

# MIRACOSTA COLLEGE FACULTY ASSEMBLY



## FACULTY ASSEMBLY COUNCIL MEETING

August 23, 2024

12:00-2:00

OC 3516

- 1) Welcome & Reconnection Activity
- 2) Exec Reports
  - Mary Gross, President
  - dara, Vice President
  - Billy Gunn, Treasurer
  - Luke Lara, Ombudsperson
  - Annie Ngo, Contract and TREC Liaison
- 3) BPC Report (Kent McCorkle)
- 4) All Faculty Mandatory Trainings: (Luke)
  - a. Workplace Violence Prevention Training
  - b. Sexual Harassment Prevention
- 5) CLOSED SESSION: Negotiation Related Discussions/Information (Exec)
  - a. Executive Summary Summer Research
    - i. Compensation/salary (Annie)
    - ii. Workload (Luke)
    - iii. Evaluation (dara/Billy)
  - b. FTF Draft Survey: Negotiation Priorities (Mary) **Final Survey Approved**
  - c. Negotiation Timeline (Mary)
- 6) Subcommittee Check In
- 7) Closure

**NEXT FA Council Meeting: Friday September 13, 12:00-2:00 via ZOOM**

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# Faculty Assembly Council

August 23, 2024





# Reconnection Activity





# **Please find your Four-of-a-Kind**

What are your all-time favorite  
bands/music artists?

What is your idea of a perfect  
weekend morning?



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**Please find your  
Straight (five cards, 10-Ace)**  
Which mundane task or chore do  
you find enjoyable?

Where is your favorite place to hang  
out in nature?





# Exec Updates

President: Mary

VP: dara

Contract: Annie

Ombuds: Luke


Treasurer: Billy





# Quick FBC Info:

You can find the information in an email sent by Eva Brown on 8/9/2024



Plan Year	Grace Period	Runout Period
03.01.2024 – 09.30.2024	12.14.2024	12.29.2024
10.01.2024 – 09.30.2025	12.14.2025	12.29.2025

(applies to FSA and HRA)

# New Faculty Outreach

## TOP 10 TIPS FROM YOUR MIRACOSTA COLLEGE FACULTY ASSEMBLY



The Faculty Assembly (FA) serves as the organization exclusively responsible for negotiating and representing full-time faculty in all working condition matters. Led by an elected Executive Team who collaborates with an FA Council composed of an additional 15 representatives, we protect and promote the working conditions that impact your professional lives. We invite you to visit our [website](#) to learn more.

- #1 Learn about what the FA [does for YOU!](#)
- #2 Get to know your [elected Executive Team leaders!](#)
- #3 Check out the negotiated [Collective Bargaining Agreement](#) and other documents!
- #4 Confirm that your [Initial Class and Step Placement](#) are accurate!
- #5 Ensure that your previous employer(s) [sick leave balances](#) are forwarded to MCC!
- #6 Learn how to apply for 50% [Professional Dues Reimbursement!](#)
- #7 Get info about CalSTRS pre-tax [voluntary retirement savings](#) opportunities!
- #8 Learn about your [rights and Ombuds assistance!](#)
- #9 Become a [full-dues paying member](#) and get a free one year's [Faculty Association of California Community Colleges \(FACCC\)](#) FACCC membership!
- #10 When in doubt, reach out to the FA [President](#) or [Ombudsperson!](#)

**BONUS TIP:** Learn about the many additional [resources](#) available to you as full-time faculty!

MIRACOSTA COLLEGE  
**FACULTY ASSEMBLY**

## MIRACOSTA COMMUNITY COLLEGE DISTRICT **FACULTY ASSEMBLY (FA) - PAYROLL DEDUCTION FORM**

*Instructions: Select one payroll deduction option below. Completed forms may be sent to Payroll at MS#14 or emailed to [payroll@miracosta.edu](mailto:payroll@miracosta.edu). Form updated August 2024.*

### PERCENT OF GROSS PAY DEDUCTION

- ☒ FA recommended dues deduction of 0.4% drafted each month.

Percent deduction effective until: \_\_\_\_\_ (blank for ongoing)

*\*New selection will cancel previous payroll contributions to the FA.*

### FIXED DOLLAR AMOUNT DEDUCTION

- ☐ Monthly deduction of \$\_\_\_\_\_ for 12 months.
- ☐ Monthly deduction of \$\_\_\_\_\_ for 10 months (August – May).

Deduction effective until: \_\_\_\_\_ (blank for ongoing)

*\*New selection will cancel previous payroll contributions to the FA.*

Employee Name (Print) \_\_\_\_\_

Employee ID Number or last 4 of SSN \_\_\_\_\_

Signature (type your name as your signature) \_\_\_\_\_

Date \_\_\_\_\_

### FOR PAYROLL USE ONLY:

Payroll Date \_\_\_\_\_ Initials \_\_\_\_\_





# NEW Student Surveys

[CLASSROOM SURVEY](#)

[NONCLASSROOM SURVEY](#)

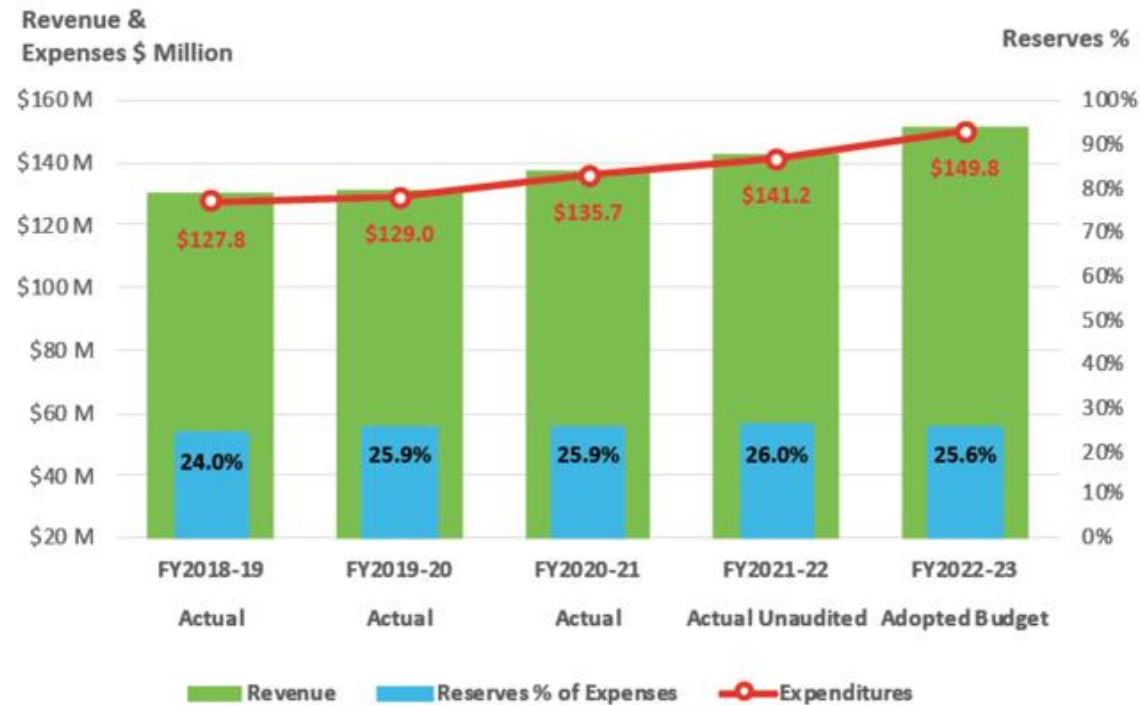


# Budget and Planning Committee

- Kent McCorkle, Faculty Chair
- Overview BPC Orientation
- Data Requests



# General Fund – Unrestricted Revenues, Expenditures and Reserves



25.6% of \$149.8M  
is \$38.35M

17% is \$25.47M

Excess is \$12.88M

# Increasing Retirement Costs

## CalSTRS & CalPERS RATES & COST PROJECTION





# 50% Law Compliance




Law (ECS 84362) requires 50% of the current expense of education to be spent on salaries and benefits of classroom instructors.

- Direct instructional expenses are counted as qualified expenses.
- Non-instructional expenses are counted as non-qualified.



## 50% Compliance

- Only applies to Fund 11 – Unrestricted funds
  - Classroom faculty and tutors are “qualified expenses”
  - Librarians and counselors are “non-qualified”
  - San Mateo (Basic Aid) has been under 50% but state has no recourse since they’re not apportionment funded
  - State is likely to start targeting Basic Aid districts
- 





## Other items

- Property tax increase currently around 4.85% but county is projecting 3.0-3.7% increases over the next five years.
- Tim said fraudulent enrollments cost the district around \$1M last year



# Mandatory (State) Trainings MIST Task

- Workplace Violence Prevention Training (25-30 minutes)
- Sexual Harassment Prevention/Reporting (45-60 minutes)



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**CLOSED SESSION**

**Negotiations**





# Summer Research

## Executive Summaries

- Workload (Luke)
  - Kristi, Sinar, Ruth, Abby
- Evaluation (dara and Billy)
  - Rich, Michelle F
- Compensation/Salary (Annie)
  - Richard, Steve, Paul, Kent





# FTF Negotiation Survey

## Soliciting Feedback from ALL FTF:

- **Negotiation Priorities**
- **Areas to Preserve/Protect**
- **Other items in CBA for comment/consideration**
- **Open ended for other ideas**





# FALL Negotiation Timeline

## ➤ **AUGUST**

- ✓ FTF Survey Finalized and Launched
- ✓ Work on Salary/Compensation "White Paper"

## ➤ **SEPTEMBER**

- ✓ Provide White Paper to EMT/Board of Trustees
- ✓ District consults in Closed Session with Board
- ✓ District Sunshine List on September BOT Agenda
- ✓ FA Council reviews, analyzes, and considers results of FTF Negotiation Survey
- ✓ After consultation with Council, Negotiation Team Prepares Draft Sunshine List
- ✓ Sunshine List Finalized

## ➤ **OCTOBER**

- ✓ FA Sunshine List on October BOT Agenda
- ✓ Negotiations Commence

## ➤ **NOVEMBER +**

- ✓ Negotiations Continue





# Subcommittee Check In

## Subcommittees

### Education/Contract

Mary Gross  
Annie Ngo  
Michelle Farnam  
Steve Isaachsen  
Kristi Wish  
Min Choi  
Rich Dicker

### Operations

dara  
Billy Gunn  
Ruth Gay  
Casey McFarland  
Abby Burd  
Richard Ma  
Mark Laurel  
Lauren Greenwald

### Professional Relations

Luke Lara  
Paul Clarke  
Sinar Lomeli  
Kent McCorkle  
Jacob Strona  
Michelle Odom  
Sean Davis (AS Liaison)

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# **Next Meeting**

**Via FA ZOOM**  
**September 13, 2024**  
**12:00-2:00**