

# MIRACOSTA COLLEGE FACULTY ASSEMBLY



## FACULTY ASSEMBLY COUNCIL MEETING

August 25, 2023

12:00-2:00

OCN 3516

- 1) Welcome & Council Reconnection Activity
- 2) Executive Committee Reports
  - President: Mary Gross
  - Vice President: dara
  - Ombudsperson: Luke Lara
  - TREC Liaison/Contract Specialist: Annie Ngo
  - Treasurer: Billy Gunn
- 3) Calendar Committee Update (curry)
- 4) FA Website Update and Linktree Resources (Mary and Min)
- 5) MOU for Consideration (Annie)
  - **23-07** Guided Pathways & Instructional Faculty Liaisons
- 6) District Budget Discussion (Mary)
- 7) Early Retirement Incentive (Mary)
- 8) Fringe Benefits Update and Discussion (dara)
- 9) Committee Consultation
  - *FA Education/Contract* Facilitators: Annie & Mary
  - *FAC Operations* Facilitators: Billy & dara
  - *Professional Relations*: Facilitators: Luke & curry
- 10) Closure

NO ACTION: Tabled  
to next meeting

**Next Meeting:** Friday, September 8 via ZOOM: **ZOOM:** <https://miracosta-edu.zoom.us/j/545456834>

A decorative border of various colorful flowers and leaves surrounds the central text. The flowers include orange, pink, purple, yellow, and red blooms, some with dark centers and others with lighter centers. The leaves are green and dark brown. The background is a light gray with a vertical wood-grain texture.

# Faculty Assembly Council Meeting

August 25, 2023



The image features a decorative border of various colorful flowers and leaves in shades of pink, orange, yellow, purple, and green, set against a light blue background with a subtle wood-grain texture. The text is centered in a bold, dark brown font.

**Welcome to**

**Our first meeting of**

**2023/2024**



A decorative border of various colorful flowers and leaves surrounds the central text. The flowers are in shades of orange, pink, purple, yellow, and red, with green leaves and brown stems. The background is a light, textured grey.

# Council Reconnection Activity

- You have 10 fun facts from half of your fellow FAC members. In 10-15 minutes, try to find and match as many facts to people to their fun fact as you can.
- Keep in mind, you have  $\frac{1}{2}$  the people on your sheet.
- If you guess incorrectly, the person can give you a *hint* to help you try for a second guess.



# Councilmember Connection

**Richard:** In the 90s, dressed up as Pikachu for a middle school pep rally and chauffeured onto the field in a yellow mustang decked out to look like Pikachu.

**Mary:** While visiting The White House, I was reprimanded by a security guard.

**dara:** From ages 11-15, I delivered newspapers on my bicycle. I had my picture in that paper because I had four years perfect service.

**Billy:** I have caught passes from three different NFL quarterbacks (before they were in the NFL).

**Mark:** I won a local standing broad jump contest when I was 13 years old, and by doing so, I qualified for the Northern California Regionals where I came in 3<sup>rd</sup> and got a bronze ribbon.

**Sinar:** I love attending boxing matches.

**Steve:** I swam from Alcatraz to shore and did not get eaten by a shark or freeze to death.

**Casey:** this summer I kayaked 60 miles along an island in Alaska and camped in the wilderness with wolves, bears, wolverines, and moose.

**Min:** I was a protégé of a professional classic guitar player in elementary school.

**Brad:** Motorcycle touring is a hobby of mine.

**Paul:** I dressed as a very attractive woman in 4<sup>th</sup> grade.

**Abby:** Used to travel internationally as a water fountain (living statue performance art)

**Lauren:** In my 20s I quit my job and lived aboard a 30-foot sailboard moving up and down the East Coast and Bahamas for 18 months.

**Kent:** I once had a job offer at a university in Abu Dhabi.

**Rich:** I play drums and percussion in two bands currently and have for more than 15 years in Denver and Southern California.

**Annie:** I have been skydiving and really enjoyed it.

**Ruth:** As a student, I was a member of various show choirs that performed all over the state, and in one of our productions titled "On Broadway," I was cast as a "lady of the night."

**Kristi:** I once saved a baby opossum after its mother and siblings were hit and killed by a car. I brought it home, took care of it and fed it until it was big enough to be released and survive on its own.

**Michelle O.:** I actually performed my first CPR on an airplane when I was just 20 years-old.

**Jake:** Seen the Grateful Dead in concert 40+ times

**curry:** I can wiggle my ears.



# Exec Reports

President: Mary

VP: dara

Contract: Annie

Ombuds: Luke

Treasurer: Billy



FY - Initial Acct Balance	\$340,360.69
Revenue	\$ 79,731.41
Expenses	\$ 30,944.10
Difference	\$ 48,787.31
Mission Fed Balance	\$ 139,148.00
Fidelity Balance	\$ 250,497.71
Total Ending Balance	\$ 389,645.71

Expense Category		FY 2022-2023 Actuals	FY 2022-2023 Budget
1	Legal Counsel	\$ 4,112.50	\$ 15,000.00
2	Negotiations and Investigations	\$ -	\$ 2,000.00
3	Special Projects RT	\$ 2,897.21	\$ 5,000.00
4	Summer RT	\$ 2,655.18	\$ 5,000.00
5	FA Education, Promotion, and Activities	\$ 2,804.35	\$ 4,000.00
6	Institutional Memberships	\$ 5,720.00	\$ 5,800.00
7	Training and Conferences	\$ 4,528.11	\$ 5,000.00
8	Philanthropy	\$ 5,600.00	\$ 5,000.00
9	Political Activities	\$ -	\$ 500.00
10	Operational Costs	\$ 26.75	\$ 200.00
11	Other/CPA Fees	\$ 2,600.00	\$ -
12	Other	\$ -	\$ -
	<b>Total</b>	<b>\$ 30,944.10</b>	<b>\$ 47,500.00</b>

# CALENDAR TASKFORCE

<https://sites.google.com/view/themiracostacalendarproject/home>

Calendar Project

Home · The Team & Charge · Webinar Archives · Values & Impacts Survey · 2019 Calendar Survey · Calendars · Guidelines and Resources

## The MCC Calendar Project

There have been many efforts to review the academic calendar for MiraCosta. Building on prior work, the Academic Calendar Taskforce--chaired by a faculty member and comprised of faculty, classified professional, and administrator stakeholders from across departments and programs--will complete this process of reviewing our academic calendar. Our work will begin with comprehensive research, including a districtwide survey of values and impacts. From this research, we will create several unique model calendar prototypes, which we will present to the campus community in all-district townhall meetings for discussion. By the end of spring 2024, the Taskforce will select the calendar that best reflects our shared values to be taken up by the district.

This website is a transparent space where all current and archived work can be reviewed.

### Current Tasks

The goal for August is to finalize the composition of the Taskforce and come together for teambuilding and goal setting. We will settle on our regular meeting routines for the year and organize ourselves according to [the essential tasks](#) we're setting out to accomplish. Please learn more about the Academic Calendar Taskforce by reading about our composition, charge, and timeline of work

[Access the following doc directly](#)







# FA WEBSITE UPDATES

---

- Min and Exec Revisions & Updates
- [MCC Faculty Assembly Webpage](#)



# MOU PROPOSAL 23-07

- Updated MOU regarding Guided Pathway (GP) Leads and Instructional Faculty Liaisons (IFL)



# DISTRICT BUDGET RELATED ITEMS



General Budget Update Discussion



Early Retirement Incentive



Fringe Benefits





# Early Retirement Incentive

- To be eligible:
  - Must be 55 years old
  - Have rendered 10 or more years of FT service to the District by June 30, 2024
  - Provide notice of Intent to Retire/Resign by November 1
  - Receive a 5.5% bonus calculated on base salary
  - Waive the \$500 early retirement incentive notification bonus K.5.0
  - Next steps: likely MOU with specifics outlined including when payment would be received, rescission process, etc.





## **ARTICLE J: FRINGE BENEFITS**

### **J.1.0 BENEFITS PHILOSOPHY**


Health, dental and vision coverage provided by the district are considered benefits of employment, not compensation. The district fully covers the cost of health, dental and vision insurance for eligible active and retired faculty and their eligible dependents.

### **J.2.0 HEALTH AND WELFARE INSURANCE COVERAGE**

In accordance with the benefits philosophy described in section J.1.0, the district shall provide an insurance benefit package for all full-time faculty and their eligible dependents. Full-time faculty shall remain eligible for this benefit package when unbanking load, when working on a reduced load, or when on sabbatical or other approved leave.

Effective 7/1/2018 the portion of the premium paid by the district shall be limited to a maximum contribution of \$25,155; this amount includes the costs of (a) medical premiums, (b) dental premiums, (c) vision premiums, (d) non-discretionary benefits – [base life insurance, long term disability, and flex account administration fee], and (e) voluntary benefits. Thereafter, the maximum contribution shall automatically be increased to cover the cost of premium renewal rates by an amount not to exceed 10% in each successive year. If the annual premium renewal rates represent an aggregate increase of more than 10%, the district and the Assembly agree to immediately reopen negotiations on this Article.

Since district insurance carriers and benefits may change from time to time, and since employee benefits are reviewed and modified on a regular basis, details of the benefits plan are not included in this Agreement, but details are periodically (at least once per year) distributed to all faculty members through the Human Resources office. Benefits allocated to a full-time faculty member shall be through agreement between the Assembly and the district.



# Medical Premiums since 2018

Cost	Year	PPO	Kaiser	Average
	2018	\$ 25,080.00	\$ 19,315.00	\$ 21,263.00
	2019	\$ 26,161.32	\$ 18,707.28	\$ 21,118.52
	2020	\$ 26,500.56	\$ 18,328.44	\$ 20,937.44
	2021	\$ 28,546.56	\$ 20,283.12	\$ 22,744.57
	2022	\$ 29,553.12	\$ 21,268.20	\$ 23,769.82
	2023			
<b>Percentage Increase</b>	2018			
	2019	4.31%	-3.15%	-0.68%
	2020	1.30%	-2.03%	-0.86%
	2021	7.72%	10.66%	8.63%
	2022	3.53%	4.86%	4.51%
	2023			



# COMMITTEE CONSULTATION



Contract & Education



FA Operations



Professional Relations



A decorative border of various colorful flowers and leaves surrounds the central text. The flowers include orange, pink, purple, yellow, and red blooms, some with dark brown stems and green leaves. The background is a light, textured grey.

# THANK YOU

## Next Meeting on ZOOM

September 8