

Copper Mountain College Faculty Association/CCA/CTA/NEA

February 2011

President: Carolyn Hopkins; Vice-President: Michel Walker; Secretary: Greg Gilbert; Treasurer: Bruce Bridenbecker; Part-Time Representative: Cathy Allen

Faculty Association Meetings

CMCFA meetings are held on the first Thursday of the month at 5:00 pm, immediately after the Academic Senate. Scheduled dates for this academic year are: Aug. 19, Sep. 2, Oct. 7, Nov. 4, Dec. 2, Jan. 20, Feb. 3, Mar. 3, Apr. 7, May 5. Agenda items for the next meeting include academic calendars, budget priorities, and the participatory governance draft.

Thursday, Mar. 3, 5:00 pm Room 112

Hiring Procedures

As reported at the last CMCFA meeting there have been discussions with management about the ability of the college to offer internal recruitments and reassignments. As it turns out California regulations prohibit this, except for a position filled on an interim basis. Title 5, Section 53021 requires community colleges to "actively recruit from both within and outside the district work force to attract qualified applicants for all new openings."

This includes all full-time and part-time faculty openings, classified, and managerial positions. Districts can appoint on an interim basis for one year only, with an extension of one additional year with Chancellor's Office approval.

The exceptions to this requirement are for reorganizations, lateral transfers, reclassifications, substitutes, and part-time faculty who have less than one calendar year of a "break in service."

Health & Welfare Benefits Committee

The committee has reviewed proposals from prospective third party administrators/brokers of the college's health plans. Six potential brokers will be interviewed on March 9 & 11. The committee asked that each broker be prepared to furnish participating providers (medical plan) and cost comparison as well deductible and covered services so that we can continue to make comparison. The committee will bring back a recommendation to CMCFA for discussion.

If you have specific items that you would like the committee to address with potential brokers please contact the CMCFA representatives to this committee Bruce Bridenbecker and Kathleen Wahl.

Tentative Agreements Ratified

CMCFA membership and the CMC Board of Trustees have ratified the agreements for a new collective bargaining agreement effective through June 2013. The collective bargaining agreement (CBA) is being revised with the new documents and once completed will be distributed to faculty. For the time being the tentative agreements have been uploaded to the CMCFA page on the college's website.

Retirement Seminar

Doug Morrison will be leading a one-hour seminar on March 8, an hour before the start of flex activities. This won't count as flex credit, but will assist faculty in planning for their retirement. CMCFA encourages you to attend.



Academic Calendar

The Academic Calendar committee has proposed a slightly different configuration for the 2011/12 and 2012/13 academic years. The modification is to move Flex and Staff Days into the middle on the semesters on three consecutive days. The impact on students was a primary consideration in this configuration. During the fall semester the two Flex and one Staff Day will be the three days (MTW) before Thanksgiving. In the spring those three days (TWR) will be just after the President's Day holiday. It is the hope that this configuration will give students a longer break and create less conflict with MUSD's academic calendar.

MOUs

The District and the Faculty Association have signed memorandums of understanding for the following:

- Specifying salary advancement status for full-time faculty member
- Compensation for Basic Skills Initiative Coordinator
- Delaying evaluation process for faculty on sabbatical or who have expressed that they will retire at the end of this semester
- Specifying that the Coordinator(s) for Health Sciences positions are faculty positions
- Agreement that responsibilities as faculty advisor for ASCMC will not be included in evaluation process
- Compensation for planning and coordinating SB 70 Career Academies
- Compensation for serving as coordinator of the Early Childhood Mentor Program

CCA Conference

Earlier this month Cathy Allen, Bobby Compton, and Carolyn Hopkins attended the CCA conference in Palm Springs. Sessions attended included use of social networking, building local chapters, and health care plans.

Association Representatives on Committees

Academic Calendar: Bobby Compton – committee has distributed draft calendars for 2011/12 & 2012/13 – see report in left column.

Budget Advisory: Carolyn Hopkins - this committee will meet again once program review budget requests are prioritized by senior management and distributed to College Council.

College Council: Carolyn Hopkins – Agendas and minutes of these meetings are emailed to all faculty.

Equal Employment Opportunities: Pat Dutkiewicz – no report.

Health & Welfare: Bruce Bridenbecker & Kathleen Wahl: See report on first page of newsletter.

Professional Development: Marla Gallagher – will begin to meet soon regarding activities in Aug.

Safety: Bruce Bridenbecker & Ellen Baird – committee discussed move of smoking areas. Projected date for Rotary Way to be posted as "no parking" is Apr. 1.

Tech Comm: Steve Parkin - committee is continuing to review draft Tech Plan.

Management Evaluations

Calif. Education Code Section 87663 (i) states: "Governing boards shall establish and disseminate written evaluation procedures for administrators. It is the intent of the Legislature that evaluation of administrators include, to the extent possible, faculty evaluation."

Websites

CTA: www.cta.org
CCA: www.cta.org
Www.ccafca.org
Www.cmccd.edu