



Karen Cranney, President/Negotiator
Shelley Aguilar, Vice President/Negotiator/MVC Grievance Chair
Roy Mason, Treasurer/Negotiator/Grievance Chair
Paul Hendry, Secretary/Negotiator
Lorraine Slattery, Communications Chair/SJC Grievance Chair
Elias Escamilla, Temecula Rep/Membership Committee
Bertha Barraza, SGP Rep/Political Action Committee
Tami Smith, SJC Rep/ Political Action Committee
Nick Zappia, SJC Rep/ Political Action Committee
Lauren Springer, MVC Rep
Taylor Baldwin, MVC Rep
Dewey Heinsma, Communication Committee Member
David Moss, Communication Committee Member

MSJCFA Meeting

February 16, 2021

1. **Call to Order** at 12:32 p.m.
2. **Roll Call**—David Moss absent
3. **Approval of Minutes**—After a briefly discussing the minutes' style and level of specificity, Elias lauded the secretary (and Karen) for an improved level of organization. Paul motioned to approve the minutes/Karen seconded/unanimous approval.
4. **Reports**
 - **Communications Committee** has launched the website and written a blog. It's being sent out to members today. Taylor says that we need to take down the old Google site because it shows up in a search. Bertha will work on it.
 - **Membership Committee:** 149 members (50 approx. who are not) We should explain member benefits: voting, legal representation, insurance and travel discounts.
 - **Negotiations:** TA is being brought to a vote "soon." New negotiation dates are set. The team is set, but the planning and language always can use help. We'll be ranking survey results before negotiations begin. Equity is a hot issue this year for both administration and membership.

Agenda Items

5. **SQOT Training—Evaluations**
 - SQUOT is optional and an MOU is coming. EC agreed to pay faculty for SQUOT 2.0
 - This is an alternative to cease and desist to keep deans from using it in evaluation.
 - Faculty who didn't use SQOT for Flex can get paid (pending MOU).
 - Karen clarified that it can't be mandatory or a requirement for teaching online until it gets into the contract.
 - There was a discussion of success/dropout rates in SQOT—consensus is that it improved over summer.
 - When DE is renegotiated, SQOT may or may not be the minimum standard required.

6. Return to Classroom Task Force Update

- Lauren reported on the Task Force: Instructions might be streamed in multiple rooms, two-doors will be labeled, fogging to disinfect, courses haven't been selected yet for on-campus instruction, bathroom control, F2F instructors will have special training, rapid COVID tests will be on campus, seating charts for contact tracing, \$10m given for PPE and cleaning.
- Shelley brought up safety concerns for labs—which seems to conflict with Task Force planning.
- Elias asked about faculty authority to deal with students who don't comply with CDC/MSJC COVID guidance. This is still an open question on the Task Force.
- There were several questions about sterilization and safety. Lauren will take questions to the Task Force, and she will report back.

7. Counseling Department Chair Update

- Elias met with VP Student Services—Elias spoke with faculty and found a consensus to safeguard workers and their families. Some are okay with hybrid, but most aren't interested in returning.
- Faculty have taken the lead in the past without administrative support. Conversations need to begin. Currently, there is a faculty candidate for the chair position.

8. Nursing Update

- Faculty issues concerning load due to the fallout from closing 1st year program being negotiated
- No money for previous curriculum work.
- Adjuncts are highly valued—but MSJC was unable to do what COD did (i.e. use CARES Act money to pay them) and weren't able to keep them on this year.
- Administrators need to follow contract—contract under X.C2 says the whole team has to meet, yet this has had to be corrected.

9. CCA Conference Comments

- Karen recommends attending more CTA conferences. Marianne can be scheduled to train MSJCFA for any issues.
- Comments from last conference:
 - i. Dewey went to negotiating 101—he'll send out a link.
 - ii. Lorraine went to grievance workshop—new faculty especially needs to get over fearing the appearance of being adversarial. Grievance is a problem solving process. There's a handbook. Members need education to know what a grievance is.

10. Training Opportunities with CTA

- Training is available—conferences or association specific/Marianne can train us.

11. Bylaws Revision Committee

- Karen will send out copies of the by-laws. They need to be updated every 5 years. Dewey volunteered to work on them. Lorraine went to a workshop and got the template and also volunteered. Karen noted that we have exactly the template as our by-laws. The committee thus far has Lorraine, Karen, and Dewey.

12. Website Update

- Website is up and looks good: www.msjcfa.com

13. Miscellaneous

- Absence Reporting Form (ARF)—members should be careful how they use it.
- Personal days don't need a reason.
- Absence hour for hour issue: It isn't hour for hour—Marianne says that the half days charged members include prep time and office hours.
- Karen suggested reps do campus zooms and field issues and share information. Elias suggested an open forum on going back to campus.
- Discussion ensued over what constitutes a grievance, a PERB case, an HR complaint.

- The Board of Trustees thinks we'll be back at 80% in the fall. This prompted a conversation about how that might take place. Currently, only 75% of classes meet on campus, so 80% would only be 60% of total sections. It takes up to an hour to clean a room after a class, so it's hard to imagine how this proposal could work.

Meeting adjourned at 2:20 p.m.