

Faculty Assembly Council Notes

January 27, 2017

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

Exec Reports

Byrom (FA President) reported on the importance of contributions by independent union colleges to FACCC to insure we have a voice at the state level. MCC faculty have traditionally held individual memberships in FACCC at the 80% level, though this rate has dropped to under 30% today. Efforts will be devoted in the coming year to increase FACC membership among our colleagues, with future discussion at Council of potentially combining our FA membership dues with those of FACCC.

Council Considerations

Issues discussed by Council included an extended calendar contract for both the Math and Writing Centers for one more year (until such can be included in our future negotiations); requests for possible stipends paid to faculty developing courses for baccalaureate programs; the inclusion of faculty office space within the current facilities plan and the possible FA role in the faculty evaluation process (with the potential inclusion of this process in our contract); and review of the Transition to Canvas MOU providing stipends to faculty (approved unanimously by Council).

Council goals for the coming year include having FA Council review, consider and provide guidance for revisions and updates to the Bylaws and Constitution, improving communication with faculty colleagues, insuring accurate and transparent budget oversight and adequate preparation for our upcoming negotiations with the district.

Faculty Assembly Council Notes

February 10, 2017

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

Exec Reports

Byrom (FA President) reported that some inconsistencies have been noted in the reporting of faculty absence hours. With the need to insure the reporting of such hours is consistent with our current contract, FA will meet with the District to update the current reporting form and to insure there is mutual understanding of the process on the part of faculty, classified staff and administrators.

Progress has been made through initial discussions with the District on recommendations contained in our recent ACCJC Accreditation Report, including the faculty evaluation process and supervising responsibilities of faculty directors. Meetings between representatives of the Faculty Assembly and the Academic Senate will outline preliminary issues and anticipated approaches to these matters.

With personnel changes in both the Foundation and PIO, the District is anticipating merging the two entities, which could result in improved marketing strategies for CTE programs.

FAC will continue to examine ways to improve relationships between college constituent groups in efforts to clarify policies and procedures related to faculty working conditions in ongoing efforts to avoid any potential grievances.

Fallstrom (FA Treasurer) reported that 61% of full-time faculty are currently contributing to the Faculty Assembly through ongoing payroll deductions. Continued conversations will be held within the FAC and with faculty colleagues in ongoing efforts to increase this percentage. Some consideration is being given to possible joint membership with the Faculty Association of California Community Colleges (FACCC) at reduced rates for contributing members.

Gross (FA Ombudsperson) presented an initial review of the FAC subcommittee work to review and update the current FA Bylaws and Constitution, to insure consistency and clarity. A motion was made and was accompanied by a petition signed by all Council members to place the item on the next agenda. This motion was supported unanimously by members of FAC

Faculty Assembly Council Notes

February 24, 2017

Attendance: Lillian Batista-Edwards, Brad Byrom, Paul Clarke, Jonathan Cole, Julie Cord, Leigh Cotnoir, dara, Sean Davis, Scott Fallstrom, Steve Isachsen, Mary Gross, Brent Pickett, Christine Sharp, Jeanine Sepulveda, Nancy Schaeffer, Herschel Stern, Mark Whitney

Exec Reports

Byrom (FA President) provided clarification of current absence policy through a Side Letter with the district. The amended policy and forms will insure consistency with the contract and equity in implementation across departments and programs.

Jonathan Cole has agreed to assume responsibilities as lead negotiator with the district in next year's contract negotiations. Council voted unanimously in support of Jonathan's commitment.

Discussions are ongoing between the FA Exec and Academic Senate leadership regarding possible changes to the faculty evaluation process. Any such changes would have to be approved by the faculty and included in our upcoming negotiations with the district.

Fallstrom (FA Treasurer) lead a discussion of efforts to increase the number of faculty contributing at the recommended rate for FA membership, with a number of possible definitions and levels of membership under consideration. Any recommendations in this matter would have to be approved by the Council, with subsequent language changes to the Constitution to be approved by a majority of the full time faculty.

Gross (FA Ombudsperson) led a discussion of Council of the proposed changes to the Constitution.

Council Considerations

General discussion of the potential impact of Guided Pathways on faculty workload and working conditions was held with Council members, though no position or action was taken by the FAC in this matter at this time. The FAC will continue to monitor the impact this initiative may have on such matters as working conditions and right of assignment.

Faculty Assembly Council Notes

March 10, 2017

Attendance: Lillian Batista-Edwards, Brad Byrom, Paul Clarke, Jonathan Cole, Julie Cord, dara, Sean Davis, Scott Fallstrom, Steve Isachsen, Richard Ma, Mary Gross, Kent McCorkle, Brent Pickett, Christine Sharp, Jeanine Sepulveda, Herschel Stern, Mark Whitney

Exec Reports

Byrom (FA President) reported on recent Board of Trustee approvals of the Academic Senate recommendations for tenure and subsequent discussion of proposed ACCJC recommendations addressing the routing of such recommendations that would result in greater administrative involvement in the evaluation process. As most colleges include faculty evaluation processes within their contracts, a coordinated approach to this issue will be undertaken by both FA and AS, and efforts will be made to embed this process in our contract with the district.

Consideration was given to the issues pertaining to dual enrollment of local high school students in college courses, as this has implications for both curriculum development and, potentially, faculty working conditions.

Council Considerations

Revisions to the Bylaws and Constitution were vetted with Council members to reflect the current status of the FA, cleanup and clarification of key language and newly recommended language consistent with current Bylaws.

Processes and procedures for a future meeting with FA counterparts in the Academic Senate were discussed.

Issues related to compensation for the transition to Canvas were discussed, with the recommendation that both the deans and Payroll will be responsible for the verification of individual faculty hours compensated for this effort.

A review of issues addressed at the recent FACCC conference was provided to Council, including potential expansion of bachelor's degrees at the community colleges.

Council was provided an update of current FA discussions with the district, including finalized details pertaining to faculty compensation for the transition to Canvas.

An updated Absence Form has been approved by the district, consistent with FA recommendations.

Faculty Assembly Council Notes

April 14, 2017

Attendance: Brad Byrom, Jonathan Cole, Leigh Cotnoir, dara, Sean Davis, Scott Fallstrom, Richard Ma, Mary Gross, Kent McCorkle, Brent Pickett, Christine Sharp, Jeanine Sepulveda, Nancy Schaeffer, Herschel Stern, Steve Vail, Kristi Wish, Mark Whitney

Exec Reports

Byrom (FA President) reported on recent meetings with the district related to workload language in our current contract that could be included within our next negotiations.

The district signed the Canvas MOU and faculty were compensated in their March 31st pay warrants, consistent with previously conducted survey responses.

Issues pertaining to courses offered at Cathedral Catholic High School were discussed, including inconsistencies in length of semesters and related faculty workload issues.

A Side Letter with the district was drafted to address the reporting of sick leave consistent with our contract.

Fallstrom (FA Treasurer) reported that faculty making the recommended contribution rate was now at 40%, with just over 60% of faculty making some contribution. Efforts will be doubled to educate faculty on the benefits that FA has negotiated on behalf of our colleagues.

Council Considerations

A motion to support the revisions to the Bylaws was made, seconded and unanimously approved by the Council; A second motion was made to accept the revisions to the Constitution and put to a vote of the full faculty, requiring 60% of those voting to approve of the proposed changes.

Closed Session

A discussion of faculty evaluation issues was held with representatives of both the FAC and the Academic Senate.

Faculty Assembly Council Notes

April 28, 2017

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

Exec Reports

Byrom (FA President) reported on his attendance at the recent CCCI Conference in San Francisco, noting an increase in harassment/discrimination cases statewide. Our district will advise the FA of any faculty colleagues accused of such behavior so that the FA can provide representation and consult with our attorneys. The FA continues efforts with the district to insure accurate and complete information pertaining to any such charges, with the importance of open communication emphasized.

College districts are continuing a trend of hiring consultants to advise on matters pertaining to budget, salaries and other negotiated issues.

Discussion continues statewide on dual enrollment agreements between colleges and local school districts.

Fallstrom (FA Treasurer) reported that additional colleagues were contributing to the FA, with 57% participating at the full contribution level and 67% contributing something monthly.

Council Considerations

Proposed changes to the Constitution were discussed and debated amount Council members, including the possibility of delaying the vote by all FA members to early fall semester. Changes to the Constitution specific to voting membership are necessary to insure consistency with our current Bylaws (revised 4/14/17).

Faculty Assembly Council Notes

May 13, 2017

Attendance: Brad Byrom, Paul Clarke, Jonathan Cole, Julie Cord, Scott Fallstrom, Steve Isachsen, Mary Gross, Kent McCorkle, Brent Pickett, Christine Sharp, Jeanine Sepulveda, Herschel Stern, Kristi Wish, Mark Whitney

Persons Wishing to Speak Before the Committee

Mark Laurel, PG&E Chair, conveyed information about a possible pilot study between PG&E and MOE over the summer months as a means of improving the return rate for on-line course student evaluations. FAC will include this information within a closed session pertaining to faculty evaluation

Exec Reports

Byrom (FA President) shared information about study aboard opportunities for faculty that referenced salary and benefits that will require additional clarification by FA, including prorated coverage of travel expenses based upon the number of students enrolled.

Discussion is still underway with the district to share a percentage of RT for the designated FA representative in pending negotiations process.

The FAC has agreed to pay CCCI membership dues plus an additional amount (TBA) for advocacy support. The later service had not yet been deemed a necessary element for FA, so contributions to date have been for membership only (amounting to \$1200 annually). This coming year we will likely go to the next higher membership level (approximately \$2200 annually) based upon length of membership and size of our college, consistent with other institutions.

The issue of students dually enrolled in both high school and college credits continues to be discussed between the district and faculty groups (FA/AS). This pertains specifically to the FA in regards the district's right of assignment and to AS in the matter of curriculum development. Updates will be provided as available.

Summer meeting(s) of the FAC will only be scheduled if deemed necessary.

Gross (FA Ombudsperson) reported on a successful grievance result with the district to correctly place a faculty colleague on the salary schedule.

Fallstrom (FA Treasurer) suggested FA amend our budget timeline to begin the fiscal year on October 1, allowing FAC to have more timely input in the design of the budget.

Council Considerations

Council completed discussion of the proposed changes to the Constitution and moved to have the vote of the full faculty in the fall. Council will formally vote on the final language of both the Bylaws and Constitution during the summer.

Council reviewed the MOU for summer stipends for facilitators in support of the transition to Canvas, consistent with the requirements in the contract. Passed unanimously by FAC.

Closed Session: Discussion of possible negotiation strategies related to faculty evaluation.