

SCFA Minutes
October 6, 2016
Rare Book Room, LRC 212
Rocklin Campus

Members Present: Johnnie Terry, President; Paul Cooper, VP-Treasurer; and Board members Wayne Barbee, Debby Carter, Jennifer Kattman, Judith Kreft, Susie Le, Alistair Moles, and Kara Perry. Joe Farrelly, acted as secretary.

Visitors Present: Mike Robinson, Winsome Jackson, and Mithia Mukutmoni

A quorum was declared and open session began at 4:06pm.

Review of the minutes of the previous meeting was postponed to the next meeting.

- I. Visitor Comments: Mike Robinson reported that he went through two evaluations on his two modalities and found there was some confusion, particularly about whether he needed to do one or two self-evaluations. Members clarified that only one self-evaluation is required, but they also agreed to refer the matter to the negotiations team for possible clarification in the contract wording.

Mithia Mukutmoni, representing the Academic Senate, asked for clarification of the policy regarding loading for part-time faculty volunteers for performing such activities as manning a booth for the Professional Development Task Force. Members discussed the matter, and noted that State Ed Codes define what is loadable and what is not. But it was also noted there was room for interpretation, and recommended that some specific wording might need to be added to the next contract. The discussion extended into a whether part time faculty are allowed to substitute-teach without affecting loading. It was clarified that subbing may be done by part timers but it is not loadable and does not count toward movement on the salary schedule.

Mithia also asked the Board to explain the rationale for the compensation difference between lecture and lab rates. Board members said that lectures rates are compensated higher at Sierra College because lectures involve preparation and grading that must be done outside of class meeting times, whereas lab activities are supposed to be completed within the scheduled meeting times of the lab. It was noted that different colleges pay lab and lecture at various rates. Some even pay at 1:1 rates. There was acknowledgement that some lecturing does occur during labs and activity classes, such as Physical Education courses. Some of the compensation disparity is expected to be partially alleviated by a planned increase in the lab rate (a high priority for the negotiating team, which has already been “costed out”) and the new rate is expected to fall somewhere above the current 70% rate, but is unlikely to ever reach a 1:1 rate. Board members said the issue may also need to be reviewed by the Curriculum Committee to be sure the actual workload in certain courses is properly distributed between lecture and lab in the course descriptions and activity patterns.

Winsome Jackson thanked the Board for helping bring about the 2% raise.

- II. Reports:

- a. Vice-President and Treasurer Report
 - i. Paul Cooper reported that SCFA had obtained a full refund of its deposit from the Rocklin Community Center. He will cancel the other reservation after he has confirmed a new one with Del Webb.
 - ii. He reported that he would be distributing stipends that day.
 - iii. He said the Hudson audit was continuing.
 - iv. Two membership applications were returned because they were unsigned.
 - v. The issue of how to deal with dual membership was postponed to the next meeting.
 - vi. Paul is updating the membership list using the Administration's list and the Falcon database. Ten membership cards were returned undeliverable.
 - vii. He reported that there were no major changes in the financials other than the refund of the deposit and some accrued interest.

- b. President's Report
 - i. Johnnie Terry asked Board members to email him names for possible nominations for CTA awards in several categories.
 - ii. He asked the Board if there was interest in a project to post captioned photographs of faculty on the walls of the cafeteria to help increase awareness of faculty and to "humanize" them to students. The idea was based on projects at other community colleges that had significant positive outcomes. There was some discussion about the use of video as an alternative, and a concern about obtaining permission of any other people included in the photos. It was agreed to add the item to the next agenda for possible implementation in early 2017.

- c. Executive Board Member Reports:
 - i. Chief Negotiator Jennifer Kattman mentioned the 2% raise coming in January that had been recently negotiated and announced, along with the use of leftover funding for a payout before the end of the calendar year. She expects to see actual numbers on the Basic Aid formula also before the end of the calendar year.
 - ii. Judith Kreft asked the Board to discuss at a future meeting the possibility of offering compensation to part-time faculty for loss of income incurred by attending activities such as the College's conference at Granibakken. She also asked for clarification on the use of the \$150 stipend for conference attendance, and the Board confirmed that the stipend is paid at a flat rate with no requirement of how it can be spent, but that it is only paid if the conference attendee participates all three days as verified by CCA.
 - iii. Debby Carter said that information about access to EAP services (with emphasis on its availability to part time faculty) was now posted on the SCFA website along with a list of available services. Johnnie said several members had written to him to thank SCFA on this matter.

III. Agenda Items:

- a. Johnnie said he had solicited volunteers to serve on the Sabbatical Committee, and announced three possible names, all from Liberal Arts for the two open Liberal Arts seats. On a motion by Judith Kreft, seconded by Kara Perry, and by unanimous vote,

the Board appointed Scott Adams from the Drama Department, and Casey O'Connor from the Art Department to serve on the Sabbatical Committee.

- b. Other appointments were deferred to closed session.
- c. Johnnie distributed a revised version of the Charitable Donations application and policy for the Board's review. He also asked if the Board wanted to consider creating a fundraising committee to raise funds for certain expenditures the Board prefers not to spend dues income on, such as sending flowers to funerals of relatives of union members. The matter was tabled to the next meeting.
- d. During a very brief discussion on the issue of academic freedom and textbook selection, Johnnie said that he had been given advice by the President of the Statewide Academic Senate that the union should affirmatively defend faculty's right to select their own textbooks.
- e. The agenda item on SCFA's Committee appointment methodology was tabled.
- f. Johnnie distributed a revised version of the rubric for special compensation, including a brief statement of the rationale that all official work deserved to be compensated, and noted that the draft document had sections dealing with Special E-Board meetings, Summer work (planned and unplanned, required and not-required), and a new section on compensation of Board members for special training related to a new key role or assignment, such as Chief Negotiator or Dispute Resolution. Winsome Jackson said that such a formal written policy was much needed and praised the draft as substantive. Mike Robinson said he agreed that compensation was necessary but had some concerns about the open-endedness of it. Johnnie asked the Board to take the draft home for review, and asked that members email their comments and suggestions to one another, so that the matter can be considered for a bylaws change at the next meeting.

Open session ended at 4:58pm to be followed immediately by Closed session.

Respectfully submitted by

Joe Farrelly

As amended and approved at the October 20 2016 meeting