

Citrus College Faculty Association

April 19, 2006 Meeting

Officers:

Terry Miles, President
John Fincher, Vice President
Joseph Harvey, Past President

Jim Lancaster, Treasurer
Stephen O'Hara, Secretary
Jim McClain, Chief Negotiator

Representatives:

Art	Dyane Duffy
Biology	Greg Johansen
Cosmetology	Carri Lerette
Foreign Languages	Ana Afzali
Language Arts	(vacant)
Mathematics	Steve Odrich
Music	Gunnar Eisel
Physical Science	Dave Kary
Social Science	Rudy Saldana

Behavioral Science
Business/CIS
Counseling/DSP&S
Health Occupations
Transportation Tech
Physical Education
Public Service
Learning Assistance

Ken Guttman
Bruce Grossman
Robin McBurney
Claudia Pohl
Bill Cornett
Steve Hartman
(vacant)
Barbara Rugeley

At Large Representatives:

Robin McBurney
(2 vacancies)

Members and Guests:

Jo Morrison

Eric Rabbitoy

Present:

Terry Miles	John Fincher
Jim Lancaster	Stephen O'Hara
Barbara Rugeley	Claudia Pohl
Jo Morrison	Cliff Hadsell
Dennis Korn	Steve Hartman
Ana Afzali	Jack Wood
Joseph Harvey	Gunnar Eisel
Rudy Saldana	Kathy Baklit

Bruce Grossman	Jack Call
George Hathaway	Richard Ghidella
Carsten Dau	Steve Hartman
Steve Odrich	Ken Guttman
Patricia Lawrence	Margaret O'Neil
Jim McClain	Bruce Langford
Dave Kary	Gailynn White

UN-Approved Minutes of the April 19, 2006 CCFA meeting

I. Call to Order:

- A. President Terry Miles called the meeting to order at 2:04pm.
- B. A motion was made and seconded to move agenda item V, Old Business: Elections, forward to accommodate representatives schedules and preserve a quorum. The motion carried.

II. Old Business:

- A. **Elections:** V.P./President Elect, John Fincher, called for additional nominations from the floor for Faculty Association officers and at large representatives:
 - Vice President/President Elect: Jim Lancaster accepted. With no further nominations, nominations were closed.
 - Treasurer: Kathy Bahkit accepted With no further nominations, nominations were closed.
 - At Large Representatives: Lisa Talesca, Ana Afzali and Joseph Harvey accepted. With no further nominations, nominations were closed.
 - Secretary: Stephen O'Hara Accepted. Lisa Talesca declined. With no further nominations, nominations were closed.
- B. John noted that a constitutional amendment will be necessary to allow for electronic balloting in Association elections. After some discussion, it was recommended that language restricting voting methods be removed from the article and new language added which allows for

developing technologies. John noted that new language will be attached to the upcoming ballot for the Tentative Agreement to the contract proposal.

III. Motion to Approve Minutes:

- A. It was moved a seconded to approve the minutes of the March 15 meeting.

The motion carried.

IV. Committee Reports:

- A. **Contract Committee:** President, Terry Miles, reviewed the chronology of the current contract negotiation cycle, starting with the mid-March proposal of a 2-year contract with salary modifications and Faculty Evaluation language which included a Faculty Lead chosen by the Dean and a mandatory Dean's Statement. He enumerated the salary provisions, the decision of the Representative Council to send the negotiating team back to the table with instructions to secure the best possible agreement for the Faculty, and the District's April 7 deadline for the signing of a Tentative Agreement. A point-by-point analysis of language changes to Article 3: Release Time, Article 19: Contract Duration, and Article 8: Salaries, followed.

A lengthy discussion followed the examination of proposed changes to the evaluation language, Regulation 4114. Many representatives spoke to the opportunities for the Dean to go beyond the scope of peer review and take liberties to do or say whatever they wish in their statement. Terry Miles noted that Article 14 protections allow for the filing of a grievance and the inclusion of a written rebuttal to the Dean's statement by the Faculty member. Chief Negotiator, Jim McClain, explained that the strikeouts of language specifying the scope of evaluations by peers, students and administrators was intended to prevent the evaluation team from being limited compared to the

Dean. It was noted that the implication of the proposed new language was that the Dean was now an educational leader and expert in pedagogy, practicum and teaching techniques. This language was interpreted as an attempt on the part of the District to recast the Deans as educators.

At the end of the discussion, a motion was brought that the Representative Council recommend the Faculty reject the Tentative Agreement because of the onerous nature of the changes to the Evaluation language, Regulation 4114. Once it was determined that a quorum was present, discussion ensued. Additional concerns regarding the Dean's Statement, its scope and intent, and the fact that the Dean would possess "double" the influence of the evaluation team due to the mandatory nature of the statement were sighted.

With no further discussion, the motion carried. The two members of the Negotiating Team (Jim McClain and Stephen O' Hara) present abstained from voting on the motion.

V. Adjournment:

A motion was made and seconded to call a General Assembly meeting to confer with Faculty regarding the recommendation. The motion carried.

The motion to adjourn and table remaining agenda items was made and seconded.

The motion carried.

President Miles adjourned the meeting at 3:45pm.

