



YFA REPRESENTATIVE COUNCIL MINUTES

DECEMBER 11, 2019

Meeting is called to order at 3:08

QUORUM [X]

EXECUTIVE BOARD

President	Shelley Akiona
Vice President/MJC	Iris Carroll
Vice President/CC	Erik Andal
Budget Analyst	Cece Hudelson
Secretary	Brian Greene
Treasurer	Larry Scheg
MJC College Council	Ross McKenzie
Rep At-Large/MJC	Steve Choi
Rep At-Large/MJC	Tom Nomof
Rep At-Large/CC	Craig Johnston

Other Positions:

Faculty Liaison:	Allan McKissick
Lead Negotiator:	Jim Sahlman

REP COUNCIL

Agriculture/Environmental Sciences: Mike Morales	[]
Allied Health: Jill Ramsey	[X]
Arts/Humanities/Comm: Haleh Niazmand	[X]
Family/Consumer Sciences: Amy Carnahan-Cook	[X]
Behavioral/Social Sciences: Steve Choi	[]
Business: Linda Kropp	[X]
Library/Learning Resources: Iris Carroll	[X]
Physical/Recreation/Health Ed: Demitrius Snaer	[]
Literature/Language Arts (A): Optimism One	[X]
Literature/Language Arts (B): Michael Akard	[X]
Science/Math/Engineering: Tom Nomof	[X]
Science/Math/Engineering: Hardev Dhillon	[X]
Special Programs (EOPS/DSPS): Ben Riley	[X]
Student Services/Counseling: Hanna Louie	[X]
Technical Education: Tim Vaughn	[X]
CC Rep A At-Large: Vacant	[]
CC Rep B At-Large: Laureen Campana	[]
CC Part-Time At-Large: Thad Waterbury	[X]
MJC Part-Time At-Large: Bill Holly	[X]

Consent Agenda

- Approve minutes of November 13, 2019 Meeting*
- Approve the establishment of a Reassigned Time Work Group: Erik Andal, Larry Scheg, Ross McKenzie, Linda Kropp and Geri Wend to look at whether YFA is using it's allotted reassigned time efficiently.

Ross moved and Michael seconded to approve the consent agenda. Passed unanimously.

Discussion/Action/Continuing Projects

- Bylaws Recommendations/Updates—Shelley Akiona/Steve Choi/Erik Andal
 - Article 5: Policy Making Body *
 - o Iris moved and Ben seconded that Article 5 be approved by the Rep Council and held pending recommendations for other articles before submission to the membership for ratification.
- Staff Recognition Dinner Event—Shelley Akiona
 - o A District committee is looking at changing the event, in part because of the overall cost and the cost of tickets. The general direction is to scale down the event. The Rep Council has a strong desire to continue recognizing faculty, but is concerned about trying to

convince the District to run this event. Consensus that YFA continue to recognize faculty outside of the District process.

ACTION: Amy, Steve, Mike M. and Geri will plan a spring party for faculty to honor retirees.

- Three-years YFA Dues Review/Increase
 - Discussion around \$5 or \$10 per month increase, in part to address the impact of the Janus Decision with regard to the loss of the Fair Share Service Fee charged to part-time faculty. The idea of moving to a percentage-based dues system was also discussed. Need to research what percentage would be appropriate to maintain existing revenue and also implementation with Payroll. Larry reported he projected we should end up with \$250,000/\$275,000 in reserves at the end of this year. Reasons for raising dues include: increasing our reserves with a goal of \$500,000; timing given the recent faculty raise; desire to backfill the loss of revenue from the Janus decision; and to build solidarity.

ACTION: Exec Board will develop talking points and distribute to faculty before the start of the spring semester. Representatives to seek feedback from their constituents.

- YFA Representative Handbook—Iris Carroll/Shelley Akiona *
- Iris shared a draft of a handbook she developed for members of various committees who are representing YFA. The idea is to convey the expectations for representatives, including how to report back.

ACTION: Send feedback to Iris who will bring forward a new draft in the spring.

- Family Educational Rights & Privacy Act (FERPA)—Shelley Akiona *
- Subsequent to an incident at MJC, questions were raised by college administration regarding potential FERPA violations based on faculty discussions of the incident. FERPA does not prohibit faculty from talking about students. A white paper was provided to Rep Council for distribution to their divisions.

ACTION: Review the distributed [white paper](#) to educate ourselves regarding FERPA

- Safety & Security—Shelley Akiona
 - Shelley provided an update on discussions at various levels regarding campus safety issues.

Announcements, Updates, Reports, and Other Business

- President's Update (District Council/DFAC)—Shelley Akiona
 - Tonight (12/11/2019) the board is [considering a resolution](#) that affirms a District budget reduction plan that includes a bullet about potential employee reductions. YFA is hopeful that further such discussions will not be necessary.
- Vice President Updates (Project/EER/P&P)—Iris Carroll/Erik Andal
 - Multiple Title IX investigations this year at MJC.
- Secretary's Update—Brian Greene
 - YFA 305 active members, with two new applications from part-time faculty this week.
- Negotiations Update—Shelley Akiona/Jim Sahlman
 - Met this past Monday, focusing on the new Total Compensation Model. Very early stages at this point, with possible data sources identified. Regarding health benefits, currently

reviewing numbers of employees on different plans. The team further discussed funding part-time office hours and language in Article 4 regarding work week for faculty.

- College Council Updates—Ross McKenzie/Craig Johnston
 - There is a push from the District IT to adopt BoardDocs to manage committee paperwork.
- Reports from Councils and Committee Reps
- Other--Anyone

Adjourned at 5:06

* = Attachment provided along with agenda.

Highlights

- Per Bylaws, Rep Council reviewed the full-time dues structure with an eye towards maintaining sufficient reviews and restoring reserve funds. More information will be forthcoming in January along with requests for feedback.
- Due to a heightened focus on FERPA rules, YFA recommends faculty review the guide [FERPA and Access to Public Records](#) to educate ourselves regarding the law.