

# SCFA

## Sierra College Faculty Association

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Meeting  
September 24, 2009  
4:30 – 6:30, LRC 313

Board Members Present: Jane Haproff, Jim Weir, Paul Cooper, Steve Linthicum, Nancy Martinis, Stan Spencer, Darla Jones, Lynn Medeiros, Andre Sims, Wayne Barbee.

Guests Present: Star Kreft, Mike Robinson, Brita Wynn, Barbara Battenberg, Bill Cole.

Open session began at 4:36 p.m.

I. Check-in: None

II. Public comments/concerns:

One guest stated a concern that the issue with Payroll deciding to postpone paying part-time and overload faculty for their work on August 31 and any August flex time and combine that pay with the September pay will happen again. Haproff explained that given the timing issue involved with getting payroll out so soon after the beginning of the semester, SCFA had agreed to allow the district to take this action. Haproff apologized for not seeing that proper notification got to faculty and stated that there will be ample notification if a similar situation happens again.

III. Reports

Dispute Resolution Officer Linthicum: There is an issue with limiting faculty ability to send e-mail to fewer than 50 recipients at a time. Spam should not be an excuse for this restriction. The problem will be taken up with the Career Technical Education (CTE) Council.

President Haproff: The issue about how part-time faculty are loaded in the summer applies to everyone who has taught in the summer since 2001 or 2002. Those faculty members who worked this past summer and who should have been moved up on the pay columns but weren't have been identified, and that problem has been fixed. However, the loading question affects 235 faculty members who have worked previous summers going back to 2001. There is a wide variation in what the District may owe these faculty members—from a few dollars to a couple thousand. Cameron Abbott, human resources director, has requested direction from SCFA in how to approach the issue. SCFA has directed Human Resources to calculate what is owed to current faculty. When previous faculty return, we can calculate what is owed them and where they should be placed correctly on the salary schedule. It can be difficult, if not virtually impossible, to track down faculty who have left Sierra College since 2001. Therefore, the 55 faculty who

# SCFA

## Sierra College Faculty Association

---

are currently working and who have taught in the summer are those whose loading and placement on the salary schedule will be checked. One person requested a list of the 55 names, and Haproff will obtain that list.

Cameron Abbott has also asked for SCFA's position on the smoking policy that will go into effect beginning in the fall of 2010. It was agreed that SCFA supports and has an interest in a healthy workplace.

Last week, when SCFA chose faculty representatives for the Sabbatical Committee, Student Services was overlooked. Student Services approved the list with the proviso that if a faculty member from Student Services should submit an application for a sabbatical, then Student Services will request a representative from its area be on the committee.

SCFA will continue to revise the SCFA bylaws.

Vice President Weir: For the first time in twelve years he has access to the latest list of faculty members.

Chief Negotiator Spencer: On September 21, Spencer and Sims attended a Faculty Association of California Community Colleges (FACCC) budget workshop. There was no new information presented, but it was valuable to hear the perspectives of representatives from other colleges. Most districts appear to be suffering financially, and a group of colleges is complaining to the accrediting commission about their accreditation reports.

There has been some confusion among deans and others about cuts to spring class sections. Leo Chavez has said that the actual numbers of cuts to section offerings should be discussed first at Strategic Council.

#### IV. Old Business

##### A. Discontinuing *The Sentinel*, how to communicate with faculty, and website issues

One guest said that the loss of *The Sentinel* is felt, that some faculty prefer to get their information via the newsletter. Linthicum stated that the website is better at conveying up-to-date information and that the E-board did not receive any complaints when the paper version of *The Sentinel* stopped being printed and was published online instead. The "President's Message" and the blogs for the chief negotiator and the dispute resolution officer will be better ways to provide current information to faculty. Haproff added that the blogs allow for two-way communication as well. Weir stated that when *The Sentinel* was printed, it was a professional document that had to be published in multiples of four sheets. That

# SCFA

## Sierra College Faculty Association

---

restriction often limited the information that could be provided. But the president's message and the chief negotiator's blog could be printed and distributed to part-time faculty mailrooms. Haproff agreed that printing the messages from the president and the chief negotiator may help some faculty in transitioning to using the SCFA website.

### B. Assigning seniority to part-time faculty

In terms of the dispute regarding a problem with perceived favoritism in certain disciplines when courses are assigned, Linthicum would like a more impartial way for part-timers to be assigned courses. It was decided that Haproff will work with Linthicum on a form to establish qualifications to teach a course, and then it will be taken to negotiations.

## V. New Business

### A. Calendar Committee presentation

In terms of the 2009-2010 academic calendar, summer session will be either seven or eight weeks long. A lot of factors were considered when determining the best dates for the session. The proposal is that there be an eight-week summer session for Rocklin, Roseville Gateway, and distance learning that begins June 7 and ends July 31, 2010, and a seven-week summer session for Nevada County Campus and Truckee Campus that begins June 14 and ends July 31, 2010.

In terms of the 2010-2011 academic calendar, the interests of various groups were considered, along with the calendars for local schools and colleges. The proposed calendar consists of Flex Week beginning August 16, the first day of instruction to be August 23, Veterans Day to be observed November 12, and the last day of instruction to be December 11, 2010. Spring semester will begin with the first Flex day on Friday, January 14, the first day of instruction to be January 24, Presidents Weekend to be February 18-21, Spring Break to be April 18-23, and the last day of instruction to be May 21, 2011. Summer session for Rocklin, Roseville Gateway, and distance learning will begin on June 6, and summer session for NCC and Tahoe Truckee will begin June 13. Both summer sessions will end July 30, 2011. The E-board approved both calendars.

### B. Problems with present system of deducting dues from part-time faculty

There has been a problem with how the dues for part-time faculty are being withheld and paid. SCFA's current dues requirements are that those who work three units or more pay the full amount required by California Teachers Association (CTA) category four and those who work less don't pay at all;

# SCFA

## Sierra College Faculty Association

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summer school is excluded. The problem occurs when some part-time faculty start at less than three units but then take an extra assignment that might bring them up to the equivalent of three units. Also some may teach below three units during the fall and spring but teach much more in the summer. In other words, the graduated payment system isn't working. Every time there is a fluctuation in a part-time faculty member's load, the dues must be calculated by hand. Payroll would like to take the number of part-time faculty in a semester, calculate what CTA would state that they owe, and then calculate what individuals owe based on a percentage of the total work they do. It was decided Weir will talk to the CTA office in Burlingame about this issue.

In addition, there has been a religious objection to the dues. There was a motion to accept the application for religious objection to the dues. It passed unanimously.

Open session ended at 6:56 p.m.

Respectfully submitted by,

***Laurel Gardner***  
**SCFA Secretary**