who say that they plan to attend MJC in the Fall never appear, and the College Council is seeking methods to bridge the gap. One suggestion is getting counselors to the high schools and another is to find financial incentives for students who are making a choice between MJC and another college. Last year when fee waivers were discussed, the Rep Council approved dismissing fee waivers.

MIKE SMEDSHAMMER: Adds that the charge of the College Council is to act merely as an advisory council to the President. He or she does not have to take that advice. No votes are taken. It is consensus based. He believes it weakens the faculty position as shared governance hinges on trust that is established in that group. In an effort to generate FTES, they are looking for expansion sites to teach classes. Discussion follows regarding teachers with a Masters Degree at a high school switching to teaching for the college after hours at the high school where they work during the day. Discussion followed regarding the environment created when taking a college class in a high school environment. President Jillian states that she and Curtis Martin, Academic Senate, are going to continue co-Executive Board meetings and will bring up Rep Council=s concerns on this at the next College Council meeting.

GUEST, RICH SWEENEY: A few things to think about:

- (1) How do we perceive this campus and how do we perceive other campuses. Where do people really want to be? What do you want to see MJC and West Campus become between now and within the next five years?
- (2) Connections. Rich asks faculty to think about how different proposals work together. How do they connect? Who should be connected with whom? How can we make that happen with more effectively?
- (3) pps.org, Strongly recommended that the Rep Council take a close look at this internet site for an organization known as Public Places, a non-profit organization dedicated to creating and sustaining public places that build in the industry.
- (4) A portion of the building library is a historical structure. Rich advocated strongly that it be used in a creative way that represents what it is.
- (5) Measure E is a shared governance academic senate issue rather than YFA. **Q**: Why is YFA involved? **A**: The decisions are going to involve movement of programs with both campuses. YFA receives concerns from faculty regarding a move from one spot to another which would involve a transfer agreement.

- (6) Voting on the parking garage issue has been put off for awhile. President Jillian adds that more information is needed other than the two options that were offered and input from the community.

Continuing Business/Jillian Daly

There being no objection, Item (a), Bylaw Revision Meeting (scheduled for October 26) and Item (b), Shared Governance Agreements for Division, are TABLED until the next Rep Council meeting. Item C, Shrock/Vasher Payment Schedule, was previously discussed in the Treasurer=s report.

New Business/Jillian Daly

(a) YFA Executive Board Election for Secretary. Jillian announces that we do not have an Executive Board Secretary, that an election announcement for this position will soon be released, that the election will take place the end of October and that a re-election will take place in April. An appointment by the Executive Board requires a revision of the Bylaws which is time and cost excessive but adds that she will continue investigating the matter. Jim Curl confirms that he, as well as Ross McKenzie and Sarah Curl are on the Election Committee.

(b) Negotiations. The Executive Board approved a Negotiations Team: Brian Sanders, Chief Negotiator, Linda Kropp, CeCe Hudelson-Putnam, Mike Smedshammer, and Gene Womble. Two task forces were negotiated: Total Compensation and Medical Benefits. Each task force will have two YFA members, two CSEA members and two District members. The Total Compensation task force is comprised of Brian Sanders and Linda Kropp. The Medical Benefits task force is comprised of Dick Higginbotham and Shelley Circle, but may also include a CC rep. After extensive research regarding salary, compensation, benefits and our alternatives to Blue Cross, all negotiation for salary and health care will take place in these task forces. Securing facilitators will depend on whether things go smoothly or not. Dr. Williams indicated that we should go ahead and research the use of facilitators in the event one becomes necessary. The District=s Negotiation Team is Teresa Scott, Diane Wirth, and Dr. Williams.

Workload Appeals Committee Membership. The last page of the Contract outlines the work load. This committee will need members to fill the ten positions, five of them from faculty. Of the five faculty members, four will be chosen from MJC and one faculty member will be chosen from Columbia College. There will be at least one faculty member chosen from each of the following four instructional approaches and services: lecture, laboratory, activity, and student services/non-teaching.

District-wide Bank Leaves. Why have one district bank form? Should they be at each campus? Where should they be accessed?

Proposed MOTION: (Mike Akard/Hanna Louie); discussion.

That the District forms be the same. DISMISSED until further information can be obtained.

Faculty Survey. For the October meeting, it was requested that a list from each Rep Council member be prepared with a recommendation of items for the faculty survey--issues that have come up, including concerns and ideas, so that Brian Sanders and Mike Smedshammer can work with these ideas to create the actual survey. The survey should be approved at the November meeting and it is hoped that it goes out in November.

COLA and Bonus Checks. (1) The retro 2.41 back to January 1. Payroll is hoping it will be added on the 9/30/05 pay check. If not, then definitely by 10/30/05. (2) Part-time Overload will receive their bonus check on 11/15/05. Adjunct staff will be getting some compensation based on the hours worked in the 2004-2005 academic year.

Meeting adjourned at 5:05 p.m.