

# MIRACOSTA COLLEGE FACULTY ASSEMBLY

## FACULTY ASSEMBLY COUNCIL MEETING & ALL FACULTY EDUCATION EVENT

April 12, 2024

12:00-2:30

OC 3516

### FA Council Meeting: 12:00-12:30

- 1) Welcome & Roll Call
- 2) MOUs for Approval
  - a. Core Competency MOU 24-03 Approved Unanimously
  - b. MESA: Faculty Sponsor MOU 24-04 Approved Unanimously

### FA All-Faculty Education Event: 12:30-2:30

- 3) Lunch & MOU Discussion
- 4) CBA Activity: Articles & Sections
- 5) Negotiation Priorities & Strategies
- 6) Small Group Discussion & Shareout
- 7) Closure

**Next Meeting: Friday, May 10, 12:00-2:00 3516**

**Followed by...**

**FA Spring Social Event at The Pour House 3:00-5:00**

A decorative border of various colorful flowers and leaves surrounds the central text. The flowers include orange, pink, purple, and yellow blooms, some with dark centers and others with lighter centers. The leaves are green and dark brown, with some having serrated edges. The background is a light, textured grey.

# Faculty Assembly Council Meeting & Education Luncheon

April 12, 2024

OC 3516



A decorative border of stylized flowers and leaves in various colors (orange, pink, purple, yellow, green) surrounds the central text. The background is a light, textured grey.

# MOUs

**24-03: Core Competency  
Assessment**

**24-04: MESA Faculty Sponsor**





# Lunch Activity

- Welcome! Grab your lunch and join a group of 3-4 people
- With your group...
  - Look at the MOU summaries
  - With which MOUs are you familiar?
  - How have these MOUs positively impacted FTF?
  - Why does the FA engage in MOUs and how do they benefit our working conditions?





# Main Contract Activity

## GOALS

- see the complete scope of the CBA for a more comprehensive understanding of possible "reopeners"
- start to determine which Articles and Sections are most important to prioritize and/or protect/preserve
- think about our negotiation priorities as well as the District's
- consider the gains/potential concessions in a full Contract reopener
- think strategically about the various avenues to address proposals/issues/concerns



# Articles & Sections

<b>ARTICLE A: GENERAL PROVISIONS .....</b>	<b>6</b>
A.1.0 SAVINGS .....	6
A.2.0 RIGHTS OF THE ASSEMBLY .....	7
A.3.0 RIGHTS OF THE DISTRICT.....	8
A.4.0 NONDISCRIMINATION.....	8
A.5.0 SAFETY.....	9
A.6.0 FACULTY DEFINITIONS.....	10
A.7.0 OTHER DEFINITIONS.....	10
<b>ARTICLE B: SUPPORT FOR ACADEMIC SENATE AND FACULTY ASSEMBLY FUNCTIONS .....</b>	<b>11</b>
B.1.0 SUPPORT FOR ACADEMIC SENATE LEADERSHIP RESPONSIBILITIES.....	11
B.2.0 SUPPORT FOR FACULTY ASSEMBLY LEADERSHIP RESPONSIBILITIES .....	12
<b>ARTICLE C: FACULTY WORKLOADS.....</b>	<b>13</b>
C.1.0 UNIFORM WORKLOAD MEASURES .....	13
C.2.0 UNIFORM WEEKLY WORKLOADS .....	15
C.3.0 UNIFORM WORKLOAD FACTORS.....	18
C.4.0 REASSIGNED DUTIES.....	22
C.5.0 LOAD BALANCING.....	25
C.6.0 FACULTY DIRECTORS .....	25
C.7.0 EXTENDED CONTRACTS.....	26
C.8.0 NON-CONTRACTUAL ASSIGNMENTS: GENERAL PROVISIONS.....	27
C.9.0 NON-CONTRACTUAL ASSIGNMENTS: FULL-TIME FACULTY OVERLOAD .....	27
C.10.0 NON-CONTRACTUAL ASSIGNMENTS: INTERSESSIONS.....	28
C.11.0 NON-CONTRACTUAL ASSIGNMENTS: NON-TEACHING ASSIGNMENTS .....	28
C.12.0 OTHER NON-CONTRACTUAL ASSIGNMENTS.....	29
C.13.0 CLASS ASSIGNMENTS .....	30
C.14.0 CLASS SIZE MAXIMA .....	32
C.15.0 OFFICE HOURS.....	34
C.16.0 ACADEMIC CALENDAR.....	34





# Activity Logistics

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- Walk around to View Article & Sections List: A through L
- Take in the Scope of the full Contract and use QR Code to dig deeper as needed OR talk to the FA Council member assigned
- Each participant will get colored post-its to then do the following:
  - Place ONE **YELLOW** post it next to the Article that you want to learn more about
  - Place **BLUE** post it (two per person) next to the two Articles you think should be an FA Priority to negotiate and add the specific Section number
  - Place the **PINK** post it (two per person) next to the two Articles you think the District will prioritize to negotiate and add the specific Section number.



# SMALL GROUP LEADERS

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**Mary, Rich**

**Annie, Abby**

**Luke, Ruth, Lauren**

**dara, Mark**

**Steve, Sinar**

**Richard, Michelle F**

**Jake, Min, curry**

**Kristi, Casey**





# POST ACTIVITY DISCUSSION



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**Take a walk around to see where the post-its have landed and take it all in.**

**In your groups, discuss the following:**

- **Looking at the results, what are your initial reactions/thoughts?**
- **Which Articles do you think we have the most to GAIN? The most to LOSE? Why?**
- **Whether you came here today with an idea for a proposal or with ideas of how negotiations work, what did you learn in terms of options for addressing or pursuing that idea?**



# NEXT STEPS



Exec will record results and collect feedback



Summary/ Recap of Goals / Final Thoughts



A decorative border of various colorful flowers and greenery surrounds the central text. The flowers include orange, pink, purple, yellow, and red blossoms on dark brown stems with green leaves. The background is a light, vertically-oriented wood grain pattern.

# THANK YOU Next Meeting

May 10, 2024  
3 5 1 6

Followed by our End of the Year  
Social Event