



**YFA REPRESENTATIVE COUNCIL
APPROVED MINUTES
October 20, 2021**

Meeting is called to order at 3:01 pm

QUORUM [X]

<u>EXECUTIVE BOARD</u>		<u>REP COUNCIL</u>	
President	Dimitri Keriotis [X]	Agriculture/Environmental Sciences	Mike Morales [X]
Vice President/MJC	Steve Choi [X]	Allied Health	Jill Ramsey [X]
Vice President/CC	Brian Greene [X]	Arts/Humanities/Comm	Haleh Niazmand [Absent]
Secretary	Iris Carroll [X]	Behavioral/Social Sciences	Steve Choi [X]
Treasurer	Larry Scheg [X]	Business	Linda Kropp [X]
MJC College Council	Ross McKenzie [X]	Family/Consumer Sciences	Amy Carnahan-Cook [X]
Rep At-Large/MJC	Optimism One [Absent]	Library/Learning Resources	Iris Carroll [X]
Rep At-Large/MJC	Hardev Dhillon [X]	Physical/Recreation/Health Ed (FA)	Jim Stevens [Absent]
Rep At-Large/CC	Craig Johnston [X]	Physical/Recreation/Health Ed (SP)	Demitrius Snaer
Past President	Shelley Akiona [X]	Literature/Language Arts (A)	Theresa Stovall [X]
		Literature/Language Arts (B)	Tony Pacheco [Absent]
Other Positions:		Science/Math/Engineering	Tom Nomof [X]
Faculty Liaison:	Allan McKissick [X]	Science/Math/Engineering	Hardev Dhillon [X]
Lead Negotiator:	Shelley Akiona [X]	Special Programs (EOPS/DSPS)	Ben Riley [X]
		Student Services/Counseling	Hanna Louie [X]
		Technical Education	Tim Vaughan [X]
		CC Rep A At-Large	Don Dickinson [Absent]
		CC Rep B At-Large	Vacant
		CC Part-Time At-Large	Rebekah Sandlin [X]
		MJC Part-Time At-Large	Duane Brooks [Absent]

Note: held via Zoom because of the coronavirus outbreak

Consent Agenda

- [Approve Rep Council Minutes of September 15, 2021](#)
- Approve Members of the YFA Negotiations Team
- Accept Reports:
 - [Resource Allocation & Facilities Committee Report-09.17.21](#) – Iris Carroll/Mike Morales
 - [Resource Allocation & Facilities Committee Report-10.15.21](#) – Iris Carroll/Mike Morales
 - [Online Education Committee Report-09.20.21 & 10.18.21](#) -- Linda Kropp
 - [Professional Development Committee Report-10.01.21](#) – Amy Carnahan-Cook
 - [MJC Technology Committee Report-09.21.21](#) – Iris Carroll

Theresa Stovall moved to approve the consent agenda. Haleh Niazmand seconded the motion. The consent agenda was approved.

Action/Continuing Projects

- [YCCD Resolution-Required COVID-19 Testing.pdf](#) – Dimitri Keriotis
 - There was much discussion on this issue with representatives asking questions and expressing safety concerns.
 - Theresa Stovall moved and Steve Choi seconded that Dimitri inform administration that, “if a testing only mandate is put in place, social distancing becomes even more important and will adversely affect class size.”
 - The motion was approved with 1 abstention.
- [F21-C Joint Resolution for Part-Time Faculty Compensation.docx.pdf](#) – Dimitri Keriotis
 - We discussed the resolution.
 - YFA is also looking into part-time faculty being compensated, and we believe this issue falls within the stipend compensation model that was included in the recent TA.
 - Dimitri let us know that he will have another update by our next meeting.
- Bylaws Revisions for Spring 2022 Ratification – Iris/Brian/Craig
 - A workgroup was formed that includes Iris Carroll, Brian Greene, and Craig Johnston. The plan is for Geri to compile previous changes that are in process or that were recommended to change during our last bylaws review.
 - This workgroup will review that information, read the current bylaws, and discuss needed changes.
 - Iris solicited input from the body.
- Standardizing Email Signatures – Dimitri Keriotis
 - Dimitri reported that College Council decided that any change to our signatures would be voluntary.
 - The changes suggested were more extensive than just including the Centennial logo.
- Limiting Access to Sending Emails to the College/District Community – Ross McKenzie
 - This issue seems to have gone away for now.
 - Representatives expressed that sharing information between colleges using the all YCCD list has proven helpful in the past and that constraints to emails may infringe on free speech rights.

Announcements, Updates & Other Business

- President’s Report – Dimitri Keriotis
 - Return to Campus
 - Right now, the message is that we’re returning f2f in the spring in spite of the Board testing mandate. However, there is no plan in place.
 - Dimitri explained the process for completing an accommodation form for spring, and stressed that if you get the ADA approval by your doctor, it is not a lifetime arrangement. The district is required to provide a reasonable accommodation; however, if the accommodation creates an undue hardship (as defined by the EEOC) for the District, it would not be considered a reasonable accommodation.

- Payroll mistake.
 - Dozens of faculty members were not charged dues or not charged correctly. Larry caught the mistake and raised alarm. Dimitri has asked Chancellor Yong to pay YFA back for any lost dues. Larry announced that he did see a recent deposit in YFA accounts and will inquire what it is for.
- FLEX for division meetings.
 - Even though the state Chancellor's office does include div./dept. meetings as part of FLEX obligation activities, they must occur outside of our contractual obligation time. YFA consulted our legal counsel and were told that if past practice of granting FLEX time for meetings had been granted to every faculty member consistently, we could claim past practice. That, however, is not the case based on a recent survey.
 - YFA wants to address inconsistency between divisions' meetings times and frequency. We were reminded that faculty are being compensated for up to 5 hours for professional time; however, if div/dept meetings last longer than that, we need to question it.
- Hyflex
 - Five rooms are being converted at MJC and at Columbia College. YFA is watching this carefully because this change in teaching modality is a working condition.
 - Faculty expressed concern about this modality based on the experiences of their peers at other schools.
 - We discussed whether or not those teaching in this modality should receive additional compensation.
- Pay for PT Representatives at Rep. Council Meetings
 - Craig Johnston moved to grant compensation using the YFA rate for PT representatives who attend the two-hour Rep. Council meetings.
 - Brian Greene seconded the motion.
 - Because this process is not currently written in our Bylaws, we agreed that it won't officially begin until the Spring Semester 2022; however, we amended the motion to be retroactive to Fall Semester 2021.
 - We can simply cut the PT representatives a check each month for their attendance.
 - The motion as amended passed unanimously.
 - We agreed that we need to update our Bylaws to reflect this change.
- Vice Presidents' Updates – Steve Choi/Brian Greene
 - Brian Greene (Columbia College)
 - Reports that he is working on one Title IX case, which should be wrapped up soon. Two other issues are not official at this point. He continues to have lots of questions about returning in the spring and inconsistent messaging from administration.
 - Steve Choi (MJC)
 - Reports that he is wrapping up a couple of investigations. In addition, one department is undergoing mediation and he continues to work on two Title IX cases.
 - The DSPS proctoring issues continue. Steve requests that Council members ask faculty if they are currently proctoring tests for their students online.
 - Anyone with a compromised immune system or who have family members with a compromised immune system should go to the HR Website and complete a [COVID-19 Request for Temporary Reasonable Accommodation form](#).
- Secretary/Membership Coordinator Update – Iris Carroll
 - Iris reported that we have 58 PT members as of the last audit.
 - She has updated the Rep. Handbook to include Columbia College committees and the new MJC governance structure.
 - Lastly, she continues to work with Geri and HR/Payroll on cleaning up the new member process.

- [2021-2022 Proposed Budget](#) – Larry Scheg
 - Larry presented his proposed budget for this year.
 - Linda Kropp moved to approve and Craig Johnston seconded the motion.
 - The motion was approved.
- College Council Reports – Ross McKenzie / Craig Johnston
 - Ross McKenzie (MJC)
 - Beginning in November, the bookstore will be run by Barnes & Noble. They are shutting down briefly in November to accommodate the transition. Bundles made by Duplicating may not be distributed by bookstore.
 - Craig Johnston (Columbia College)
 - Barnes & Noble will also be running their bookstore even though there was no prior discussion of the change.
 - They talked about web redesign, Columbia College reserves, and about holding graduation again as a drive-through event.
- Negotiations Update – Shelley Akiona / Negotiations Team
 - Shelley gave an overview of negotiations, stating that YFA gave district a proposal five weeks ago, but has yet to hear a response from them. YFA is committed to working on creative solutions to funding our benefits.
 - Shelley, Dimitri, and Brian attended the District Benefits Committee meeting and learned about Health Savings Accounts. This is a high-deductible plan that would allow you to set up a health savings account. Employees can allocate more money to an HSA than they can to a Flex account. In addition, an HSA rolls over year to year, and when you retire, your HSA goes with you. They are very early in the conversations.
 - Even though Shelley has stepped into the role of lead negotiator, we're not going to add anyone new to the team. To bring someone in now would not be good for the dynamics.

ADJOURNED 5:08 p.m.