



Karen Cranney, President
Shelley Aguilar, Vice President/MVC Grievance Chair
Roy Mason, Treasurer
Paul Hendry, Secretary
Lorraine Slattery, Communications Chair/SJC Grievance Chair
Elias Escamilla, Temecula Rep
Bertha Barraza, SGP Rep
Tami Smith, SJC Rep
Nick Zappia, SJC Rep
Lauren Springer, MVC Rep
Taylor Baldwin, MVC Rep

MSJCFA Meeting

October 20, 2020

Agenda

I. Welcome and Introductions

Meeting called to order at 1:32 p.m.

Attending: Tami Smith, Lorraine Slattery, Paul Hendry, Shelley Aguilar, Karen Cranney, Elias Escamilla, Bertha Barraza, Roy Mason, Nick Zappia, Dewey Heinsma, David Moss, Lauren Springer

Absent: Taylor Baldwin

II. New Website

- Lorraine took everyone on tour of the new website/asked for help from members
- A work in progress/open to suggestions

III. Faculty/Department Chair Evaluation Revision Proposals

- Faculty reports some concern over inclusion of success rates
- Faculty brought up a lack of sequencing in courses. Faculty noted the need to develop qualitative data on student drops/withdrawals.
- Concerns admin is trying ram through criteria by weaponizing equity. Further concern the data is incomplete and misinterpreted. Need to slow down and think critically about this from global perspective and how biased evaluations can be towards faculty groups (lots of data on this).
- Faculty emphasizes the importance of this process—it affects every faculty member. It's based on new funding formula, which is based on success.

IV. Overload Pay/Payroll

- Tami says that each member is supposed to be notified of pay level. Roy suggests contacting Janine and seeing if this practice can be restored.

- Karen gave a history of the errors: Dr. Pat's formula, office staff deciding, faculty deciding, etc. Now it's computerized, but the formula was wrong. Nick asked about the paper admin wants us to sign. The association is asking for more info—members don't trust what the admin is saying.
- Roy says we should get a letter of explanation for the change for each employee affected before signing the admin's "extra duty" form.
- Discussion ensued regarding 48 v. 54 hours for overload.

V. Counseling Department Chair

- Elias asked what's reasonable for their proposal: one on each campus, what percentage reassign, etc./Karen says they need their own formula—check with other colleges., like COD or RCC.
- Discussion of the history of MSJC chairs /suggestion made to put what chairs make on the website each year.

VI. Reports

- Calls for help with communication and membership

VII. Real Time Classes

- Question asked whether admin can assign sections of real time/Roy says that the district has the right to assign.

VIII. Other Concerns

- Concerns brought up academic freedom, scheduling, and the necessity of department chairs.
- Concerns brought up the representative duties—Some Deans are sending them back. There isn't clear messaging for faculty.
- Karen asks about real time sections. Business/Econ had to add 8. Others in Career Ed. has 28.
- Questions asked if the new real time courses are hybrid, how will it be recorded in overload? How many hours? How can she be sure we won't lose money by volunteering for a course assignment? Karen sent an email for clarification.
- Discussion of Zoom and FERPA/Lorraine sent information from the chancellor's office legal department. Captioning for real time is not required and neither are cameras.
- Karen and Roy will discuss load sheets tomorrow with HR.

Meeting adjourned at 3:33