

SCFA Minutes

April 15, 2024

Via Zoom

REPRESENTATIVE COUNCIL ATTENDANCE:

P	Angelina Rivers, 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	Sonia Delgadillo, Strategic Council Rep
P	Karsten Stemman, Representative Council	P	Ralph de Unamuno, Representative Council
		P	Doug White, Representative Council

P = Present | A = Absent

Quorum Present: Yes

Visitors: Beth Ervin

PROCEEDINGS:

I. Meeting called to order at 4:06 PM

■ II. **Visitor's Comments:** none

III. **Approval of Minutes** from April 1, 2024, SCFA Rep Council Meeting

- a. Motion to approve Minutes from April 1, 2024, SCFA Representative Council Meeting
- b. Motion seconded
- c. Discussion:
 - i. None
- d. Roll Call Vote:

P	Judith Kreft	P	Kara Perry	P	Sonia Delgadillo
P	Ralph McGill	P	Diana Higashi-Ybarra	P	Karsten Stemmann
P	Jason Sumi	P	Wayne Barbee	A	Ralph de Unamuno

P	Jay Hester	P	Debby Carter	A	Doug White
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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. Yield

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

a. Yield

VII. Chief Negotiator’s Report:

- a. Yield
 - i. Participant 1: Do you think there might be some actual changes and something to vote on regarding Flex?
 - 1. Chief Negotiator: That is going to be for our ratification. After the semester ends and the start of summer.
 - ii. Participant 1: President, you asked about the newsletter, the ratification comes at the end, people always seem to be “why are we doing this now” and it is such a big area of interest, look out for this - this is coming and it never hurts to remind people that this has been a big effort this year.
 - 1. Chief Negotiator: There were two items brought up on the 8 week grades issues and there was no reminder about this coming out, Vice President Student Services will ask Mariella to begin to do those reminders. The other issue was with the Q-building - Vice President Instruction (VPI) is following up with the issues.

VIII. Vice-President’s Report:

a. Yield

IX. Dispute & Resolutions Officer:

- a. Yield
 - i. Chief Negotiator: There have been multiple disputes that people couldn’t be helped on because they were not members. There is nothing we can do if people are not members, I just want to reiterate this.
 - ii. Participant 2: We can only ensure that the contract is being meant for non-dues paying members.
 - iii. Dispute & Resolutions Officer: I spend many hours researching and meeting with members with their concerns.

- iv. Participant 3: Would you address how someone who is not a member can be helped?
- v. Dispute & Resolutions Officer: They can become a member that day, and I can help going forward.
- vi. Participant 3: Can we point this out in the next newsletter?
- vii. President: I will send out an “are you a member?” email
- viii. Participant 1: It is always a good idea, when we used to have the faculty breakfast. I think it is helpful when individual reps talk to their departments or one-on-ones. Or we are sending it out to our Interest Areas? Anything we can do to save someone from the hardship or frustration. How much Dispute & Resolutions Officer does to support faculty. People don’t know how often she helps someone. We can all help carry that message forward.
- ix. Participant 3: I wouldn’t want anything to identify an individual but can we provide some examples for why people would need membership without identifying people.
- x. Participant 2: I’ve had conversations with Full-Time (FT) faculty. People make calculated risks when they don’t pay dues, sometimes people don’t know. Do you not like having a 24% raise? You’re not gonna get that without a union. But maybe the number of disputes - how many happened this year and those who were represented by the union and those who haven’t been.
- xi. Participant 3: If people are familiar with how much it costs to see a lawyer it is definitely much more than what we pay for dues
- xii. Participant 1: It is a huge reassurance to know that Dispute & Resolutions Officer can be there for them. It doesn’t have to be a major concern, even the small ones she is able to support with.
- xiii. Dispute & Resolutions Officer: That’s a big part of what I do and evaluations are about to roll out and I have been in many meetings about what the improvement plan is going to look like, and there is going to be a group of people getting evaluations who may not be covered. I can help them when their evals come in. Testimonials can carry weight.
- xiv. President: Dispute & Resolutions Officer can be there on how to navigate something, she can support in so many ways.

X. President’s Report

- a. Yield

REPRESENTATIVE COUNCIL REPORTS:

XI. Wayne Barbee

- a. Yield

XII. Debby Carter

- a. I received an email from DC about the WEP (Windfall Elimination Provision), there will be a hearing on April 16th you can watch it online, there is a link. If you want to have testimony or comments, there is a word document. It would be helpful to watch this at 12pm Pacific Time , it is a big deal.
- b. Vice President: I've been working with Delta College to send out postcards to legislators, we've sent about 7,000 postcards out.
- c. Debby: It only went to PT faculty, but she has all the info. But can you send this out?
- d. President: Yes I can send it out to all faculty.

XIII. Sonia Delgadillo

- a. Yield
 - i. Participant 3: Thank you for your contributions
 - ii. Chief Negotiator: You're hearing from faculty who are being evaluated on content unpublished.
 - iii. Sonia: Yes, and this is affecting their accessibility score and it is affecting their evaluation.
 - iv. Vice President: It is big and very stressful , it is a topic of conversation.
 - v. Chief Negotiator: Demonstration of self-reflection, if you hear questions about this. You can check that box if that is something
 - vi. Participant 1: The question had been asked to the Dean and the Dean couldn't give an answer. But what does this really mean? How does someone demonstrate self-reflection, when you ask your Dean I need some guidance and clarification, faculty should be able to get clarification on this.
 - vii. Chief Negotiator: I will ask VPI on this. There is something in Canvas that is going to be helpful in the online course review.
 - viii. Participant 1: I don't know how many are on the Facebook faculty page, and it is changing how the way things are being seen and the score. There just isn't clarification on what this is. How is something that is being rolled out without information or training especially if it has to do with accessibility and there is so much pressure to pass this.
 - ix. Chief Negotiator: I do not know why this is done that way but we will look into it.
 - x. Participant 1: It is not about the tool itself but more of a "why are we doing this?" We don't even know what this means?
 - xi. Chief Negotiator: Have you reached out to Distance Learning (DL)?
 - xii. Participant 1: This was posted on Facebook last week

XIV. Karsten Stemmann

- a. Yield

XV. Ralph de Unamuno

- a. Yield

XVI. Doug White

- a. Yield

DISCUSSION ITEMS:

XVII. Election Updates

XVIII. SCFA Budget Discussion

- a. Motion to approve SCFA Budget for 2024-2025 academic year
 - i. Motion seconded
 - ii. Discussion:
 - 1. *The Treasurer provided revisions and updates to the budget for next fiscal year including reductions in areas offset by grants.*
 - iii. Roll Call Vote:

Y	Judith Kreft	Y	Kara Perry	Y	Sonia Delgadillo
Y	Ralph McGill	Y	Diana Higashi-Ybarra	Y	Karsten Stemmann
Y	Jason Sumi	Y	Wayne Barbee	Y	Ralph de Unamuno
Y	Jay Hester	Y	Debby Carter	Y	Doug White

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- f. Motion approved

XIX. Faculty Support for Online Review Process

- a. President: How can we support faculty with this process? It tends to be more burdensome on Part-Time (PT) faculty and may not know the person sending the message to them and there is a disconnect happening. We are looking into how we can support all faculty, especially PT faculty on this. These are legal requirements, but we can also support our PT faculty a little more. If you have any ideas, we'd like to hear them.
- b. Vice President: I mentioned this at the Executive Board meeting. Yuba College hired outside employees to have an ongoing person who is an expert in Canvas and when finished one of the shells, met once or twice a week. Went through everything and it was a wonderful process. When evaluation came, it was easy and doing it after the fact when people were struggling to learn, it was so golden.
- c. President: Were these Yuba College employees?
- d. Vice President: They were faculty at Yuba College. They published the schedule and you could click on the link and do a week at a time. It was consistent. I met with someone every week for two months. It was really great.

- e. Participant 1: I was going to say something similar, having multiple people go through this. Fixing it afterward is grueling. If faculty knew that semester before their course was going to be reviewed and the resource available for them to get help with DL staff or people trained to help before the semester. Just telling people in advance such as don't put everything in there, put it in a sandbox. If DL can identify which class a semester before and there is a resource to help people in advance. It helps the faculty be ready for the review. It also reduces the likelihood of getting multiple re-reviews. It would be huge to do that sooner than later. We're in week 12 in the spring, I don't know when DL gets their list for when people get reviewed, PT should have priority. They are the ones switching classes more often and they do not have as much flexibility with their availability.
- f. Participant 3: I like the suggestions Participant 1 made. I was under the assumption that they go through the first four weeks or so not through every single module. I do find it valuable.
- g. Dispute & Resolutions Officer: I was curious that people were going to get notifications about reviews. I found out the semester before.
- h. Participant 1: Some folks found out that some of their classes were not in good shape because they were teaching it the first time online.
- i. Dispute & Resolutions Officer: It is a lot that they are going thru in DL and trying to get the information out.
- j. Vice President: How many are involved in DL staff to do the scheduling and reviews? Maybe they need more staffing
- k. Chief Negotiator: They are in the process of getting more resources and staffing. I think they need more staffing. Some of these are growing pains, we made this shift during COVID, there are PT instructors hired in August and begin teaching in August only to get their course reviewed that semester. They are reaching out to us on how they can do this better. They are getting caught up in the accessibility piece. We don't hear too much about best practices, sometimes what's hard is some of the things we hear, we take back to DL and they say they are already doing that. Somehow they are trying to communicate in a timely fashion but there is a disconnect happening there. I don't know if there is another way that they can be communicating with faculty about when their reviews are coming.
- l. President: How did you get connected to the person to spend one-on-one time with them at Yuba College?
- m. Vice President: Yes, an email was sent out to the faculty and you just book your appointment and then you get a response back and that you RSVP and it is very fast and you can customize with your schedule. If you're working on something, then you can self-select and then you can get help along the way. I was trying to figure out how to remove an invisible link.
- n. Participant 1: It shocks them how much work. If there was enough staff and enough time. I see major problems. The faculty spending so much time on this just aren't knowledgeable or experienced with this online course review process and for PT faculty may have different expectations for what their other colleges.

- o. Participant 3: It would be helpful to have examples and models for what is acceptable. So that people can have a way to show others such as models of excellence.
- p. Vice President: It's hit and miss to deal with other people's schedules. Sometimes you have to wait 2-3 weeks to resolve a problem you are having.
- q. Participant 3: I didn't realize I could create my own sandbox, I had contacted DL that I could do it myself, and the link was at the page on the bottom right. I don't know if it was widespread or not, but it would be helpful for people to know.
- r. President: If you hear any ideas helpful, send a message to negotiations so that we can keep notes to share forward.
- s. Participant 3: Can we get a checklist on what they are going to be reviewed on. I would really like all the information given.
- t. Vice President: A way to visually meet. It is wonderful to have.

XX. Meeting adjourned at 4:56pm