



**YFA REPRESENTATIVE COUNCIL
APPROVED MINUTES
December 9, 2020**

Meeting is called to order at 3:05 pm

QUORUM [X]

EXECUTIVE BOARD

President	Shelley Akiona	[X]
Vice President/CC	Erik Andal	[X]
Vice President/MJC	Steve Choi	[X]
Budget Analyst	Vacant	[-]
Secretary	Iris Carroll	[X]
Treasurer	Larry Scheg	[X]
MJC College Council	Ross McKenzie	[X]
Rep At-Large/MJC	Optimism One	[X]
Rep At-Large/MJC	Hardev Dhillon	[X]
Rep At-Large/CC	Craig Johnston	[X]

REP COUNCIL

	Agriculture/Environmental Sciences: Mike Morales	[X]
	Allied Health: Jill Ramsey	[X]
	Arts/Humanities/Comm: Haleh Niazmand	[X]
	Family/Consumer Sciences: Amy Carnahan-Cook	[X]
	Behavioral/Social Sciences: Steve Choi	[X]
	Business: Linda Kropp	[X]
	Library/Learning Resources: Iris Carroll	[X]
	Physical/Recreation/Health Ed (FA): Demetrius Snaer	[X]
	Literature/Language Arts (A): Optimism One	[X]
	Literature/Language Arts (B): Tony Pacheco	[X]
	Science/Math/Engineering: Tom Nomof	[X]
	Science/Math/Engineering: Hardev Dhillon	[X]
Other Positions:		
Faculty Liaison:	Allan McKissick	[Absent]
Lead Negotiator:	Jim Sahlman	[Absent]
	Special Programs (EOPS/DSPS): Ben Riley	[X]
	Student Services/Counseling: Hanna Louie	[Donna]
	Technical Education: Tim Vaughan	[X]
	CC Rep A At-Large: Don Dickinson	[Absent]
	CC Rep B At-Large: Sylvia Watterson	[X]
	CC Part-Time At-Large: Peter Northrop	[X]
	MJC Part-Time At-Large: Duane Brooks	[Absent]

Note: held via Zoom because of the coronavirus outbreak

Consent Agenda

Approve YFA Rep Council Minutes – November 12, 2020

- Ross McKenzie moved with Donna Louie seconding.
- The consent agenda was approved.

Action/Continuing Projects

MJC Mission and Vision Draft Statements -- Shelley Akiona

- Shelley informed the body that the Executive Board had voted down the draft statements.
- We then heard constituent feedback from the representatives.

- Our College Council representatives will share this feedback with College Council. In addition, Ross will share the language this body agreed to at our last meeting.
- This body prefers to have a longer meaningful mission statement from which we can pull out a brief statement.
- Optimism recommended that College Council should propose a revised statement to be voted on and that this issue is outside of the purview of this body.
- There is a general feeling that this issue should not be rushed.
- Shelley stressed that even though this issue does not fall directly within our purview, we need to be involved in this discussion.

MJC Hiring Prioritization, MJC Values & College-Wide Participatory Governance Roles – Shelley Akiona

MJC Hiring Prioritization:

- A lively discussion regarding the process ensued. Several representatives shared that their faculty feel the process is not transparent or fair.
- BBSS requested that we see a comparison of the committee recommendations from past ten years compared to actual hires. The BBSS representative will send this request to Steve Choi so that he can complete and RFI.
- Ross McKenzie reminded us that the College President's right to re-rank is part of the process.
- Tony Pacheco pointed out that smaller departments, like languages, have a very hard time competing for replacement and/or growth positions.
- Jill Ramsey reminded the body of the difficult time Nursing has getting faculty and filling positions.
- Iris Carroll commented that we should have clearly stated college priorities prior to Instruction Council ranking presentations.
- Ross McKenzie informed us that in the past, divisions got positions for replacements and only needed to make a needs presentation for growth positions. In the most recent cycle, however, because the College was over the FON, the ranked list of replacement positions were not fully hired. Therefore, positions from last year's replacement list that weren't hired, will comprise this year's replacement list without the need for those divisions to make presentations again.
- Shelley confirmed that our comments will be forwarded to College Council and Academic Senate.

Values Statement:

- SME shared that they would like to add a statement on the stewardship of natural resources. They recommended something like:
 - We value the health of the environment for our students, staff, and community, as well as the natural resources that support the economy of our region **OR**
 - We value the health of the environment for our students, staff, and community.
- BBSS shared that faculty recommended adding a paragraph about providing students with a safe, supportive environment. One that protects their ability to learn, inspires them to acquire the skills that will enable them to achieve their dreams, and recognizes the importance of professional faculty role models.

Participatory Governance Roles:

- Shelley informed the body that she and Iris were part of the work group that drafted the new document.
- Linda Kropp shared that the Online Education Committee (OEC) talked about Senate standing committees.

Bylaws Revisions Re: Conflict of Interest, Resolutions, Political Endorsements – J. Sahlman/S. Choi/E. Andal *

- Steve Choi sent a draft of the bylaws revisions regarding conflicts of interest, resolutions, and political endorsements to the YFA attorney. Legal council recommended changes and Steve is in the process of making those changes. He intends on having the revision to the Exec Board for our first meeting in January. The plan is to make changes, hold them, and send them out with other bylaws revisions. YFA will seek constituent feedback after changes are made, approved by legal counsel, and discussed in Rep Council.
- Erik Andal reminded us of the changes made to Article 7 of our Bylaws. Shelley asked Erik and Steve to refresh everyone on changes and bring several bylaws to each meeting next spring.

Announcements, Updates, Reports, and Other Business

YFA Elections Spring 2021 - Shelley Akiona:

- Shelley shared the list of Exec Board and Rep. Council positions that will be open.
- Geri Wend will send the notification out for call for nominations at the end of February. Nominations stay open for ten days. Candidate statements will go out at the end of March. There will be ten days of balloting with the election finalized by the end of March.
- Shelley discussed the fact that we need to start cultivating the next generation of YFA leaders. She recommended that if any representatives were not reupping in their roles as representatives they might want to run for a larger role in YFA.
- Shelley announced that she is not going to run for President again.
- She urged us to think about where “you see yourself in YFA.”

Part-Time Membership Drive Update -- Iris Carroll / Geri Wend:

- Geri Wend explained the planned process. The first step will be to send a post card out to all part-time faculty. Post cards are to go out the first week of January. Then we talked about having a Q & A the week of January 18th. Duane Brooks, Pete Northrop, and Iris Carroll will discuss possible questions that may be asked at the Q & A. Duane stated that part-time faculty may be interested in reviewing the part-time point accrual process and available retirement options.
- Optimism suggested that divisions have a Q & A during divisions and depts meetings.
- Erik Andal reminded us to consider all the types of part-time faculty.
- Geri will send the postcard to this body so we all know what it says.
- It was recommended that representatives attend the Q & A and reach out to part-time faculty in their areas to make a more personal connection.
- We plan on sending out our recruitment video the first week of spring semester.
- Shelley informed us that the part-time point accrual process hasn't been instituted yet. HR has compiled all the points. Now we need to go through to make sure points are accurate. HR and VPI

offices are working on a system to figure out how to get that list out to departments and check the points.

- IT is creating a screen where part-timers can go in and check their own points.
- Erik Andal explained that the initial plan is for data to be uploaded automatically into Colleague.
- He stressed that by law we need to have a process in place that provides some form of rehire preference for part-time faculty.
- The negotiations team is working on making this process smoother in negotiations right now.

Vice Presidents' Update – Steve Choi / Erik Andal:

- Erik reported that Internet access has been really spotty in the Foothills because many people live in remote places. Columbia College is discussing faculty access to hot spots. They are trying to work out how they can enable Columbia College faculty to stay on Enterprise hot spots for free during COVID. Once the COVID restrictions have ended faculty would need to pay for the Enterprise hot spots.
- Steve reported that he has completed two grievances, which are in the process of disposition now. He's preparing to file two more grievances.

College Council Updates -- Ross McKenzie & Craig Johnston: No report.

Negotiations Update – Jim Sahlman/Negotiations Team Members:

- Shelley reported that the CFT study is already out and faculty will get a 2.49% pay increase next year.

Other:

- Shelley announced that the Board of Trustees is having a changing of the guard at the next Board meeting – Milt Richards will be the new trustee from Turlock. Anne DeMartini will probably be leaving the Board soon and she may announce that at the upcoming meeting.
- Shelley reminded us about the MJC Senate president election.
- Shelley clarified that EW grading is not required this term. It should be used for COVID issues. She stressed that faculty are not required to stay away from Ds and Fs. Some representatives questioned why this policy wasn't clearly articulated to faculty. We were reminded that grading is under faculty purview and Erik reminded us that the Education code says that faculty-assigned grades cannot be changed without really unique situations such as Mistake, Fraud, Bad Faith, Incompetence.
- Mike Morales said that he has gotten some questions about the CFT study and asked for YFA to send out an announcement regarding the CFT study percentage. Shelley responded that she will report it at the YFA General Faculty Meeting in January.
- Shelley informed us that Dr. Houppis is out on leave for next two weeks.
- Jill Ramsey asks if it's too late to go back and get compensation lost during strike. Steve said no. Geri will send Jill the process and form.

ADJOURNED 4:45 p.m.