

SCFA Executive Board Meeting Minutes

Amended
October 20, 2016
Rare Book Room, LRC 212
Rocklin Campus

Present: Paul Cooper, VP-Treasurer; and Board members Debby Carter, Jennifer Kattman, Judith Kreft, Susie Le, Alistair Moles, Michele Macfarlane, and Kara Perry.

Absent: Johnnie Terry and Wayne Barbee.

Visitors Present: Mike Robinson and Mithia Mukutmoni.

Joe Farrelly, acted as secretary.

A quorum was declared and the meeting was called to order by Vice President Cooper at 4:03pm. Members welcomed new SCFA Board member Michele Macfarlane.

I. Visitor Comments:

- a. There were no visitor comments.

II. Approval of Minutes: Drafts of the minutes of the previous two meetings were distributed and reviewed, and some minor changes were made, followed by unanimous approval of both sets of minutes as amended.

III. Reports:

a. Vice-President and Treasurer Report:

- i. Paul Cooper reported that the Hudson audit is continuing and that he is still dealing with membership card issues.
- ii. Paul briefly highlighted some items of his written Treasurer's report.

b. President's Report

- i. The President's Report was waived in Johnnie's absence.

c. Executive Board Member Reports:

- i. Jennifer reported that information had been sent out about the one-time special payout. She explained the differences in the overall effective percentages between full and part time employees. The formula for full time employees considers stipends, special assignments, lifelong learning and community education, etc. and averaged 4.57%. Part timers were paid about 4.96% on average. Although the number for PT looks higher, it is

appropriately balanced with full time pay, and shows the pay scales for FT and PT faculty are moving closer to parity.

- ii. Jennifer also reported that the SCFA Negotiating Team had attended a 5-day SCCP training on Interest-based bargaining (IBB) along with Executive management CMA, and FUSE. The participants agreed that there will be another 1½ days of further training to resolve some issues going forward. Jennifer said the training was very good and very thorough, and Kara added that she thought everyone on future negotiating teams should get the training.
- iii. Judith gave a brief report on the CCA Conference that was held in Sacramento October 8-10. She discussed Assembly bill AB2393 which was signed into law by the Governor which mandated certain benefits for part time faculty, such as paid maternity and sick leaves. She also discussed bill S1379 which has passed the State Senate and is moving to the Assembly. That bill addresses several key issues for part time faculty including rehire rights.
- iv. Board members discussed the email from VP Mandy Davies regarding the mandatory online sexual harassment/Title IX training. With regard to compensation for completing the training, Jennifer explained that this “*Intersections*” training is a condition of hire similar to TB tests and is not compensable. The listing for it on Learner Web may look like two different trainings but it is only one. Although some part timers may not realize they need to complete the training, the administration is responsible for following up with anyone who does not complete it by the deadline.
- v. There was also some discussion about the Personal Development Survey of training needs, and some of the unique needs of online instructors. Although training seems best done face-to-face, there was recognition that some training has to be done online. Professional development was defined as any training that impacts any part of your role as an instructor at the college.

IV. Agenda Items:

- a. Compensation for IBB training: Because the negotiators all agreed to do an extra day and a half of training activities/follow-up, participating members from SCFA needed to be compensated for more than the five days (40 hours). Jennifer and Wayne will need to participate in an additional four hours, and Johnnie and Kara will be expected to put in an additional two hours. This led to a discussion of the 3-tiered system for compensating faculty and administrators with stipends for special assignments. A low rate (\$25/hr.) is paid for activities that are simple participation, such as watching or listening to a training session. A mid-rate (\$40/hr.) is paid when the training involves travel and a higher-level of participation, and a third rate (\$50/hr.) is paid for fuller participation that involves overnight travel, and significant amounts of pre- and post-activity or preparation/reporting outside of the scheduled

meeting times. Based on the extensive activities involved, Debby moved that the IBB participants be compensated as follows: Wayne and Jennifer for 52 hours @ \$50/hour for a total of \$2,600 and Johnnie and Kara for 48 hours @\$50/hour for a total of \$2,400. It was seconded by Alistair, and the motion was approved with five yes votes, no objections, and two abstentions by the affected parties present. Jennifer agreed to provide the Treasurer with supporting documentation for the stipends.

- b. Agenda items IV.b, IV.c., IV., IV.e., and IV.g were tabled to the next meeting.
- c. Members discussed agenda item IV.F., dual membership issues. Paul said he has received inquiries from some SCFA employees who work at multiple colleges and pay dues to more than one CTA bargaining unit, who requested a refund of their CTA dues. Following some discussion, a consensus was reached that the issue was really a matter for the State office of CTA to resolve. On a motion by Judith, seconded by Susie, it was agreed that any further concerns about dual CTA memberships will be referred to CTA. SCFA will try to provide our members with a name and telephone number of someone at CTA who can field the inquiries.

Open session ended at 4:59pm

Respectfully submitted

Joe Farrelly