

FA Council Meeting

November 13, 2015

Members Present:

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|--------------------------------|--------------------------------------|
| 1. Brad Byrom (President) | 11. Richard Ma |
| 2. Paul Clarke | 12. Dara Perales |
| 3. Jonathan Cole (Archivist) | 13. Erika Peters |
| 4. Julie Cord | 14. Nancy Schaefer |
| 5. Lesley Doig | 15. Jeanine Sepulveda |
| 6. Scott Fallstrom (Treasurer) | 16. Christina Sharp (Vice President) |
| 7. Mary Gross | 17. Herschel Stern |
| 8. Thao Ha (1:00 pm) | 18. Steve Vail |
| 9. Steve Isachsen | 19. Mark Whitney |
| 10. Andrew Layton | |

Members Absent: Brent Pickett

Exec Reports

President's Update

- Byrom reported that in consultation the Executive Committee he has developed suggestion forms to allow faculty to submit items for consideration by the Executive Committee or to be placed on the Faculty Assembly Council agenda.
 - The forms will be put on the FA website, linked to the current suggestion box.
 - The form includes a section to document the FA response.
- We have agreed on a form to track follow-up by District and Faculty Assembly on identified issues. Exec Committee members have begun to use this form and it seems to be speeding up resolution of outstanding issues.
- SSSP non-tenure-track counselors
 - The original job announcement was pulled and the District is developing a revised announcement in consultation with the Faculty Assembly and legal counsel.
 - The Academic Senate has issued a formal statement of support for these positions as long as they don't default to become tenure-track.
 - difficult to rank through hiring process
 - These positions will be represented by the Faculty Assembly.
 - An evaluation process is under development that will be clearly distinguished from the evaluation process for tenure-track or tenured faculty.
 - At some point these positions could be converted to tenure-track positions through the regular program review and Academic Senate prioritization process.
 - after three years (possibly less) they will attempt to convert these positions to tenure-track
- CCCI Conference report (Costa Mesa, Oct 22-24)
 - This was a good, productive meeting, focused on issues of importance to faculty organizations.
 - Themes for this meeting included negotiations and district investigations of individual faculty.

- The next conference will be held in April 2016.
- Class size maxima
 - We're continuing to make progress on developing proposals; the next meeting will be December 5.
 - The new procedure will not result in any immediate changes to class size. Class sizes will start from status quo and changes will be made only as requested and approved through the new process.

VP Update

- Sharp reported that a meeting has been held with representatives of major stakeholder groups to discuss organization for a possible bond.
 - proposals focused on coalition building (e.g. collecting private email addresses for those who would be interested in participating) and indirect marketing (building awareness of the college and its activities, network building in the community)
- A bond consultant has been identified and approved by Board.

Ombudsperson Update

- Gross reported continued progress in discussions with the District regarding the new grievance procedure. The next meeting is this afternoon on developing grievance procedure

Treasurer Update

- Fallstrom passed out trifold sheet summarizing key contract provisions and the FA budget. The document will be used for information and faculty outreach.

Resolution of Support for Report by Chancellor's Office Task Force on Accreditation

- Many organizations, in particular CCCI members, have sent the Chancellor's office resolutions in support of the findings of the Task Force on Accreditation.
- MSU (Schaefer/Stern) to approve the following resolution:

"The MiraCosta College Faculty Assembly Council supports and affirms the findings and recommendations of the Chancellor's Office Task Force on Accreditation, and commends their thorough and accurate work on this issue."

- FA President Brad Byrom will communicate this resolution to the Chancellor's office.

FSA Negotiations

- Cole presented the updated proposal for an FSA list and timeline. Consensus of Council was that documents can be taken to the District as initial negotiation proposals.

Tentative FA Budget for 2015-16

- Fallstrom presented a tentative budget based on member contributions of \$50,000, but cautioned that at current contribution rates FA income would be closer to \$40,000.
- The budget includes \$4000 for political contributions
 - The biggest expenditure is likely to be a contribution to the CCCI for lobbying in Sacramento. Every other CCCI member makes this type of contribution; ours would be on the low end.
- The budget anticipates a contribution of approximately \$29,000 to the reserve fund, which would bring the total reserve to just under \$50,000.
 - Our ultimate goal is to maintain a minimum reserve of \$100,000 against future legal expenses and other contingencies. It was suggested that the reserve goal be added to the budget document.
- MSU (Cord/Sharp) to approve the tentative budget with revisions as discussed (attached).

FA Budget and Benefits Subcommittee

Actuals (14-15) & Tentative Budget (15-16)

FY 2014-15 Revenue and Expense Summary

<i>Revenue Category</i>	<i>Actuals</i>	<i>Percentage</i>
Member Contributions	\$15,827.00	70.8%
AS Legal Fund	\$6,525.00	29.2%
Totals	\$22,352.00	

<i>Expense Category</i>	<i>Actuals</i>	<i>Percentage</i>
Legal Advice	\$225.00	1.0%
Legal Retainer	\$450.00	2.0%
Operational Costs	\$73.78	0.3%
Travel/Training/Conferences	\$359.47	1.6%
FA Education and Promotion	\$690.84	3.1%
Reserve Fund	\$20,552.91	92.0%
Political Activities	-	-
Institutional Memberships	-	-
Totals	\$22,352.00	

Tentative Budget (2015-16)

<i>Revenue Category</i>	<i>Estimates</i>	<i>Percentage</i>	<i>Goal</i>
Member Contributions*	\$50,000.00		\$90,000.00
Member Contribution Rate (as of Nov 2015)		57.6%	100%
Totals	\$50,000.00		

<i>Expense Category</i>	<i>Estimates</i>	<i>Percentage</i>	<i>Reserve total</i>
Legal Advice	\$3,000.00	6.0%	-
Legal Retainer	\$1,800.00	3.6%	-
Operational Costs	\$600.00	1.2%	-
Travel/Training/Conferences	\$6,000.00	12.0%	-
FA Education and Promotion	\$2,000.00	4.0%	-
Political Activities [†]	\$4,000.00	8.0%	-
Institutional Memberships	\$1,200.00	2.4%	-
Campus and Community Outreach	\$2,000.00	4.0%	-
Reserve Fund	\$29,400.00	58.8%	\$49,952.91 [‡]
Totals	\$50,000.00		

* For 2015-16, FA Council recommended a contribution rate of 0.4% of a faculty member's gross pay.

[†] Primarily for lobbying efforts on our behalf by CCCI.

[‡] A low end goal of \$100,000 for reserves was set by FA and we are at less than half that amount; a large legal issue can easily cost this much or more. Current contribution rates are not enough to meet FA needs so we can adequately protect faculty rights in the event of a legal dispute.

Visit our website (<http://hub.miracosta.edu/fa/>) to find the fillable PDF contribution form that can be emailed directly from your MiraCosta email to Payroll (Josh Deerman).

Category Descriptions (all examples “include but not limited to”)

- Legal Advice
 - Extra advice and counsel outside of the retainer through phone, email, in-person, etc.
- Legal Retainer
 - This includes only the monthly retainer of \$150.
- Operational Costs
 - Checks, stamps, office supplies, web hosting, Constant Contact, etc.
- Travel, Training, Conferences
 - Includes all aspects of travel – transportation, parking, registration, food, etc.
- FA Education and Promotion
 - Display items, handouts at meetings, brochures, etc.
- Political Activities
 - Includes contribution to CCCI PAC, funding to support faculty friendly candidates, etc.
- Institutional Memberships
 - Contribution for CCCI
- Campus and Community Outreach
 - Projects that demonstrate FA commitment to campus, scholarships, etc.
- Reserve Fund
 - Money for additional and unforeseen expenses in any category, including any additional legal costs.