

SCFA Minutes

October 7, 2024

Via Zoom

REPRESENTATIVE COUNCIL ATTENDANCE:

P	Beth Ervin, President	P	Kara Perry, Chief Negotiator
P	Judith Kreft, Vice President	P	Diana Higashi-Ybarra, Dispute & Resolutions Officer
P	Ralph McGill, Treasurer	P	Wayne Barbee, Negotiations
P	Jason Sumi, Secretary	P	Debby Carter, Communications
P	Jay Hester, Equity, Inclusion, and Social Justice Director	P	Angelina Rivers, Representative Council
P	Doug White, Representative Council	P	Dom Calabrese, Representative Council

P = Present | A = Absent

Quorum Present: Yes

Number of Visitors: 1

PROCEEDINGS:

I. Meeting called to order at 4:04 PM

II. Visitor's Comments:

a. None

III. Approval of Minutes

a. Motion to approve Minutes from September 16, 2024, SCFA Representative Council Meeting by Jason Sumi

b. Motion seconded by Ralph McGill

c. Discussion:

i. None

d. Roll Call Vote:

Y	Judith Kreft	Y	Kara Perry	Y	Doug White
Y	Ralph McGill	Y	Diana Higashi-Ybarra	Y	Angelina Rivers
Y	Jason Sumi	Y	Wayne Barbee	Y	Dom Calabrese

Y	Jay Hester	Y	Debby Carter		
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Y = Yes | N = No | A = Abstain | NP = Not Present

e. Motion approved

IV. Secretary Report

a. Yield

V. Treasurer’s Report:

a. An update was provided on SCFA financial assets, the need to order more checks and stamps, and a brief discussion about concerns with the costs of checks which require a triplicate print for each check.

VI. Vice-President’s Report:

a. Yield

VII. Dispute & Resolutions Officer:

- a. Yield
 - i. Participant 1: Compensation for extra work and how to determine workload.
 - ii. Dispute & Resolutions Officer: This conversation has come up for Full-Time (FT) Faculty.
 - iii. Participant 1: Can we also include Part-Time (PT) Faculty?
 - iv. Disputer & Resolutions Officer: This is what people have approached me with so I am working with their concerns and their Deans with that topic.

VIII. Equity, Inclusion, and Social Justice Director Report:

a. Yield

IX. President’s Report

- a. President: Just wanted to highlight full support for Jason and Rafa who are working on membership efforts and I will bring forward the recently acquired California Teachers Association (CTA) grant when I have a chance to talk with Ralph about this. Laura applied for a grant for membership and specifically in response to what Jason and Rafa identified on what they want to work on for membership. It is a nice grant. It includes food, swag, and marketing materials and gift cards. It does have a matching part: it is a 2/3 funded by CTA and 1/3 funded SCFA, so we will sit down and talk to and bring it back to the group. The grant is already approved, but it doesn’t mean we have to take it and we want to make sure that we are clear on any matching funds that we can afford this and is this something we want to dedicate towards.
- b. President: Action Network is a communication platform, Laura reached out if I wanted to do a training and it is a lovely platform that is free. It does support

some of the work we have wanted to do around creating a Political Action Committee (PAC), raising money for the PAC. Being able to communicate with our members completely outside of our District email. When folks are emailing dispute emails to Diana, we have to make sure folks are reaching out to us using their personal email addresses. You never know what is going to happen, members replied and it caused problems for particular faculty members who were using the district platform. The communication platform is free and it works with CTA 360. We'd have further discussions on what we can bring up as we move into our November meeting, aBout membership and grants, etc.

- c. Treasurer: What costs are we talking about?
 - i. President: CTA would fund $\frac{2}{3}$ and SCFA would fund $\frac{1}{3}$. Laura said some chapters have not had to use their own funds if they did not spend the entire amount.

X. Chief Negotiator's Report:

- a. Chief Negotiator: We finalized the details for one time payout and we did sign the Memorandum of Understanding (MOU) and there should be information coming out soon. We will be moving forward with a formal salary comparison study, the District is contracting with a local group. We will be looking at salaries and how they compare. We have a salary study that should be complete in January 2025 that should inform our compensation conversations in Spring.
- b. Dispute & Resolutions Officer: Looking at where we are and comparing to other schools of comparable size and there is another community supported one, at least one comparable school. Depending on what comes back and start negotiating and making some changes.
 - i. Participant 2: Do we know how many are being put into the group?
- c. Dispute & Resolutions Officer: I remember they were still trying to determine how many there will be with what. It will include Los Rios as part of it due to proximity. *Several participants shared different community colleges that should be included as part of the comparison study*
- d. Participant 1: Can you explain what a 360 evaluation is?
- e. President: A 360 eval is when a manager is anonymously evaluated by the folks who report to that Dean or manager. If it were a Dean, it would be the faculty in that department, they would go over the feedback the manager receives. It would have some kind of inclusion in their evaluation, it is not currently included. There have been managers who opted to be 360 evaluated on their own, but it was not a formal part of the manager's evaluation. I think the response was not really ours to say, but it is not on the evaluations for manager at this point. It is not up to SCFA to decide who shall be evaluated.
- f. Participant 1: Put the 360 eval on the sunshine list.
- g. Dispute & Resolutions Officer: It is not something we negotiate, but we do bring it up as an interest the past few years, it is not something we directly negotiate.
- h. Participant 1: Are managers aware of the benefits? Can you tell them? Give studies? If everyone is evaluated in the workplace, just like how everyone could

grow from the feedback. If the advantages are good and in the colleges best interest. I worked for a company that had 360 evaluations and it was a big company with big management. I am strongly in favor.

- i. President: The 360 has not been a part of it. I only knew one manager and the process was super beneficial. She is also very outspoken about that.
- j. Participant 1: Maybe she can an ally for this?
- k. Participant 3: I was just going to add a voice outside and having spent a career in management, the 360 is common among very high performing organizations. The peer groups, the customer groups, and subordinates would be part of this. Bosses, peers, and subordinates, it is a really good thing that I advocated for significantly.
- l. Participant 4: Evaluations of management in general, PT Faculty participate depending on who submits. It can be risky especially when you can be identified by something you said and I know several people who had issues after participating in evaluation of their managers. It always makes me a little nervous.
- m. Participant 1: What is on the sunshine list? I am looking for the 1% for Salary Increase for every 6 units taught.
 - i. Chief Negotiator: The sunshine list is negotiated every year
 - ii. Participant 1: I specifically want the 1% for all part time faculty.
 - iii. Chief Negotiator: We are looking at different ways at how different districts move faculty through the salary schedule.
 - iv. Participant 1: This would put us at parity with what full timers are getting.
 - v. Chief Negotiator: I definitely heard that.
- n. Participant 1: For PT Faculty for more Flex hours, what did you mean by that?
 - i. Chief Negotiator: Los Rios entered a pilot program for PT Faculty up to 27 hours of Flex if they want to. They may be discontinuing it if every PT does it. We are exploring it as well.
- o. Vice President: Recently Yuba settled a contract for .85 parity. They do this complicated computation and most of us got a pretty good check to balance out the difference. There are some questions about it. It was difficult to sort out if you are teaching all types of classes, a lecture, activity , it can be different. Is there still parity across those classes? They would calculate, they would pay for PT faculty office hours, they took that away and now have a new formula. FT Faculty are super advocating and get paid well over there.

REPRESENTATIVE COUNCIL REPORTS:

XI. Wayne Barbee

- a. Yield

XII. Debby Carter

- a. Yield

XIII. Doug White

- a. Yield

XIV. Angelina Rivers

- a. Yield

XV. Dom Calabrese

- a. Yield

PROCEEDINGS/MOTIONS:

- XVI. None

DISCUSSION ITEMS:

XVII. EMEID Membership Project

- a. Jason Sumi and Rafa Ordaz presented information on the Ethnic Minority Early Identification & Development (EMEID) program and outlined their goals of exploring membership engagement, participating in leadership development activities, and promoting the EMEID program to Sierra College faculty.

XVIII. Action Network Communications

- a. Discussion was included in President's report

XIX. Meeting adjourned at 4:59pm

Minutes Recorded by: SCFA Secretary Jason Sumi