

## Faculty Assembly Council Notes

August 25, 2017

**Attendance:** Lillian Batista-Edwards, Brad Byrom, Jonathan Cole, Julie Cord, Leigh Cotnoir, dara, Sean Davis, Scott Fallstrom, Richard Ma, Mary Gross, Kent McCorkle, Brent Pickett, Christine Sharp, Jeanine Sepulveda, Nancy Schaeffer, Herschel Stern, Kristi Wish, Mark Whitney

### Exec Reports

*Byrom* (FA President) shared summer updates including the move of District support of the faculty evaluation process from Instruction to Human Resources, as well as the proposed change to an electronic student survey process. Spring 2108 negotiations with the District will include in-depth discussion of how the faculty evaluation process will be included within our contract.

Three full-time faculty investigations initiated by the District have been concluded in a manner that worked in the best interests of all faculty involved. As such information is personnel-related and confidential, no further details are shared with Council members.

Proposed changes in the use of faculty travel funds during sabbaticals have been resolved with the District. Policies for the use of travel funds are the same for and apply to all faculty.

*Fallstrom* (FA Treasurer) noted that 15 of the 16 newly hired faculty are contributing at the recommended FA membership rate. This year's faculty hires will also be provided a year membership in FACCC at no cost to them or to the FA. The Budget Committee will meet to identify fiscal initiatives for the coming year.

*Gross* (FA Ombudsperson) provided a Bylaws/Constitution update to the Council. The revisions to the FA Bylaws approved by Council last semester have been posted on the FA website (along with the 2014 Bylaws). Following a 2-week review period, there will be a vote of the full faculty (commencing September 11<sup>th</sup>) on the proposed changes to the FA Constitution. Three information sessions will be offered to faculty to address any questions or concerns. Passage of the proposed changes to the FA Constitution requires a "yes" vote by 60% of voting faculty.

*Cole* (FA Lead Negotiator) shared the names of members of the FA Negotiations Team (Cole, Byrom, Fallstrom, dara, Whitney) and outlined the upcoming negotiations process, which will include initial meetings with the district to identify issues of mutual agreement. All faculty will be surveyed mid- September to identify a list of possible interests unique to individuals and groups, while the Council will play a significant role in larger common issues (e.g., salary, evaluation). Board of Trustee parameters and priorities for negotiations will be set in early January 2018, with formal negotiations expected to begin in early February.

### Council Considerations

Council members offered a number of possible Goals and Objectives for the upcoming year. These suggestions will be forwarded to members of the Communications Committee for review editing before being returned for Council review/approval at the next meeting.

Council members convened in their respective Budget, Communications and Research Committees.

## Faculty Assembly Council Notes

September 8, 2017

**Attendance:** Lillian Batista-Edwards, Brad Byrom, Paul Clarke, Jonathan Cole, dara, Sean Davis, Scott Fallstrom, Steve Isachsen, Peggy Jones, Richard Ma, Mary Gross, Kent McCorkle, Brent Pickett, Christine Sharp, Jeanine Sepulveda, Nancy Schaeffer, Kristi Wish, Mark Whitney

### Exec Reports

*Byrom* (FA President) noted that initial pre-negotiations meetings with the District will commence, identifying areas of common agreement and proposing mutually agreed upon means of addressing possible negotiated issues. The FA and the District are developing a policy pertaining to District-initiated investigations that will likely take the form of an MOU. The pros and cons of this will continue to be discussed to outcomes are in the best interests of faculty.

*Byrom* proposed a Council committee structure to include Budget, Communications, Research and the Negotiations Team. Motion to approve was made (Stern) and seconded (Hata) and unanimously approved by Council.

*Fallstrom* (FA Treasurer) shared an updated count of faculty contributing to the FA, including 100 contributing at the recommended rate and 29 contributing at some level. The FA will continue to work closely with Payroll in support of faculty with concerns about compensation and payroll deductions.

*Gross* (Ombudsperson) reminded colleagues of the upcoming vote on proposed changes to the FA Constitution.

*Cole* (Lead Negotiator) noted that the Negotiations Team held their first meeting to identify those items needing an early start, including the move of faculty evaluation to our contract and the investigation process. Solicitation of faculty ideas/issues for negotiations with the District will begin late September, followed by discussion and initial prioritization (high, medium, low) by Council in mid-October, with final parameters identified by early November.

### Council Considerations

Council discussed the merits of a renewed membership drive and information campaign in the coming semester (following the vote to approve the changes to the FA Constitution), including providing members the choice of "opting out" a portion of FA membership fees delegated to political activities (such a Trustee elections and the recent Bond campaign).

Council affirmed *Goals and Objectives* for the coming year that included (1) successful negotiations with the District, (2) improved communication with faculty colleagues, and (3) working closely with the Academic Senate on the faculty tenure evaluation process. Discussion also included ways of increasing the diversity represented on the FA Council and on Exec to insure broader representation reflective of our larger faculty. A sub-group of FA Council colleagues will be formed to develop specific proposals to this end.

Council members convened in their respective Budget, Communications and Research Committees.

## Faculty Assembly Council Notes

September 22, 2017

**Attendance:** Lillian Batista-Edwards, Brad Byrom, Paul Clarke, Jonathan Cole, dara, Sean Davis, Scott Fallstrom, Mary Gross, Steve Isachsen, Peggy Jones, Richard Ma, Kent McCorkle, Brent Pickett, Christine Sharp, Jeanine Sepulveda, Nancy Schaeffer, Kristi Wish, Mark Whitney

### Exec Reports

*Byrom* (FA President) expressed his congratulations to Council members on the results of the FA Constitution vote (with 93% of faculty voting in favor of the proposed changes).

Trustee Bill Fischer intends to run for another term and Council was asked to consider providing funding to his reelection campaign if requested. Council unanimously supported the request, with specific item requests to be identified when and if needed.

FA Exec members attending the upcoming California Community College Independents (CCCCI) Conference here in San Diego will be meeting with the association's attorney to consult on a wide range of issues affecting faculty (among them contracts, negotiation strategies and investigations). Interested Council members were invited to attend the October 20<sup>th</sup> meeting.

Clarification as provided on the FA's status as a "Public Employees Relation Board (PERB) recognized independent union/collective bargaining agent," with a primary focus on faculty working conditions and associated legal protections. Since the inception of the FA (with 150 of 181 full-time faculty signing the petition), all full-time faculty belong to and are represented by the Faculty Assembly. As the FA is an independent union, we have no representation at the state level. However, our relationship with the Faculty Association of California Community Colleges (FACCC), a statewide membership association that advocates solely for all California Community College faculty, provides us both a voice and resources (as Byrom is a regional representative). The FA was able to obtain a year's free membership in FACCC for our newest full-time colleagues joining the FA, and all FA Council members are encouraged to belong.

*Gross* (FA Ombudsperson) noted that an increasing number of faculty members across the state are subjects of investigations of complaints in violation of Title 5 or Title 9, including a number of MiraCosta faculty in recent months (with resolution in the best interests of the faculty involved). Discussion suggested the need for greater focus on and awareness of issues pertaining to sexual harassment and inappropriate faculty contact with students. Communication with the District suggests the need for a certain "threshold" of information that would trigger such investigations. Council members supported FA offering an information session addressing this issue in coordination with the District, with October 27<sup>th</sup> 11:00 am-12:30 pm (just prior to the scheduled FA Council meeting).

*Fallstrom* (FA Treasurer) drafted a "political contributions form" that would allow FA members to "opt out" of a designated percentage of monthly dues going to political contributions. Council members agreed unanimously that expenditures of such funds would be limited to local elections (Board members, bonds, etc.).

*Cole* (Lead Negotiator) reported on preparations for upcoming negotiations with the District, including the refinement of the form to be used to solicit negotiated issues and interests on the part of full-time faculty. Solicitations will occur over a two-week period and identified issues will be ranked by Council (high, medium, low) at the October 27<sup>th</sup> FA Council meeting.

Results will then be included in the “Sunshine List” provided to the District prior to commencement of official negotiations.

### Council Considerations

Council considered the issue of providing reassigned time to all members of the negotiations team. Exec will identify ways to equitably account for this within budget constraints.

Council discussed interest in holding an “All Faculty” meeting jointly with the Academic Senate to discuss pertinent governance and working conditions issues. Though here was no consensus on the topics or timing of such a meeting, in the coming spring semester focus will be on negotiations, which will likely draw greater interest on the part of faculty.

Council agreed to the following 2017-18 FA Goals and Objectives:

1. Successfully negotiating with the District
2. Improving communication with faculty colleagues
3. Working closely with the Academic Senate on the faculty evaluation process
4. Ensuring the FA Council’s membership is sufficiently diverse, enabling the organization to fairly represent full time faculty in relation to a wide range of working conditions issues (including, but not limited to, family status, race, gender, gender identity/expression, seniority, sexual orientation, age, and ability)