## 

**Representative Council Meeting Date**: **November 15, 2023**

**Hayden Hall and Zoom – 3:00 pm**

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| Officers Senya Lubisich, President (P)  Gerhard Peters, Vice President (P)  Stephanie Yee, Secretary (P)  Dave Ryba, Treasurer (P) | **Included on Executive Board**  Gordon McMillan, At-Large Representative (A)  Denise Kaisler, At-Large Representative (P)  Paul Swatzel, At-Large Representative (P)  Other Leadership  Dave Brown, Bargaining Chair (P)  John Fincher, CCFA/Senate Liaison (P)  Dave Ryba, Past President (P)  Michelle Plug, Engagement (A) |
| RepresentativesMathematics (A) Ralph Tippins & Business (P) Jesus Gutierrez Health Sciences (P) Sonia Kibbe/Lisa Kolber Career/Technical (P) Greg Lipp  Student Services (P) Rafael Herrera  (P) Elizabeth Cook    Visual & Performing (A) Cherie Brown  Arts | Representatives Kinesiology (A) Andrew Wheeler  Language Arts (P) Elisabeth Garate  (P) Anna McGarry    Physical Sciences (P) Denise Kaisler  Social/Behavioral (A) Gailynn White  Sciences (P) Brianne Levine Peters  Negotiations Team (P) Stephanie Yee  Members (P) Jesus Gutierrez |
| Other Faculty: Robert Everest | |

1. **Call to Order- Senya Lubisich**: Meeting called to order at 2:57pm by Senya Lubisich
2. **Minutes**: Dave Ryba motion to approve and Gerhard Peters seconded. Motion carries. Minutes from 10.18.24 approved.
3. Call for Announcements or Agenda Topics

Greg Lipp reports they met with Dr. Rams and Ben Macias to discuss parking and security and it was a good conversation. They look forward to more open dialogue that will result in positive changes for students.

Senya mentions there was recognition that there is a need for a Campus Safety Advisory committee not just through Physical Resources. There was a lot of support for this idea and an emphasis on communication.

Jesus announces we have 5 non-members and has convinced a new faculty member to join the union. Senya commends Jesus for his efforts.

1. **Officer and Cabinet Reports** 
   1. **President’s Report – Senya Lubisich**

**Election Recruitment**: When we come back in March we are ready to start on our election process. President, Treasurer, and 3 at-large members are up for nomination and election. Senya asks if we can help recruit for at-large or an officer’s position.

**DEIA and Evaluations**: We are looking to protect intellectual freedom, self-reporting and self-reflection to satisfy what the District is looking for. As for accessibility, it is a path all faculty and whole campus needs to be working on and needs support. We are fortunate since we have not jumped in immediately as there are many horror stories about how it has been adopted and faculty evaluated for even photos in syllabus. We do not want faculty to be held to content. Every tool that we use collects data. She can see what the cumulative score for accessibility as a campus is, but not per CRN.

**Bargaining Update**: We are calling a general meeting on Zoom on November 29 at 3pm with regard to negotiations and contact. Ideally, we want to take a TA to that meeting and encourage a vote.

**Rep Council Meeting Format**: Senya wanted to ask if the meetings for CCFA can move toward an in-person modality only. She wanted to open it for conversation. Lisa, Anna, and Denise supported an in-person meeting. Senya says General Meetings will be on Zoom but Rep Council meetings will be in person for February, March, and May 2024.

* 1. **Vice-President’s Report – Gerhard Peters**

There are no grievances at the present time. At the CCA conference, Gerhard learned it is important to know what administrators retreat rights and hiring salary schedule is. Gerhard shared that R. Sammis was very helpful and pointed him to where the information is posted. Gerhard also asked if administrators can be hired higher than the maximum initial placement and he confirmed that is a NO. As for the STRS excess, there is no update on when that will be issued to the faculty.

* 1. **Secretary’s Report – Stephanie Yee**

No Report

* 1. **Treasurer’s Report – Dave Ryba**

Current CCFA - $140,274

CTA payments $1474 (2023) vs $1523 (2022)

Current PAC - $20,660

Ryba asks us to encourage faculty to be more involved on campus.

1. BoT mtgs

2. Events (president things… TDay)

3. Other Auto, Music, STEM Poster, Sports

Greg recommends that we spend our dues money on clothing with CCFA logo to use when necessary, rather than the EOY party.

Denise asks if we have a lottery for those who have not received regalia. The group felt it was the responsibility of the College.

* 1. **Bargaining Chair Report – Dave Brown**

Brown shares the District’s comprehensive proposal which is also available on the CCFA website.

* No real gains on lab parity at this juncture
* Substantial increase for Head Coaches from 4.5 LHE to 7.5 LHE
* Student Services can now request 25% of their assignment to be for remote work and more with approval
* The District would like to add language Deans and Directors language (new)
* 5.6.8.4 is new language allowing more faculty input and discussion in creating a student-centered class schedule
* 5.6.9.2 – “scheduled” is a word that can be discussed
* Class cancellation language: there is room to add additional language that protects us more
* 5.6.10.5 – strike “available” intersession classes as they are all available
* 5.8 – Added new language “or designee in specialty support programs”
* 8.1 – 6 years will be credited
* Article 19 – Duration proposed goes through June 30, 2026, NOT December 31, 2026
* Proposed salary schedules – added a year of experience in the beginning, step 15, 3-year increments will now be 2-year, % adjustments, from 35 years to 30 years in column 4 and 5
* There is a trigger that if and when the contract is ratified, the benefits Committee will be convened to review retirement benefits such as Option B.
* We need more research on what other Districts do and bring in those comparisons

Ana expresses concern about how things are done in their program since they often do not see when classes are scheduled until after the schedule comes out and there are conflicts and less than ideal offerings.

Dave suggested we look at the word “scheduled” since it is non the unit member being scheduled – it is the class being schedule.

Anna asks about the class cancellation language. Brown says the District pays attention to FTE faculty and FTE students and the break-even point isn’t an issue, it is more about productivity and efficiency.

Senya asks the groups for guidance and would like to know what we need to do to take this to TA. The longer we wait, faculty lose their opportunity for gains.

Ryba says he is not in an area where they are directly impacted by Directors so it might not be a well understood issue across campus.

* 1. **Past President’s Report – Dave Ryba**

No Report

* 1. **Senate Liaison – John Fincher**

None

1. **Standing Committee Reports**

1. **Contract Committee** – Dave Brown

See Bargaining Chair report

2. **Grievance Committee** –

No Report

3. **Political Action Committee** – John Fincher/Gerhard Peters

No Report

4. **Benefits Committee**– Terry Miles

No Report

5. **Newsletter Committee** - Stephanie Yee

No Report

6. **Membership Engagement Committee**- Michelle Plug

No Report

7. **Budget Committee**-Dave Ryba

No Report

1. **Ad Hoc Committee Reports**
2. **Old Business**
3. **New Business**

**VIII. Public Forum**

**IX. Adjourn** 5:01pm