



**YFA REPRESENTATIVE COUNCIL  
APPROVED MINUTES  
February 16, 2022**

Meeting is called to order at 3:02 pm

**QUORUM [X]**

<b>EXECUTIVE BOARD</b>		<b>REP COUNCIL</b>	
President	Dimitri Keriotis [X]	Agriculture/Environmental Sciences	Mike Morales [X]
Vice President/MJC	Steve Choi [X]	Allied Health	Jill Ramsey [X]
Vice President/CC	Brian Greene [X]	Arts/Humanities/Comm	Haleh Niazmand [Absent]
Secretary	Iris Carroll [X]	Behavioral/Social Sciences	Steve Choi [X]
Treasurer	Larry Scheg [X]	Business	Linda Kropp [X]
MJC College Council	Ross McKenzie [X]	Family/Consumer Sciences	Amy Carnahan-Cook [X]
Rep At-Large/MJC	Optimism One [Absent]	Library/Learning Resources	Iris Carroll [X]
Rep At-Large/MJC	Hardev Dhillon [X]	Physical/Recreation/Health Ed (FA)	Jim Stevens [X]
Rep At-Large/CC	Craig Johnston [X]	Physical/Recreation/Health Ed (SP)	Demitrius Snaer
Past President	Shelley Akiona [X]	Literature/Language Arts (A)	Theresa Stovall [X]
		Literature/Language Arts (B)	Tony Pacheco [X]
Other Positions:		Science/Math/Engineering	Tom Nomof [Absent]
Faculty Liaison:	Allan McKissick [X]	Science/Math/Engineering	Hardev Dhillon [X]
Lead Negotiator:	Shelley Akiona [X]	Special Programs (EOPS/DSPS)	Ben Riley [X]
		Student Services/Counseling	Hanna Louie [X]
		Technical Education	Tim Vaughan [Absent]
		CC Rep A At-Large	Don Dickinson [Absent]
		CC Rep B At-Large	Vacant
		CC Part-Time At-Large	Rebekah Rogers [X]
		MJC Part-Time At-Large	Duane Brooks [Absent]

**Note: held via Zoom because of the coronavirus outbreak**

**Consent Agenda**

- Approve Rep Council Minutes of January 19, 2022
- Accept Council & Committee Reports:
  - Professional Development Committee—January 21, 2022 & February 4, 2022
  - Student Success & Equity Committee—January 28, 2022
  - Resource Allocation & Facilities Committee—January 21, 2022 & February 4, 2022
  - College Technology Committee—January 18, 2022

Theresa Stovall moved to approve the consent agenda with Craig Johnston seconding.

We began a discussion on the PDC report. After a brief discussion, we decided to move the PDC report to Other on the agenda.

Theresa Stovall moved to approve the consent agenda with the PDC revision and Hanna Louie seconded.

The consent agenda was approved with one abstention.

### **Action/Discussion/Continuing Projects**

Spring 2022 On-Campus Issues, Existing and Potential – Dimitri Keriotis

- We are preparing to repopulate campuses and colleges for the fall semester.
- We discussed what repopulating will look like. Representatives expressed frustration with planning for the fall semester without having a uniform plan in place. In addition, not all faculty, even those who are working on scheduling now, are aware of the recent student survey that shows only 20% of students want to come back on campus for fall. The Council wondered when and how we are going to establish a uniform way of determining what percentage of classes will be face-to-face. The current planning without direction is causing a lot of work, uncertainty, and stress. Dimitri says that it will probably be a work in progress because the Board of Trustees is in a 20<sup>th</sup>-Century mindset. He feels that enrollment may persuade them. Administration at both colleges find themselves in a tough position; they want to move toward more online but the Board of Trustees is hesitant.
  - Shelley Akiona added that because workplaces around the globe have changed due to the pandemic, as an organization we need to rethink some of our past practices. Faculty were encouraged to begin discussions at the department and division levels to plan what repopulation should look like for them. These discussions could lead to proposals to repopulate at a reasonable rate. There was overall agreement with this approach.
  - The representatives talked about balancing the percentage of face-to-face with online classes. It seems that administration's push for 100% face-to-face is a knee-jerk reaction to some faculty wanting to remain 100% remote. Some representatives felt that a limit on remote instruction is being handled department by department.
  - Faculty were reminded about the language in Article 37.3 that states:
    - No fulltime faculty member will teach 100% online for the academic year (fall/spring). Exceptions to the 100% restriction may be granted by the college president and the faculty member shall provide a written plan to meet professional obligations.
  - Therefore, once we do repopulate, the contract would not support faculty choosing to remain 100% remote for a full academic year without meeting the requirements of the exceptions or having an appropriate accommodation.
  - Brian Greene suggested that it may be time to revisit the side letters for updating to make sure we are all on the same page.
  - Amy Carnahan-Cook talked about issues Child Development is having in bringing back labs in a face-2-face modality. They have a real challenge in trying to bring back labs safely that include young children, MJC students, and faculty. There are licensing issues to consider. They are not receiving clear answers about running practicum classes if they have to shut down due to a COVID infection. They have many issues that they have to work out.
  - YFA is monitoring the situation of faculty being asked to come back on campus for the summer. Counseling faculty, in particular, are facing this issue. YFA feels strongly that all faculty need to be treated the same. Shelley suggests that the Counseling representative remind VPs and deans that faculty are off contract over the summer.
  - Ross McKenzie stated that one of issues Dr. B. brought up on Monday in College Council, is that as we approach a new normal there will be a rebalancing between online and face-2-face classes.

One consequence is that there might not be as great a need for classrooms as in the past. There was a student survey saying they want more online course offerings and campus community spaces. In addition, the survey suggests that students want asynchronous online classes.

- Faculty would like to see the survey results, and wondered about the response rate.
- Dimitri informed the group that he has not heard anything about any testing or masking changes. It was reported that Columbia College never received enough tests, so our impression was that they may never implement it.
- A Representative discussed continuing issues with self-service and certification dates. She will send an email to Dimitri with further details. Instructors are talking with their dean, but problems persist. This is a workload issue for instructors because they are having to deal with this on a daily basis with their open/entry, open/exit classes. Allan McKissick informed the body that the initial reaction in College Council was to talk to your dean; however, Dr. B. retreated from that position in District Council. Deans know this is going on. We need to hold the institution accountable and have an examination of and modification of the add process.

#### YFA Elections – Geri Wend

Geri Wend is putting together the timeline for elections. She will be sending out the ratification ballot on March 14. The deadline will be Friday, March 25 at 5:00 pm.

#### **YFA Executive Board & At-Large Reps**

- VP/Grievance Officer for MJC – Exec Board
- Secretary – Exec Board
- MJC College Council Rep – Exec Board
- Columbia Full-Time Rep A
- Columbia Full-Time Rep B
- MJC Part-Time At-Large Rep

#### **YFA Representative Council**

- Ag/Environmental Sciences
- Arts/Humanities/Communication
- BBSS/Business
- Literature & Language Arts-Rep B
- PE/Health Education
- Science, Mathematics & Engineering-Science & Engineering
- Student Services/Counseling

#### **Announcements, Updates, Reports, and Other Business**

- President’s Report – Dimitri Keriotis
  - YFA contributed to the Go Fund Me effort for the family of our colleague, Rebecca Reyes.
  - YFA has been able to recover all but one member’s missing dues from the District’s August missing dues snafu. It was suggested that we send that member a letter via the USPS.
  - We were reminded that there are four MOUs awaiting the Chancellor’s signature. The MOUs are:
    - PT non-credit office hours
    - 3-unit courses
    - Evaluation cycles
    - PT committee work

- There are several administrative changes:
    - Columbia College President
    - GH Javaheripour's retirement and the subsequent job position announcement for Vice Chancellor of Educational Support Services
    - We anticipate a job announcement for MJC Vice President of Instruction probably at the beginning of the fiscal year based on a recent Board agenda item.
    - We expect YFA to have spots on the search committees.
  - Faculty from the Nursing program made a very successful presentation at the recent Board of Trustees meeting. Trustee Milt Richards asked what it would take to double the program and Kelly Butler spoke about the challenges to the program. There is huge community support for this program.
  - Problems with Self Service and FLEX. Dimitri has been talking to Dr. B. about these issues. He asked to make sure faculty have input into making these decisions moving forward. Craig Johnston informed the group that the Columbia College, College Council met to talk specifically about the bookstore issues and Self-Service. During that meeting, their acting President and Trevor Steward stated that there was faculty representation on planning committees. Craig continued by stating that having a flawed product is not acceptable. The bookstore topic popped up at College Council but no one knew it was going to go away over the break. Shelley Akiona pointed out that these issues reflect the bigger problem of a disconnect between the colleges and IT. Faculty input and perspectives need to be more integrated in technology discussions at the District level.
  - The bookstore is developing another platform to make textbook requests. A representative asked that faculty be given flexibility to phase in the transition and expressed frustration with this being the fourth or fifth platform she's worked with for requesting texts.
  - Dimitri let the group know that at our next meeting we will review recommended changes to our Bylaws.
  - Lastly, Dimitri reported on a FAAAC webinar that he and Steve Choi attended on the topic of the future of California Community Colleges. They reported that the existing business model is setting us up for failure. Enrollment statewide was dropping prior to COVID and of course continues to do so. Dimitri informed us that if this trend continues and if the way we do business continues, CCCs will be facing hard times because the enrollment issue is real and it is statewide.
- Vice Presidents' Updates – Steve Choi / Brian Greene
    - MJC – Steve Choi stated that he is working with several faculty members who are exhibiting unprofessional behavior that is causing them problems. He encouraged us all to look out for each other because we're all feeling stressed. If you or a colleague you know needs help, please reach out to your VP/Grievance Officer. For MJC, that is [Stephen Choi](#) and for Columbia, that is [Brian Greene](#)
    - Columbia College – Brian Greene reported that he has been working through a handful of issues with specific faculty. He informed us that Columbia College has been closed all week due to a fire next to their propane tank. The college is scheduled to open next week. Brian continued by pointing out that some contract language, which was agreed upon during our most recent language changes as reflected in the Tentative Agreement, is not reflected in the actual contract. YFA is working with District to remedy this problem. The most notable area of concern has to do with the part-time rehiring preferences in Article 7.3.4, which affects current scheduling. For the current language, look at [Article 7 in the Tentative Agreement](#).

- Secretary/Membership Coordinator Update – Iris Carroll
  - Up-to-date with all audits (FT/PT). We've cleaned up several FT issues. We have 68 PT members with 11 more on the current PT payroll report for whom we don't have membership forms. Geri will follow up to get the forms.
  - In addition, the Board of Trustees meeting videos are up-to-date on the YFA YouTube channel.
  
- Treasurer's Update – Larry Scheg
  - He reports that YFA finances are about the same as they were six months ago. We discussed our reserve and operating budget.
  - We also discussed the upcoming, ratified incremental dues increase that will take place over summer.
  
- College Council Reports – Ross McKenzie / Craig Johnston
 

MJC – Ross reports that MJC accreditation is up and going again and reminded the group that VPI, Jennifer Zellet asked for volunteers. He stated that constituent groups should be looking for people to head things.

Columbia College – Craig stated that he completed his College Council report, which was distributed to the Council. He informed the group that Brian Sanders has proposed an augmented administrative team. They are going to try to have something with a more participatory process. With regard to classes on campus, Craig reports there are two groups on campus: Fire Service and Natural Resources.
  
- Negotiations Update – Shelley Akiona / Negotiations Team
 

Shelley reported that last Friday's meeting was our 13<sup>th</sup> of the semester and that this pace and lack of resolution has been exhausting. She reminded the group that the team is working to protect our medical benefits by creating a sustainable model as required by the Tentative Agreement. She hopes we'll see an agreement soon. She continued by stressing that our salary model, which is based on the median salary of all state community colleges, remains in place. Faculty will be seeing a small salary increase in August but as salaries across the state rise, so will ours.

Other: Anyone

- We spoke at length about the new FLEX system known as the Vision Resource Center. Faculty are very unhappy with the rollout of the new system, its unfriendly user interface, and the preregistration/shortened timeline requirements for reporting FLEX activities. It was felt that the new system is actually a deterrent to faculty completing professional development activities. In addition, the system is not being updated, so faculty do not know what their hours are. A representative asked about the plan for people who do not meet their FLEX obligation this year because of the rocky implementation of this new system.
  - Amy Carnahan-Cook reported from the Professional Development Committee that May 30<sup>th</sup> is the cutoff date for registering for FLEX activities this year. It was pointed out that if we have the ability to change this cutoff date for this year at the local level, then the system is more flexible than we were led to believe. Amy continued by stating that moving forward, the plan is for the colleges to move to preregistration, and if you do not preregister, you only have 7 days in which to do so. We questioned if that was feasible. Amy got the impression that the idea of preregistration would be to get a roster which would make it easier to verify attendance. It was

generally felt that this new system feels like a policed system. We couldn't help but wonder what problem this solution was designed to fix.

- Faculty professional development is under the purview of the Academic Senate. Therefore, the administration needs to rely primarily on Senate in these matters. YFA's role has to do with working conditions and whether or not we get paid for work we do.
- There was agreement that faculty need to say no to these new procedures. Changing the status quo needs to be agreed to by faculty ahead of implementation.
- It was generally felt that YFA should not spend a lot of time on this issue because it's a non-starter. Faculty need to just say no.
- Allan McKissick says we need to make a motion.
- Shelley Akiona moved that YFA reject the shortening of the reporting timeline as proposed for FLEX and that the timeline remain the status quo. Ben Riley seconded the motion. The motion passed unanimously with no abstentions.
- We then discussed how to convey the results of this motion. It was recommended that the results be communicated to a higher level and especially to those who have been making these decisions.
- Dimitri will take the motion to Mike Sundquist
- Amy will report out at next PDC meeting.
- We also agreed that we do not want to give up on the issue of making the system more user friendly.
- Faculty who are having problems with the new FLEX system should contact [Kelly Addington](#), who is a great help.

**ADJOURNED**

**We adjourned at 5:09 pm.**