



Karen Cranney, President/Negotiator
Lorraine Slattery, Vice President/Negotiator/MVC Grievance Chair
Roy Mason, Treasurer/Negotiator/Grievance Chair
April Vrtis, Secretary
Peter Zografos/Negotiator
Elias Escamilla, MVC/TVC Rep
Truc Hamai, SJC Rep
Tami Smith, SJC Rep/ Political Action Committee Member
Nick Zappia, SJC Rep/ Political Action Committee Member
Lauren Springer, MVC Rep/Communication Committee Member

MSJCFA Meeting

May 23rd 2023

1. **Call to Order** at 1:31 p.m.
2. **Roll Call**—*Present:* Karen Cranney, Lorraine Slattery, April Vrtis, Peter Zografos *Guests:* Tami Smith, Lauren Springer *Absent:* Truc Hamai, , Elias Escamillia, Roy Mason, Nick Zappia
3. **Agenda Items/Reports/Updates**
 - Karen reported first meeting for negotiations will take place on June 6th. Meeting with district as introduction and review sunshine items.
 - ARTICLE I: Recognition
 - Add non-credit faculty to the academic employee unit.
 - Article VII: SALARY REGULATIONS, COMPENSATION AND BENEFIT
 - Increase to salary schedule and rates of pay commensurate with the District’s ability to pay
 - Increase to dependent health benefits.
 - Addition of seniority steps to the salary schedule
 - ARTICLE VIII: HOURS OF EMPLOYMENT AND WORK LOAD
 - 16-week calendar
 - List of all reassigned time to the contract for coordinators, professional development, etc.
 - ARTICLE XI: DEPARTMENT CHAIRS
 - Compensation for department chairs
 - ARTICLE XII : ONLINE INSTRUCTION
 - 100% online teaching load
 - Virtual Office Hours
 - Article XX: Miscellaneous
 - Add forms back into the contract with salary schedules.
 - Karen reported the DEI survey results are being received. Deadline for faculty to respond is August.
 - Tami suggested a form be created to evaluate faculty split assignment. Lorraine suggested forming a work group to review and revise evaluation forms. Real time classes need form.
 - Tami brought possible compensation issue surrounding teaching honors section if student drops/transfers out of honors very late in the semester. Follow up needed.
 - Tami and Lauren suggest researching outside food options for convocation.
 - Question regarding future graduation locations.
 - RSVP for graduation time was sent out during Monday morning when many faculty are teaching. Morning option was full by afternoon. Not a fair process.

MSJCFA Representative Council Meeting to include All Faculty: 2:30-3:30

- **Guests** — Ron Bowman, Caren Hennessy, Cynthia Garcia, Angela B, Michelle Vogel Trautt, Jason Bader, Elizabeth Correia-Jordan, Sherri Moore, Lyndsey Tone.
- **Discussion/Updates - Open forum**
- Topics discussed:
 - Hybrid classes will count for 'on-campus' assignment for full-time faculty.
 - Department Chair asked if associate faculty need SQOT/IOTA. Yes, they do but they can take that while teaching during 1st semester. Associate faculty will be compensated for training.
 - Discussion of possible COLA distribution. Survey will be sent to faculty to rank distribution on salary, dependent care benefits, or add step 17 to salary schedule.
 - Goal of union is to protect faculty rights when reviewing DEI evaluation process. Survey does not reflect union; it came from DEI workgroup.
 - August 10th member event at winery
 - Discussed Dept Chair stipend vs. release time – survey will be sent out to faculty.
 - Several issues discussed regarding Counseling Department morale and treatment of faculty and associate faculty.

Meeting adjourned at 3:45 p.m.