

This is sent on behalf of the Negotiations Team, YFA/YCCD:

Written by Jillian Daly and approved by the Negotiations Team.

Table Talk

Faculty Contract Negotiations
February 22, 2008

Members Present: Jillian Daly, Dennis Gervin, Brian Sanders, Diane Wirth, Gene Womble
Scribe: Gloria Plasencia
Facilitator: Victoria Simmons

1. The meeting began at 1:00pm in District Conference Room B. Both the minutes and the *Table Talk* for the February 11, 2008 negotiations meeting were approved.
2. We began the meeting by reviewing the Columbia College process for approving faculty teaching loads over 140% and learned that Columbia College does not use a set form but that exception requests with rationales are emailed directly to the VP. We asked that Columbia College review the form currently used at MJC for their own possible use and to suggest improvements to the approval process.
3. The main topic for the day's negotiations meeting was to review contract language for Article 3: The Academic Calendar and Work Year.
4. We noted that there were three separate ideas that needed to be defined: the Academic Calendar, the Academic Year, and the Faculty Work Year.
5. The Academic Calendar was defined to be the entire period between July 1st of one year and June 30th of the following year, including holidays, breaks, intersessions, and Summer sessions.
6. The Academic Year was defined to be the total number of days within the primary terms of Fall and Spring semesters that are available for course instruction. We agreed that the current contract was unclear as the language only reflected the state minimum of required instructional days (175) and not the actual number of days our district's compressed calendar has available for instruction (187). Part of the problem, we determined, was that when we compressed we added Saturdays to our instructional days. In that way, while our semester weeks decreased, our instructional days increased, but we never changed the contract language to reflect this change.
7. The Faculty Work Year was defined to be the actual academic responsibility of each individual faculty member during the Academic Year. As agreed to in previous negotiations meetings, the faculty responsibility is described mainly in the Professional Week, which describes instructional and non-instructional faculty's accountable time (student contact hours/office hours) and professional time. Each faculty member is also responsible for four FLEX days of seven hours each (28 hours total).
8. We agreed to eliminate archaic language that described an end of year faculty "check out procedure" that no one knew existed.
9. We added language that described the End of Work Year as the moment when a faculty member's accountable time has been met and their grades have been turned in.
10. We reviewed and approved changes to Article 7: Adjunct Faculty Evaluation and Appendix C.3.C: Adjunct Evaluation Timeline in order to make the adjunct process

reflect the similar changes we made to the full-time faculty evaluation process in the last round of negotiations.

11. We agreed to remove Online Workload from this round of negotiations, and agreed that all discussion of workload will be on hold until after Program Review is implemented at both colleges.

The negotiations meeting ended at 5:15pm.