



Council Meeting Date: Wednesday, September 17, 2014

<p><u>Officers</u></p> <p>Paul Swatzel, President Brian Waddington, Vice President Susan Bautista, Secretary Dave Ryba, Treasurer Bruce Langford, Past President</p>	<p><u>Included on Executive Board</u></p> <p>Bruce Langford, Chief Negotiator Patricia Lawrence, Senate Liaison</p>
<p><u>Representatives</u></p> <p>Business/Accounting (P) Bruce Grossman Mathematics (P) Steve Odrich Health Sciences (P) Claudia Pohl Career/Technical (P) Susan Bautista Counseling (P) Lisa Villa/ Rafael Herrera Fine & Performing Arts (A) Matt Jackson</p>	<p><u>Representatives</u></p> <p>Kinesiology (P) Steve Hartman/ Andrew Silva Language Arts VACANT Library Science (P) Lanette Granger/Sarah Bosler Physical Sciences VACANT Social/Behavioral Sciences (P) Gerhard Peters</p>

Call to order by CCFA President at 2:46 pm on September 17, 2014

Approval for May 21, 2014 minutes

President's Report – Paul Swatzel

Vegara Decision: Discussions began in regards to the Vegara vs. California decision trying to undo K-12 tenure process. CTA was defeated on this issue but the Governor appealed it. P. Swatzel wants to keep on eye on this issue although; community colleges are not part of this decision. B. Grossman reminded all that it was only one superior court judge that supported the decision and that it would most likely be subject to the appeal process and possibly go to the California Supreme Court if necessary.

SLO Survey: P. Swatzel began with an apology to any faculty member that might have been offended in the language used for the survey. He stated that it was not meant to be scientific and so was mixed with humor to stir things up. There were approximately 90 responses out of 155 faculty members with 11 pages of comments. He also stated this survey had the most responses CCFA has had in a long time. It was requested that these comments be shared with the faculty; Paul stated he would.

It was brought to the council's attention that an email had gone out that basically mandated 25-30 faculty members to "get things done" in regards to completing SLO's with an attached deadline on this matter. The email had listed these faculty members and their deans. An attorney paid for by CTA/CCA cited a violation of the contract affecting working conditions without negotiations involved.

Comments from faculty included fear from ACCJC in regards to accreditation sanctions if we do not do SLO's. C. Brown stated that there are consequences when SLO's are not completed. Also, discussions regarding payment attached to the SLO work process could mean less independence with possible more mandated district demands and less independence.

A. Kim stated mixed feelings in regards to the accountability and the "sloppy process" with no uniformity this process seems to create. The comment was made that if someone up the ladder is actually looking at the data, then the accountability is useful. But, if the district simply wants ACCJC to see stacks of paper with data, which is labor intensive, then this process is not creating the outcome it is intended to do. Faculty agrees that SLO's were created to aid in teaching and learning but the continual added work to the day/week/month affects teaching in the classroom.

M. Plug suggested a streamlining of the process. Instead of trickling up from SLO's to Program level, possibly faculty could start from the Program level down to SLO's. She also suggested that maybe faculty had no individual meaning in creating SLO's and possibly a restructuring process would be easier for faculty.

C. Styles reminded the council that not all departments are the same and have equitable work. Some departments can have up to 20 courses in one discipline with less full-time faculty. So, for some departments the work can be less intensive than for others. She also echoed the concern that possible mandates by the district on how SLO's are fulfilled could occur if there was a payment attached to the creation of SLO's.

R. Tippins stated that the district was doing a poor job on the evaluation of the outcomes since the only reason his colleagues and he were on the list of faculty members who did not complete outcomes, was due to one row not being filled out. Also, he reminded that if one faculty member had the assignment to complete the "row" then all who taught the class were "off the hook".

Additional comments from J. Call, R. Eisel and L. Villa reminded faculty of the purposes of SLO's. The Department of Education wants accountability from community colleges, ACCJC has standards and that Citrus College's evaluation process is set to expire when we are over the fence in Spring 2016 with the old standards being updated. Additionally, L. Villa stated that the Program Review/SLO committees met twice a month, on Fridays, for a year to make sure faculty had a voice in the process and that nothing was taken lightly in the decision-making process.

P. Swatzel stated that the association wanted to start the conversation in regards to SLO's and will send out the comments from faculty members on the survey that went out.

Chief Negotiations Report – Bruce Langford

The Negotiation Team has met with R. Sammis, C. Dain, D. Hester and A. Spor, formally twice.

The good news included FTES were up – currently 11,300, monetary reserves are currently 14.8% with a projected 17% by the end of 2014/1015. Other negotiation has included minor language editing.

The bad news included the state mandated demands in regards to STRS, which affects us all. It has been a big hit to the district but it had been proactively budgeted. The other concern was the state's faculty obligation on hiring full-time faculty. Also included in discussions were intersession rights and issues.

Vice-President Report – Brian Waddington

None

Secretary Report – Susan Bautista

None

Treasurer's Report – Dave Ryba

CCFA budget report included a spreadsheet on annual expenditures. A summary of the financial report shows approximately \$1,000/year per faculty member comparing and contrasting 2012/2013 and 2013/2014 fiscal status. The report shows a PAC reserve of approx. \$9,654 and a total sum of approx. \$98,142. Most expenses went towards CTA/CCA dues, conferences and End of Year expenses. The suggestion was made for future endeavors to have a two-tier payment process. The early payer would receive a small charge as opposed to the later payer receiving a raised charge.

D. Ryba stated that the money used by CCFA is meant to educate us, get informed and research our concerns.

Senate Liaison – Patricia Lawrence

Although, P. Lawrence left, P. Swatzel spoke on her behalf in regards to concerns over lack of Program Review transparency in certain departments on how money is spent.

Old Business

Decertification/Disaffiliation: P. Swatzel and D. Ryba will be attending the CCCI (independent union) conference in October to become more informed on becoming an independent union so that this body could be more informed. This issue is still on the table. A summer informational meeting occurred and the association shared a summary to all faculty members. Guest included independent institutions, other district faculty members, members of CTA/CCA and a lawyer to answer legal queries.

Concerns from faculty members included a strong concern with CCFA making back room deals, speaking with a lawyer which seems like an aggressive move and a question on whether a survey would also be sent out to faculty members in regards to considering becoming an independent union. Also, it was mentioned that a college like SMC is significantly larger than ours and that their negotiations include full-time/adjunct needs collectively.

P. Swatzel stated that this was a fact-finding exploration in regards to becoming independent. D. Ryba also mentioned that there are pros/cons to both options. This association spends \$150,000/year towards CTA/CCA/NEA dues. They largely represent K-12 and adjuncts. At times, “we are not speaking the same language” at the conferences and community colleges can get ignored. The association wants to fact-find to see if we have better options with our dues money. P. Swatzel also invited any interested member to join T. Miles in exploring the pros and cons of independent vs. the status quo.

New Business

There will be a joint meeting with Academic Senate on September 30, 2014 regarding program review, SLO’s and any new business.

L. Granger reminded faculty of the Centennial Homecoming event on October 11, 2014 along with the Alumni Association. She invited any interested department to get involved. The purpose is to merge alumni with current students.

Meeting adjourned at 4:01 pm.