



YFA REPRESENTATIVE COUNCIL

Wednesday, January 17, 2024

YFA Faculty Lounge, Room 102—MJC East Campus + Zoom

Called to order at 3:01 p.m.

Consent Agenda:

- [Approve Rep. Council meeting minutes from December 13, 2023*](#)

Motion to approve: Theresa Stovall; seconded: Pam G-S. Vote: Unanimous.

Discussion/Continuing Projects

- MJC Graduation Ceremony - Iris Carroll

We've outgrown the stadium's capacity. We're talking about splitting the ceremonies. They need feedback by Monday, January 22. Some ideas: Two the same day; one in the fall, one in the spring; organize by School.

Secondary issue: The workload has fallen on Student Services and Staff. What is a more equitable distribution of labor?

BG: Is the expectation that faculty would attend multiple ceremonies?

IC: If it was broken up by Schools, then faculty would just go to their own School's.

Laura DeLeon: She likes the idea of Schools.

BG: At Columbia, they have a variety of graduation ceremonies.

Ben Riley supports separating it by schools. Counselors might need to go to ALL the events, though.

Amy: In Child Development, like Nursing, we already have separate ceremonies.

Erin Black: Would we have multiple keynotes, or they repeat their address?

OO: How would we schedule multiple ceremonies to allow for access to families to see their grads walk.

Iris: Since this is split, how do I vote? NO.

- Stipends/Professional Time - Brian Greene

Stipends are quite a can of worms across the District. Roughly 30% of our salaries are for professional duties (prep, grading, committees, college-wide work, etc.). We have an MOU that establishes how PTers are paid for work that FTers get paid for as part of their salaries. We also pay out a HUGE amount of money in stipends. We're working to make sure they're all consistent and fair. Brian has a list of all of them, and now we're going through them. In the fall, there were hundreds of thousands of dollars in stipends. This might then establish the expectation that there should be a stipend when a certain duty or task could be considered a professional duty. If anything, we need to remind faculty that we get a good chunk of money for doing professional duties. If anyone has ideas about how the issue of stipends could be addressed.

Allan: The challenge is where to draw the line. If training is required for some but not others, then a stipend seems in order.

BG: HR is not checking up on these stipend agreements once a dean offers a stipend. YFA is trying to establish a reasonable process for evaluating them.

Tim Elizondo: Another issue in the past was that stipends varied in amount for what appeared to be the same work (just on different campuses). Can use this extra work (that everyone is doing) as a bargaining chip in negotiating higher salaries.

BG: As of the Fall 2023 semester, there were 118 instances of the District direct dealing with faculty, that is, not involving YFA in determining the stipends. We're moving the right direction, however, in creating a process.

If anyone is frustrated with their stipend, then they need to contact us.

In Sports, the stipends are codified for the FTers. There might be variability for the assistant coaches who are brought in from the outside.

Action

- Conduct Special Election for Columbia Vice President/Grievance Officer
 - Nominations: Derrick Wydick

Motion to approve: Pam G-S; seconded: Tim Elizondo. Vote: Unanimous. Abstention: Derrick Wydick.
The term goes through Spring 2025.

- Conduct Special Election for MJC Member-At-Large
 - Nominations: Erin Black

Motion to approve: ben Riley; seconded: Steve Choi. Vote: Unanimous. Abstention: Erin Black.
The term goes through Spring 2025.

This creates two vacancies for Derrick's and Erin's old roles, so we need to find people who can serve.

Announcements, Updates, Reports, and Other Business

- President's Report - Brian Greene
 - Dues

The bylaws require us to review our dues. Next week at Exec, we'll start discussing this, and then it'll be an agenda item in February Rep. We need to decide by March if we're making a change since it would have to go out to faculty for a vote.

- Upcoming elections

Half of the areas will have elections later this spring. Reps are usually handled "in-house."

Officer positions, like the MJC VP position, will be coming up.

Treasurer? Yes.

In the next six weeks or so, we'll be running a number of elections, so keep your eyes open.

Pam's At-Large/College Council position will be open.

If you know of faculty who might be interested in serving on YFA, let me know.

I SHOULD LIST THE OPEN POSITIONS IN THE HIGHLIGHTS AND MINUTES.

Extra:

Trustee Antonio Aguilar was going to come today but had to back out because of another commitment.

Don Davis is scheduled to come in March.

Think of questions for them.

Allan: Thank you for bringing the Trustees to our meetings. They really like it. Unfortunately, some administrators don't want us to talk to Trustees, but it's simply a healthy and open line of communication that's important for all parties.

- Vice Presidents' Reports
 - Steve Choi

Busiest we've ever been in the winter break. Two grievances going to the chancellor, so they might end up in arbitration or PERB. We're hoping to get these resolved in an MOU. This is all about interpretation of the contract. Steve will be out of his position by May 4, and he's hoping he can get everything/everybody squared away before he leaves. Also, he's will to help Derrick in any way he can.

- Negotiations Update - Shelley Akiona Traub (absent; Brian reporting)

We're potentially pretty close. This'll depend on how readily they accept our recent counter-proposals on two key articles. Bottom line: We would like to wrap up this round by the end of the semester. We'll know much more in February since we are going to be negotiating every two weeks for the foreseeable future. Derrick will start in the next round of negotiations.

- Treasurer's Update - Hardev Dhillon

\$438,652.48 (up 16K)

- Membership Update - Amber Maines

FT – 310 (two spring starts that we're hoping to add)

PT – 111

For sabbaticals, the faculty member pays \$60 instead of \$100.

- College Council Updates
 - Iris Carroll

Smoke & tobacco-free campus passed a second reading. The college will be handing out “Quit Kits” since the hope is that students will stop smoking, period.

Student Services is working to get the most vulnerable student groups (i.e., incarcerated students) from being dropped for non-payment.

- Pam Guerra-Schmidt

No College Council meeting in January, so no report.

- Faculty Liaison Update - Allan McKissick

AB 7210: An academic administrator, if they meet MQs, would get the job if they lost it?

In P&P, they discussed perhaps adding some contingencies.

- Council & Committee Reports

- District Council - no report submitted.
- [DFAC - Tom Nomof - last meeting 12/7/23](#)
- MJC Professional Development Committee - Amy Carnahan-Cook - no report submitted

Not meeting until January 26, but she and Rob Stevenson will be going to Academic Senate regarding professional development committees and FLEX opportunities. Also, she thinks her position is up for election.

- MJC Resource Allocation & Facilities Committee - Iris Carroll/Lori Marchy - no report submitted
- MJC Student Success & Equity Committee - Claudia Ramirez - no report submitted
- MJC Technology Committee - Brent Wedge - no report submitted
- [MJC Online Education Committee - Steve Miller- last meeting 11/20/23](#)

- Other - Open forum

Allan: Our hiring committee process has changed, disallowing faculty from talking about their rankings. Academic Senate is not clear on this. Do we have to accept this? In the past, we had robust conversations that were quite helpful in the process. What is the law and/or official policy?

BG: I can bring that to EER.

Steve Choi: The District was sued in the past, so they're covering their backsides.

Ben Riley: Having served on many hiring committees, what often comes up is MQs. In the past, we didn't have to consider MQs.

SC: HR is supposed to do the MQs, and that's not always consistent in every school.

BG: We'll try to get this all clean, clear and codified.

- Highlights/Take-Aways - All

1. Derrick and Erin
2. New positions coming up in YFA
3. Graduation Options Being Considered

Adjourned at 4:32 p.m.

*has attachment included

Note: attendance is on the next page.

Executive Board

YFA President	Brian Greene	[X]
MJC Vice President	Steve Choi	[X]
CC Vice President	<i>Vacant</i>	[]
Secretary	Optimism One	[X]
Treasurer	Hardev Dhillon	[X]
MJC College Council	Iris Carroll	[X]
CC Member At-Large	Pam Guerra-Schmidt	[X]
MJC Member At-Large	<i>Vacant</i>	[]
MJC Member At-Large	Tom Nomof	[X]
Past President	Dimitri Keriotis	[Absent]
Lead Negotiator	Shelley Akiona	[Absent]
Faculty Liaison	Allan McKissick	[X]

Rep. Council

Agriculture	Lori Marchy	[X]
Health Professions	Allison Sampson	[X]
Arts, Performance & Humanities	Haleh Niazmand	[X]
Arts, Performance & Humanities	Brian Sinclair	[X]
Behavioral & Social Sciences	Erin Black	[X]
Child Development	Amy Carnahan	[X]
Library	Iris Carroll	[X]
Language Arts	Laura De Leon	[X]
Language Arts	Theresa Stovall	[X]
Physical Education & Recreation	Jim Stevens	[X]
Science, Engineering & Math	Mike Adams	[X]
Science, Engineering & Math	Joseph Caddell	[X]
Counseling	Hanna Louie	[Absent]
Special Programs	Ben Riley	[X]
Industry, Trades & Public Safety	<i>Vacant</i>	[]
Business & Computing	Tim Vaughan	[Absent]
CC Member At-Large (A)	Tim Elizondo	[X]
CC Member At-Large (B)	Derrick Wydick	[X]
CC PT Member At-Large	Rosa Hernandez	[X]
MJC PT Member At-Large	Duane Brooks	[X]