

# **THE FOLLOWING ARE DRAFT MINUTES TO BE APPROVED AT THE NEXT CCFA MEETING 11-17-04**

## **Citrus College Faculty Association**

### **Officers:**

Joseph Harvey, President  
Terry Miles, Vice President  
George Carlson, Chief Negotiator

Jack Wood, Past President (np)  
Dennis Korn, Treasurer  
John Fincher, Secretary

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### **Representatives:**

Art	Dyane Duffy
Biology	Greg Johansen
Cosmetology	-
Foreign Languages	Ana Afzali
Language Arts	Connie Tucker (np)
Mathematics	Steve Odrich
Music	Bob Slack (np)
Physical Science	-
Social Science	-
Behavioral Science	Gailynn White (np)
Business/CIS	Robert Smolin
Counseling/DSP&S	Robin McBurney
Health Occupations	-
Transportation Tech	James Lancaster
Physical Education	Steve Hartman
Public Service	Darrell Carr (np)
Learning Assistance	Barbara Rugeley

Marilyn Eng  
Claudio Pohl  
Jim McClain  
Ralph Tippins  
Robert Smolin  
Rich Ghidella  
Bruce Grossman  
Kathy Bakhit  
Gunner Eisel  
Roberta Eisel  
Anna Moore  
Rudy Saldana  
Dave Ryba  
Meg O'neil  
Lisa Telesca  
Shelly Hahn  
Thom Cox  
Robin Carter  
Dana Hester  
Mohamad Trad  
Adriana Glenn  
Marilyn Gunstream  
Bruce Langford  
George Hathaway  
Sally Sanger

### **At Large Representatives:**

Vince Mercurio  
Keleigh Lanphear (np)  
Ralph Tippens

### **Members:**

Tom Gerfen

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## **CCFA General Faculty Meeting Wednesday, September 15, 2004 at 2:00pm in the Faculty Lounge.**

I. Call to order- President Joe Harvey called the meeting to order at about 2:05 pm.

### II. Agenda Item- Negotiations

A. Mr. Joe Harvey explained that negotiations with the District have ceased as the District has delivered a "Last, Best and Final Offer" (LB&FO).

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- B. Dave Brown gave a rundown on the history of the negotiations to date. He went through the various changes that were agreed to on the contract. He also described the various elements that were not agreed upon as well.
- C. Ralph Tippins asked what were the main issues discussed. Dr. George Carlson said that the two main issues were Benefits and implementation of the load study. Raises were well down on the list due to the stated precarious nature of the college finances at the time.
- D. Jim McClain asked how many of the surveys on negotiation issues were returned by the faculty to the negotiation team. Dr. George Carlson responded that less than half of the faculty returned the surveys. He also mentioned how the Friday afternoon meetings that were open to the faculty were lightly attended.
- E. Rudy Saldana asked if “teacher” could have stayed in the contract. What would happen to Librarians and counselors? Dave responded that there was language distinguishing a difference from teaching and non-teaching faculty. He believed Load was a good first step. He also mentioned that retroactive management raise issues will be settled after the three unions are settled.
- F. Marilyn Eng asked where the money to pay 75/25 penalty came from. Joe said that we were never charged to pay it from the state.
- G. Eric Rabitoy wanted to know what the sequence of events would be if the faculty rejected the contract. George said that if passed it would take effect January 1, 2005 and that there would be no raises till 2007. If the faculty rejected contract we return to negotiation. When impasse is declared a state mediator would come to campus. If unsuccessful, the state would send a fact-finding team of three would come in and investigate. They would issue a non-binding recommendation report. If this is rejected, then the LB&FO is imposed.
- H. Ralph Tippins wanted to know why the district presented the LB&FO. Dave said it was due to Labor Law.
- I. Rudy Saldana wanted to know if the BOT has ever imposed a contract. Joe said no. The union rejected two contracts in the past. Both times the BOT removed offending language.
- J. Claudia Poole wanted to know if the district can reject it. Joe answered yes.
- K. Robert Smolin wanted to know what the administrative raises were in the past. George answered by recounting the study done six years ago of six selected districts. The BOT then enabled the administration to have raises within a sixty-two percent range of those districts. This was not good enough as they soon come back and went to an eight step column chart with a four percent increase. Joe added that our administrators are in the top five percent in the state whereas the faculty is in the middle.
- L. Jim McClain wanted to know if there would be new negotiation priorities. Dave responded by saying that the ballots would have room for issue input.

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- M. Lisa Telesca suggested that since the district is seeking into for 'positive' press coverage maybe we should call the papers and offer a negative story when the contract goes down.
  - N. Bruce Solheim mentioned that the load issue was an inequity that needed to be fixed; it was not something that the faculty gained.
  - O. Jo Morrison believes CCFA should not lose department language, but should strike out financial goals – contract hours. She also reiterated her desire for a 175 day calendar as it would cost the district zero.
  - P. Marilyn Eng mentioned that class size was both a pedagogical and bargaining issue.
  - Q. Tom Gerfen offered thanks to the negotiating committee.
  - R. Gunnar Eisel pointed out that the cost of the load compared to the cost of a raise would still be an affordable amount that the district should be able to handle.
  - S. Steve Hartman wanted to know if coaches were going to get release time. Dave said that a verbal agreement for new coaches will get forty percent load release, plus a new stipend. Current coaches would be backwards applied and that this would be under the classification of faculty leadership.
  - T. Anna Afzali mentioned that to change a seat load you would have to go back to curriculum.
  - U. Sally Sanger argued that Zeller's had a power role with the Board. She wanted to know Joe's opinion of Viera's relationship with the Board. Joe responded that Viera has resolved many issues and "holds his cards". He further added that he believed the issue of load has "gone as far as possible". He mentioned that AdFAC is at Impass and that CSEA has a possible agreement. Joe also mentioned that Robin McBurney is coming onto the negotiating committee and that Vince Mecurio is looking for a replacement. The position offers twenty percent release time.
  - V. Robert Everest asked as to what would be the criteria that we would agree on a new contract. Goerge responded that keeping load and getting a raise would be an excellent start.
  - W. Shelly Hahn asked about the ramifications of the change to Section 8.4.3.
- III. Adjournment- The meeting adjourned at ~3:35 pm.