



Council Meeting Date: Wednesday, September 20, 2017

<p><u>Officers</u></p> <p>Justina Rivadeneya, President (P) John Fincher, Vice President (A) Stephanie Yee, Secretary (P) Dave Ryba, Treasurer (P) Dave Ryba, Past President (P)</p>	<p><u>Included on Executive Board</u></p> <p>Dave Brown, Chief Negotiator (P) Gino Munoz, Senate Liaison (P)</p>
<p><u>Representatives</u></p> <p>Business/Accounting (P) Bruce Grossman Mathematics (P) Steve Odrich Health Sciences (P) Noemi Barajas Career/Technical (P) Susan Bautista Counseling (A) Rafael Herrera Fine & Performing Arts (P) Cherie Brown</p>	<p><u>Representatives</u></p> <p>Kinesiology (P) Steve Hartman Language Arts (P) Anna McGarry Library Science (P) Elizabeth Cook/Sarah Bosler Physical Sciences (P) Badieh Farahani Social/Behavioral Sciences (P) Gailyn White At-Large Representative (P) Senya Lubisich (P) Christine Goedhart (A) Paul Swatzel Negotiations Team Member (P) Stephanie Yee (P) Terry Miles</p>

I. Call to order by CCFA President at 2:49 pm on September 20, 2017

II. Approval for May 17, 2017 minutes

III. Officer's Reports:

A. President's Report – Justina Rivadeneyra

Welcome Back: J. Rivadeneyra opened the meeting by stating faculty are using three new systems: Taskstream, Courseleaf, and Canvas, and although it has been a shaky start, faculty seem to be adapting well. J. Rivadeneyra spoke with Academic Senate Vice President, Nicki Shaw, and reported to the group that Nicki really likes the features within Canvas.

- Negotiations: J. Rivadeneyra announcement that this year is going to be a really exciting year and is looking forward to negotiations beginning October 1. J. Rivadeneyra and D. Brown had an initial meeting with Robert Sammis to discuss dates for negotiation meetings since the contract expires December 1. J. Rivadeneyra would like the contract ratified by end of the year, but no promises. The District has a few things to discuss and so does the Association, but it is important to have a collective voice at the table.
- CCA President's Conference: J. Rivadeneyra attended the President's Conference in San Jose in July.

CCFA Goals for the Year: J. Rivadeneyra talked about doing an assessment of the Association. Over the summer the eBoard looked at goals to be established for the upcoming 2017-2018 year. The focus areas are building new leaders early. We should develop leaders now instead of immediately before election time as it can take two or three years to grasp everything and the process. J. Rivadeneyra expressed concern that more people need to be involved and attend more conferences such as Emerging Leaders and Building Strong Locals especially since CTA picks up all the costs, such as travel, training, and food. There is a new app from CTA called CTA 360. J. Rivadeneyra called for a volunteer to collect personal email and/or personal phone number in order to send communication to the membership through the app. CTA will give the campus a grant to compensate a volunteer to collect the information. This will help build unity within our membership and hopefully get more faculty involved so we look stronger to the BOT and the president, as well as and build our internal communications. One goal is to look into how the Membership Engagement Committee can plan symposiums with guest speakers in Hayden Hall. Nicki Shaw is spearheading this effort. This provides an opportunity for the Association and Senate to collaborate since Nicki also sits on Member Engagement Committee. The eBoard is putting together a timeline and action plan of when goals for the year will be accomplished.

- Alliances: Azusa Unified School district has called on CCFA to support them by attending a district meeting. Similarly to Glendora Unified School District, J. Rivadeneyra and P. Swatzel provided support and encourages faculty to join.

Future CTA/CCA Conferences: CCA has three conferences a year. The Fall conference's theme is "Membership" and there will be a series of workshops. CTA pays for four individuals and one additional person from each campus. The deadline to register to September 21, 2017. Christine Goedhard has been invited.

BOT raffle: J. Rivadeneyra asks faculty to come to BOT meetings and wear their CCFA shirts to promote unity and show support, especially for negotiations.

Member Engagement Committee. No one has volunteer to take the lead and chair this committee. J. Rivadeneyra asks that the Rep Council spread the word and welcomes any volunteers for this important committee.

B. Vice-President's Report – John Fincher: Absent

C. Chief Negotiator Report – Dave Brown:

D. Brown reported that spring faculty survey had 115 responses. We currently have approximately 170 faculty. Compensation was the star issue in the survey. Benefits was the second priority. The Negotiation Team has put together an initial proposal and the plan to “sunshine” this at the special BOT meeting to dedicate Hayden Hall on October 3, 2017. Dave encouraged faculty to attend to show support and unity. The initial proposal is more about a statement of interests and only tells the District the areas we wish to advance, but does not taking any position as that will come up at the table. The goal is to have a balance between interest based and traditional based bargaining.

Dave provided highlights of the initial proposal:

Article 1 and 2 – Agreement/ Recognition: No changes proposed.

Article 3 – Association Rights: Increase reassigned time afforded to the Academic Senate and CCFA.

Article 4 – Board’s Rights: No changes proposed.

Article 5 – Faculty Assignment: This is based on the interests in the faculty survey and includes: Improving LHE for instructional labs, provide for voluntary load-balancing over Summer & Winter intersessions, improving compensation for Faculty coaches and head-coaches, establish differential pay or stipend for voluntary night/weekend assignment or assignment to off-campus location (this can incentivize people to teach during non-traditional time and support growth of the campus), and establish load value for cooperative work-experience assignments.

Article 6 – Non-Discrimination: No specific changes proposed. Examine Article 6.1 for appropriateness of terms used and 6.3 for clarification.

Article 7 – Academic Freedom and Intellectual Property: No changes proposed.

Article 8 – Salaries (and relevant appendices): Overall salary increase and improve salary column-advancement requirements and OL and Intersession salary schedules. The goal is to bring parity to intersession and OL salary schedule since steps are not consistent. B. Grossman asked for an example. D. Brown calculated a specific example. Anna McGarry asked for clarification. S. Odrich had a question about a proposal from John Fincher. Other interests include improvement to discontinued class pay and compensation for non-teaching assignments and compressing the salary schedule so highest-earnable salary occurs earlier in career.

Article 9 – Reduced Teaching Load with Full Retirement Credit: No changes proposed.

Article 10 – Unit-Member Benefits: Improve compensation for Unit-Members with health benefits from another source, incentivize Unit Members taking less-expensive benefits option(s), increase life insurance coverage, improve retiree health benefit Options, provide long-term care benefits for retirees, and enhance early retirement notification benefit.

Article 11/12/13 – Dispute Procedures, Grievance Procedures, and Safety: No changes proposed.

Article 14 – Personnel Files: Include requirement for Unit Member acknowledgement before information is placed in file.

Article 15 – Counseling Assignment: Improve LHE for Counseling assignments, improve calendar-compression options for Counselors, provide for Faculty input into development of schedules in Counseling, allow Counseling Faculty to teach as part of regular workload, and return to voluntary load balancing over Winter and/or Summer intersessions.

Article 16 – Negotiation Procedures: Move targeted start time to spring of the expiry year.

Article 17 – Support of Agreement: No changes proposed.

Article 18 – Banking Lecture/Lab Hours: Adjust language to reflect LHE.

Article 19 – Duration of Contract: 3-year Agreement.

Supplemental: For the sake of organization and clarity of intent, the Association would like to restructure the Agreement so that relevant provisions now included in Articles 5 & 15 are moved into three replacement Articles as follows: A) Unit-Member Work Year, B) Unit-Member Workload, C) Extra-Duty Assignments. The Association would like to form a comprehensive list of all Board Policies and Administrative Procedures that are within the mandatory scope of bargaining and reference them in the Agreement.

D. Secretary’s Report – Stephanie Yee:

Website updates: S. Yee has updated the citrusfac.org site and it now includes meeting dates for the year, current officers, minutes from the last meeting, and the contract highlight articles written by the Negotiation Team.

E. Treasurer’s Report – Dave Ryba:

D. Ryba will be reporting at the next meeting with more specific numbers, but gave an estimate of how much money is in the PAC fund, general account, and the working yearly budget.

F. Past President’s Report – Dave Ryba:

D. Ryba reported about the eBoard summer planning retreat and believes things are getting off to a strong start. He likes the momentum and looks forward to goals for the year.

G. Senate Liaison – Gino Munoz: No Report

IV. Standing Committee Reports:

A. Special Presentation – Terry Miles:

T. Miles distributed a “State of Citrus College” document and discussed its importance. G. White asked if we could continue to talk about these concerns later. Reps are encouraged to spread the word and share the information in the document with faculty in their programs and divisions.

V. Old Business: none

VI. New Business:

Justina will be asking people to commit to a date to attend the BOT meeting and bring at least three other faculty friends.

Meeting adjourned at 4:11 pm