



**Yosemite
Faculty
Association**

REPRESENTATIVE COUNCIL MEETING

Date: Wednesday, September 13, 2006

Location: Faculty Lounge, E. Campus

APPROVED MINUTES

Respectfully submitted by

Sandra Joan Woodside

YFA Secretary

The meeting was called to order by President Daly at 3:01 p.m. A Quorum was established.

PRESENT: Jillian Daly, Cece Hudelson-Putnam, Gene Womble, Sandra Woodside, Nancy Sill, Mike Smedhammer, Alan Layne, John Mendes, Laurie Prusso, David Nordin, Paul Berger, Linda Kropp, Wendy Griffiths-Bender, Emily Malsam, Larry Scheg, Jim Stevens, Brian Sanders, Donna Louie, Hanna Louie, Jon Kropp, Bobby Hutchison, David Ward, Dave Baggett

ABSENT: None

MINUTES Approval of the April 12, 2006 Minutes.

Motion: “To approve the minutes of April 12, 2006 as written.”

Motion to Approve: Alan Layne/Laurie Prusso,

Approved as read

WELCOME

1. **Introduction of New YFA Rep Council Members** – President Daly welcomed the new members of the YFA Representative Council. With so many new faces, President Daly acknowledge it will be an exciting year as the new members are brought up to speed on contract negotiations and other on-going concerns of the Council.
2. **A Commendation for Steve Stroud**– President Daly, along with the members of the Council, thanked Dr. Stroud, who was unable to be present, for his many years of service as the YFA Faculty Consultant to the Board of Trustees.
3. **Introduction of New Faculty Consultant** --Dave Baggett

Dr. David Baggett has been selected as the new faculty consultant to the Board of Trustees. Dr. Baggett fulfilled the new requirements for qualification as outlined in the *Faculty Consultant to the Board of Trustees Position*, and was announced as the replacement for Dr. Stroud.

Dr. Baggett shared some of his qualifications for the position with the Council. He is currently in his thirteenth year at MJC. He has served as Academic Senate President, Interim Dean at Columbia, has been elected to school boards before, knows the current players at YCCD and on the board, and feels comfortable as a liaison for YFA and the Academic Senate. He is excited and will be attending MJC College Council, YFA Representative Council, both Academic Senates and, of course, the YCCD Board meetings. Dr. Baggett acknowledged the political delicacy of the position by observing one

can be used in this position because the consultant is privy to information that can go to one's head. He acknowledged the Faculty Consultant needs to be balanced and well-seasoned so as not to get drawn into being a pawn.

President Daly concluded Dr. Baggett's introduction by acknowledging past ups and downs with the success of the position. While there was some discussion in the past of eliminating the position, when she attends union related conferences, other union leadership is very interested in this position. They comment that it is unique that YFA and Senate were able to negotiate a position that is so highly political and has such great usefulness

DISCUSSION ITEMS

1. Secret Ballot Vote for MJC Lecture Position for the Workload Appeals Committee.

Tom West was the MJC Lecture representative on the Workload Appeals Committee, but has left employment at YCCD. The position, thus being left vacant, needs to be filled. An announcement of the vacancy went out at the start of fall semester and requested nominees for the position. There were two nominees for the position: Jacqueline Faris and Terri Nichol-Johnson. David Ward gave a verbal endorsement of Jacqueline Faris. There was no other discussion. Ballots were distributed to the Council, collected, and the votes counted by Molly Navarro, YFA Executive Secretary. Two people present at the council meeting were not eligible to vote.

Terri Nichol-Johnson was declared the winner of the voting and will be notified by President Daly.

President Daly told the group there is discussion of reducing the size of the Workload Appeals Committee. Currently the committee is comprised of five administrators and five faculty members. There is discussion, in negotiations, about reducing size of the membership to four for each side.

2. District Strategic Plan Comments

The Strategic Plan has been on the District Council agenda for months. Discussion had been tabled due to the illness of Dr. Williams. The current Interim Chancellor has brought the need to move forward on the Strategic Plan to the forefront of concerns for the District Council since it impacts Measure E, educational plans, etc. Once finalized, the Strategic Plan will guide all activities for the District for the next 10 years. The current document, according to Dr. Hodges, is too procedural. He is requesting input from the college community in order to reshape the document to be more vision-based.

Wendy Griffiths-Bender indicated the document is largely standard, boiler-plate language. The only thing unique is fiscal resources and facilities. For example, identifying the District maintain a 5% reserve is too specific and should be replaced with language that reflects the more general goal of promoting financial stability.

President Daly inserted an additional request regarding the Planning Summary from the MJC Self-Accreditation Report. Within this document are over one hundred identified "plans" the college has committed to as part of its initial self-study for accreditation in the 05-06 academic year. Dr. Rose, President of MJC has requested from the College Council that these plans be reviewed, prioritized and reduced to a more realistic set of goals.

Council members are directed to take the Strategic Plan to their Divisions for review and

prioritization. Once priorities are identified, President Daly requested the prioritized list from each division representative be forward to the YFA Executive Secretary. Molly Navarro, for compilation. President Daly will then take the recommendations from YFA to the District Council.

3. MJC Budget Woes (Jillian Daly)

With new leadership, many issues surrounding district and college budgeting have come to light. Past practices indicate the colleges do not effectively manage their budgets; they spend and then ask District to cover their expenses.

Nancy Sill, YFA Treasurer and Budget Analyst, began meeting with Vice Chancellor of Finance to understand budget process which is not like public accounting. While there is a great deal of unreliable information circulating, it has become apparent the process needs more transparency. This has become apparent with the two million dollar deficit at MJC.

The Governor's May Revise has not changed dramatically. However, what has changed is how YCCD is planning on using COLA money. COLA set aside for salaries is now down to 1.8%. COLA monies are being proposed to cover revenue loss due to enrollment decline,. COLA funds will also be used to offset Energy, the Golden Handshake, Technology, Baker Station and other new projects. There are other expenditures in the District Budget, not originally budgeted for, which need to be covered and the Vice Chancellor of Finance is proposing the use of COLA monies to help defray the costs.

The position of YFA is that COLA monies should not be used to cover those costs and should remain as part of the negotiations process for increasing salaries.

MJC has already spent PTOL (Part-Time Overload Monies). If MJC continues with the same number of sections for Spring 07, will overspend their PTOL by an additional \$1.2 mil. President Daly has been asked to serve on a task force to examine PTOL. This is a complex issue with many variables. In the past, MJC has always swept budgets to cover costs. For the last 2 years, MJC did not have enough money to cover the costs so the problem of overspending has become apparent. There won't be enough money available to sweep in Spring to offset the expenditures

4. Negotiation Update (Brian Sanders, Bargaining Committee Chair)

Mike Smedshammer is new to the team this year. CeCe Huddleson-Putnam is focusing on contract language. Gene Womble helps with the vocational issues. Linda Kropp's focus and expertise is budget and financial issues.

Currently the District and YFA teams are not getting enough data on costs of health benefits. Our team is convinced costs are about the same as other places but are not getting information from other districts. There is some confusion as to why the information is not available.

Negotiations this year will be guided by the principles of Interest Based Bargaining. Brian Sanders, Bargaining Committee Chair for YFA, hopes this will be good, as long as the process does not bog down.

The interest of YFA is to maintain the health of the district while protecting the rights of faculty and working diligently to increase salary to the median without having to sacrifice health benefits.

Currently the process has been stalled waiting for the assignment of an IBB facilitator.

There will be emails to all faculty, after negotiations meetings, to highlight what happened. Mike Smedshammer has agreed to be notetaker at the negotiations meetings and to write the *Table Talk* summaries.

5. YFA Dues—Decrease? (Nancy Sill)

YFA dues used to be \$250 per year. Recently, YFA had two arbitrations that ate up the reserve. Consequently, The Representative Council voted to raise the dues to \$550 per year. Currently, the YFA reserve is almost back \$238k. Recommendations from other independent unions around the state indicate a union should have between \$250 to \$500k in reserve, depending on its history of arbitration.

New by-laws direct the Representative Council to review our dues structure every three years. Nancy Sill will work on projections showing the effects of decreasing dues. However, YFA Executive Council still needs input on the amount of reserve we should maintain. Linda Kropp leans towards the higher number. Bobby Hutchison agrees. CeCe Heddleson-Putnam felt the reserve should be about \$300k, but if YFA goes into arbitration, we would need to bump that up. John Kropp thinks we should allow dues structure to coast until we reach the point of comfortable solvency. He asked how much goes into reserve at end of year, and Nancy Sill indicated about \$40K. He also inquired about what other independent unions charge. As a contrasting example, Marin pays about \$800 per year for membership.

This issue will continue to be discussed at the next Representative Council meeting. The concern is to keep the union solvent and meet needs of membership.

6. Creation of YFA/Senate Project Committee

President Daly, in concert with Academic Senate President, Curtis Martin, has proposed the creation of a joint YFA/Senate Project Committee to determine what facilities these two bodies need in order to function. In a sense, this is our own Measure E project committee. This committee will make recommendation regarding staying in the Library with modifications or planning for new space. If the recommendation is for new space, where would our offices be housed, together or separate, in a central location or off campus? The two governing bodies may require revisioning – where do we really want to be and what do we need in the space we occupy? (square footage, video conferencing, keys, windows that open, etc.)

The committee will be composed of two members from YFA and two members from Senate to create structure for groups to respond to.

Volunteers: Wendy Griffiths-Bender and Jillian Daly (until someone volunteers).

7. YFA Retreat—Faculty Evaluations

YFA is hosting its first retreat for Dean's and Representative Council members to explore the issues surrounding faculty evaluations. This is an opportunity for both sides to improve/clarify contract language and process. The morning will be devoted to looking at contract issues, and in the afternoon, YFA Counsel, Marty Fassler, will present legal scenarios, based on outcomes of actual

arbitrations, for the group to analyze.

Contract outlines criteria for faculty evaluations. However, the primary problem is how one interprets the contract. YFA acknowledges there is faulty language in the contract which needs to be clarified and cleaned up. The delicate balance for YFA is to protect faculty from arbitrary and capricious interpretation and application of the contract, which cannot cover all contingencies, and not represent itself as a body which defends mediocre and/or incompetent teaching. This is an issue where YFA, District Human Relations, and College administrators agree there are mutual interests in resolving.

8. Shared Governance Agreements

Review of divisional shared governance documents is a project that was begun in Spring 06. This is a project which needs to be finalized. The last time a review occurred was in 1991.

President Daly has requested the each council member report back at the October meeting. Each representative should be prepared to report where their division is on finalizing their document.

Deadline: Do we need to create a deadline. The project needs to be finished so it can be revised in 5 years.

REPORTS

PRESIDENT

JILLIAN DALY

Information has been collapsed into above discussions

TREASURER/BUDGET ANALYST

NANCY SILL

Treasurer: Audit should be out by Mid Oct.

MJC VP/PAC

CECELIA HUDELSON-PUTNAM

MJC PAC – PAC is working to create a forum for Area IV candidates running for the Board of Trustees during this current election year. The committee will be sending out invitations to join PAC. The right to vote on PAC endorsements and how PAC distributes funds to candidates comes with membership on the committee.

MJC VP – The timeline for Faculty Evaluations is well underway. As peer evaluators are being selected and assigned, the YFA VP will deliver training for faculty evaluators. These will be occurring during the first week of October.

COLUMBIA VP

GENE WOMBLE

CC VP – Columbia College is awaiting the announcement of their new President which will occur today. Three candidates were forwarded as finalists for the position.

FACULTY CONSULTANT

DAVE BAGGETT

No report

COLLEGE COUNCIL

VACANT

No Report

ANNOUNCEMENTS:

Next YFA Representative Council meeting will be on October 11th.

ADJOURNED

4:53 p.m.