

SCFA Executive Board Meeting Minutes

March 16, 2017

Rare Book Room, LRC 212

Rocklin Campus

Present: Johnnie Terry President and Paul Cooper, VP-Treasurer; and Board members Wayne Barbee, Debby Carter, Jennifer Kattman, Judith Kreft, Susie Le, Michelle Macfarlane, Alistair Moles, and Kara Perry.

Visitors Present: Laura Brahce, Shawna Martinez, and Susan Kurnett.
Joe Farrelly, acted as secretary.

A quorum was declared and the meeting was called to order by SCFA President Johnnie Terry at 4:06 pm

I. **Visitor Comments:**

Johnnie reported that he had gotten some emails from members thanking the Board for seriously considering the issues of lab pay rate and lab loading. Visitors and Board members then engaged in a wide-ranging discussion about the complexities of these issues, including the faculty workload both during and outside of the scheduled lab hours, and how that workload compared to the workload of lecture classes. There are disparities among departments on campus regarding IA support for lab instructors. Some departments have no IAs available, so faculty must do all of the prep and post-lab clean-up themselves. There was recognition that there are competing interests between full and part time lab-instructors in some departments, and that the union needs to represent the interests of all its members fairly. Visitors were told that the lab rate and lab loading issues are high priority for the union in current negotiations, but that some of the proposed options/solutions may be too costly for the coming year budget, since almost the entire COLA is equivalent to the District's expected cost increases for STRS. No additional funding is expected unless the District qualifies for a Basic Aid funding formula in future years. Still, Board members told the visitors that the negotiating team is working intensively on various options, as well as other proposals such as parity for part timers on the salary schedule. There was also some discussion about the way deans assign classes and labs to keep part time faculty under the 67% rule, and it was clarified that the 67% rule is calculated on an annual rather than semester-by-semester basis (not including summer assignments). Although some community colleges have implemented different pay rates for intensive versus less-intensive labs, several concerns were raised with such a structure, and there was no consensus that such a tiered rate system would be desirable at Sierra. It was also pointed out that changing all lab classes to lecture could have some negative consequences on transferability for students and on their financial aid eligibility.

II. **Minutes:**

Members reviewed the draft minutes of the March 2 meeting and struck a sentence from the draft, substituting new wording. Then, on a motion by Jennifer, seconded by Debby, the revised minutes were approved unanimously.

III. **Reports:**

- a. Paul Cooper gave the Vice-president/ Treasurer's report and distributed a written financial summary report. He had no new information to report on dues. He estimated the current numbers of faculty to be about 200-250 full time and about the same number of part-time. He said stipends were ready for distribution and covered the period up to but not including the current meeting. He was pleased that 6 of 7 conference participants had promptly submitted their reimbursement claim forms. On membership, Paul reported that he had added three new members and received five new membership cards from CTA. He briefed the board about two problems: a dual-enrolled faculty members' eligibility issues, and a name that did not appear on the official list. Johnnie agreed to help with those. Members asked if CTA could provide an up-to-date list of our members. Johnnie will look into that as well.
- b. In his President's report, Johnnie said he had received several emails of gratitude for the "These Are My People project," and estimated that about 130 people attended the event. Johnnie then gave the election timetable as follows:
- 3/20 election announcement
 - 4/21 candidate declaration statements due
 - 4/24 - 4/27 preparing election packets
 - 4/28 election packets mailed
 - 5/2 members receive election packets
 - 5/16 deadline for return of ballots
 - 5/17 ballots collected from post office box
 - 5/18 ballots counted
 - 5/19 election results announced.

Members discussed options regarding the preparation, envelope stuffing, and mailing costs of the balloting packets, including whether return postage would be included on the ballot envelopes. It was suggested a Business Reply Mail account with the Post Office could save money and avoid wasted postage. Members debated whether to pay Vernon and/or volunteers to prepare the packets or spend money on a commercial alternative. Members clarified which officers and Board members were up for election/re-election, as well as the process for contract ratification in the balloting. Johnnie also announced that CTA has instituted a member-recruitment/reward program that awards part time faculty \$20 for each new or converted fee-payer they recruit to full union membership.

- c. Individual Board member's reports: Debby Carter said she had received some photos of the *These Are My People* event from Susie and she will be posting some of them on the SCFA website. Judith gave a summary report on some of the workshops and films from the Winter CAA Conference, including the inspiring film about Silvia Mendez and her pioneering school desegregation efforts. Based on a workshop she attended, hosted by a student-CTA union, she hoped that a similar student-CTA union might be organized at Sierra.

II. Open Session Agenda Items:

- a. Following up from the previous meeting, Board members discussed contract language regarding assignment of faculty to classes, and the powers and authority of the AEA to offer or assign faculty specific classes. It was noted that the contract language is quite specific in giving the AEA “the right of assignment,” but it was also recognized that all deans currently (and in all known recent history) use seniority in making their first-round class assignments to faculty up to their FTE or their established patterns. Beyond that, for second and third round assignments of any additional classes, it was noted that different deans handle things differently, as is their prerogative under the contract.
- b. Johnnie asked members if they wished to establish an official logo for SCFA. Some options were discussed but in the end, it was generally agreed that the current logo Debby uses on the newsletter might suffice for the outreach efforts expected in the coming months. The matter will be placed on next month’s agenda for formal action, and a copy of the logo will be added to the printed agenda so members can see what it looks like.

Open session ended at 5:51pm and closed session began thereafter.

Respectfully submitted by Joe Farrelly