

JACFA General Assembly Minutes
Thursday, May 10, 2007 at 10 a.m. — Penfield 174
John Abbott College

01. Adoption of the Agenda

Moved by Pierre Gauthier, seconded by Larry Weller, adopted unanimously.

02. Adoption of the Minutes

Moved by Mark McGuire, seconded by Peter Solonysznyj, adopted unanimously.

03. Announcements

Faye Trecartin: - The BBQ is scheduled for next Wednesday, May 16, 2007, weather permitting.

- As we want to maximize the number of people who can participate in debates, you will each have three minutes to speak. If you would like to speak more, we will put you on the second speaker's list. Please state your name and your department when you speak.

1.0 Union Dues Increase

VOTE

Motion: Be it resolved that union dues be increased from 1.5% to 1.6% of salary at the beginning of the 2007-2008 contract year (August 2007). – Executive Motion

Stephen Bryce: Stephen Bryce explained that we have a budget deficit because the CSN ended the exception that allowed cegep teacher unions to pay a flat, per-person rate. We now pay a straight percentage of salaries as do all other CSN unions. As we are primarily a pre-university college, compared to other colleges that have many more students enrolled in technical programs, our teachers have higher salaries than in most Cegeps. As a result, since 2003-2004 we have been paying more to the CSN. The proposed increase will allow JACFA to balance its budget and also start to rebuild our strike fund.

Roger Haughey: Is it enough money to ensure that we keep JACFA vibrant?

Stephen Bryce: Yes, the Executive believes it is.

Ed Holland: We do need an increase and I wonder why so little? Don't you think that we need a bit more in our coffers?

Stephen Bryce: We feel that this is a reasonable compromise between our needs and what we want to pay.

Peter Solonysznyj: I'm in favor of the proposal in terms of local funds that can be used for certain events that might come up – legal expenses, unforeseeable events – and let's not forget that our local management knows if we have money in the bank, and they know how much money we have. It is important to have that monetary reserve and have financial resources.

Roy Fu: Was this sent out to us? For future decisions, would it be possible to receive the graphs beforehand? What proportion of cegeps responded to that graph?

Stephen Bryce: The information was presented at our last general assembly and is on the JACFA website. A letter was sent to all faculty in early March. Twenty-nine out of 36 FNEEQ cegep unions responded to our request.

Roy Fu: Was there a struggle within the Executive or was it straightforward?

Stephen Bryce: No. The Executive looked at various possible solutions and unanimously agreed that this was the best option. The JACFA Financial Review Committee also unanimously came to the conclusion that a 1.6% increase was needed.

Will Richardson: I am a member of the Financial Review Committee, and was initially opposed to any Union dues increase, but I regret to say that I am thinking that it is necessary at the moment. I think that we should support it a 1.6% increase, as it is a modest increase.

Sandra Stephenson called the question, seconded by Ed Palumbo.

More than two-thirds of the assembly accepted the calling of the question.

MOTION CARRIED

Motion: That JACFA requests that the CSN, for its 2008 budget considerations, find a way to match this 0.1% contribution to the JACFA budget. – Moved by Sandra Stephenson, seconded by Frank LoVasco

Sandra Stephenson: At the last General Assembly, this issue came up and it is clear that our dues have become insufficient because the CSN has hiked our part of the dues that we pay to them. They went up by about \$10,000. Suddenly they decided that there would be no exceptions. And we had no say in the matter. Suddenly they are getting a whole lot of money from us -- what do we have to lose by asking them to match it?

Stephen Bryce: I will speak against this motion. It is not in our interest to have the CSN make special deals with individual unions or federations – I think it is unlikely that we will end up getting the best deal. All unions in the CSN should be treated fairly and equitably.

Larry Weller: The 0.1% money will come directly to us? You are not asking for special privileges?

Abe Sosnowicz: This is one windmill that I am really willing to chase. It is our money. I agree with Sandra and it would be a really noble thing to do. We should make them look at their books and have them take a more serious look at their expenditures.

Ed Holland: I would like to speak against this motion. The CSN has more than 30 cegep unions in it and we were the only the cegep union that was affected by this. We are not being penalized but are being asked to pay for our fair share.

Paul Jones: The CSN budget is approved at its congress every three years, so we made the decision in that sense. So we were consulted. Where is the CSN spending our monies? We could have the CSN come in and explain this to us. Let's not forget that they pay arbitration fees.

Larry Weller: Are the budgets from the CSN and FNEEQ available to us?

Stephen Bryce: Yes, they are on the JACFA website.

Bill Russell called the question, seconded by Chris Chadillon, approved unanimously.

MOTION DEFEATED

a) JAC Staff Golf Tournament - \$125.00

Motion: Be it resolved that JACFA donate \$125 to the JAC Staff Golf Tournament – Moved by Frank LoVasco, seconded by Neil Duffy

Frank LoVasco: This is a college social event where teachers, support staff and administration participate. It is on June 14 and it should be a very beautiful day.

Ed Holland: We are being asked to support a most ecologically unfriendly sport. This is increasing in the third world to lure the playful money of the rich west.

Roy Fu: Where is the money going and what is the rationale? Why do you feel that JACFA needs to contribute to this particular event? What is the symbolism of this event?

Frank LoVasco: The health benefits are great by walking around the greens. Participants pay for their own golf and meals. We are part of JAC and it just a token donation to help pay for prizes.

Bill Russell: I agree with Frank that this is an event where everyone gets together.

Violaine Arès: We had decided to cut back on our expenses about one year ago and I remember that we questioned ourselves on the legitimacy of the Vin d'Honneur donation. It is not necessary to contribute to a golf event.

Bruce Tracy: I would like to support Frank's motion. It gives a chance for someone in one department to meet other people in other departments. It is a social event.

Sharon Rutherford: I do not play golf but it is a good excuse for people to get together -- it's about fellowship. It is a good investment.

Larry Weller: To encourage our community and people in our community they should also participate in Poetry Month. Community should be supported through poetry as well as with golf.

Daniel Gosselin called the question, seconded by John Serrati.

A two-thirds majority of the GA was in favor of calling the question.

MOTION CARRIED

b) Solidarity Donation to the LaSalle College Teacher's Union (FNEEQ-CSN) - \$300.00

Motion: Be it resolved that JACFA donate \$300 to the LaSalle College Teacher's Union (FNEEQ-CSN) in support of their president fired for union activities – Executive Motion

Michel Milot: 65% of teachers at the College LaSalle are permanent and their CI is between 96 and 102. There is an anti-union movement in the administration and there are about 150 pending grievances. This teacher taught there for 15 years and was the President of the Union for two years and was fired by the College for "lack of loyalty." They claimed that he incited students to complain because the cooking labs were not adequately equipped. FNEEQ appealed to the Quebec Labor Board but they lost and they are appealing to the *Cour d'Appel* and the Superior Court. He is living on \$200 a week at the moment after 15 years of working. This is why we are asking JACFA for a donation to support the President.

Daniel Gosselin: I am for giving \$300 to that teacher.

Stephen Bryce: At our Federal Council meeting in December, we learnt that when he came in to teach this semester, half of the cooking stations had been removed from his classroom, with no decrease in the number of students. When the students complained to him, he told them to talk to the administration. They wanted to get rid of him after difficult negotiations for their first contract, so this “disloyalty” was their pretext.

Larry Weller: What was the rationale for the rulings that supported the college? I myself have told my students to complain about the lack of facilities at JAC.

Michel Milot: The reason FNEEQ is appealing is that the rulings did not respond to their arguments – they simply stated that a college can dismiss an employee who is disloyal.

Larry Weller: I strongly support this motion.

Abe Sosnowicz: Concerning work-related injuries and illegal activities, this is the last sweatshop of the west. If you do not like the guy, fire him. In this case, I would recommend doubling the donation.

Carl Witchel: I fully support the motion but for another reason. The charge of lack of loyalty to your institution is a serious one, as I know from personal experience. We must be protected.

Paul Jones: Private education is a sector that has cheap labor and management will always find a way to fire someone who gets in its way. Could we send a little note to him to tell him that we support his cause?

Bill Russell: If this \$300 is going directly to him and not his lawyer, then I am for it.

MOTION CARRIED

3.0 Evaluation of Teaching

DISCUSSION

Faye Trecartin asked Michel Milot to chair the meeting so that she could present on this topic.

Clea Notar: I am here to bring you up to speed with what is happening with the Evaluation of Teaching. Last fall, we signed a local agreement to start the process. So in November, a committee was formed and its focus has been to develop and to approve the evaluation tools. The process should evaluate teaching not teachers. Through research of both university and CEGEP evaluation tools, we have come up with a standardized questionnaire. This questionnaire will be used across the College; we had to come up with questions that came up across all disciplines and departments. Evaluation is a means and not an end in itself. It means nothing if there is no follow-up afterwards. As we keep reminding the College, if you have \$1 to invest, invest it in professional development. Therefore in April, we sent you a copy of the standardized questionnaire and your feedback was essential.

Clea showed a version of the questionnaire that was sent to all faculty.

We had to follow several rules: no compound questions, simple vocabulary, and positive statements for students to agree or disagree with. The questionnaire will be one tool in the evaluation of teaching.

Faye added that we received comments from approximately 30 teachers and most were positive. We had 20 teachers who agreed to test the questionnaire in their classroom. The deadline was last Friday and no big alarm bells were set off. However, we will be looking at the results more carefully.

Ed Holland: Evaluating anything implies that you know what that thing is. My aim is to confuse them and not be clear? Can someone tell me what a well-organized course is? It does not get to the heart of what my teaching is about.

Faye Trecartin: We are looking at competent versus non-competent teaching. I understand what you are saying but we need to protect new teachers.

Jane Henderson: The whole questionnaire is a positive but question 27 reads like a negative? Do you like the course? I think that this is the most important question.

June Riley: You did not get too many negatives from teachers because we are not harassed here at JAC compared to other colleges. A few years back, Keith was threatening to bring in teaching consultants that are just like deans. The first thing is the scale. Every one of us is vulnerable on every question. Being more effective? There is no place where these questionnaire do not get abused. The way that it is applied degenerates and our administrators are not specialists in evaluating.

Roy Fu: My first question is about process. What lies ahead? Are you planning on consulting us later on? My second question is how will the administrators deal with the consequences? I agree with the difference between teaching and teacher. The majority of the responsibility lies with the teacher and the students only have to show up in class.

Faye Trecartin: We are not ready to launch this in the fall as the administration still needs to answer questions such as: What is a red flag? What are they going to do if a teacher receives negative responses on the questionnaire? They have not responded to our inquiries on these issues. We will report back to you at the beginning of next semester. Also this is a parity committee, so the administration needs our approval to proceed or the deal is off.

Roy Fu: Before you finalize, there should be consultation with us on all manners.

Faye Trecartin: We agree. For instance, we must contextualize the teaching. So a form is in development asking questions, such as: Did you get this course two days or two months before teaching it? There are still many meetings and consultation to be had before anything is finalized.

Clea Notar: It is not a procedure that can be done quickly and the whole process of evaluating calls for attention to detail on many levels. I cannot even see where the deans will find an adequate amount of time to do all this work as it is on top of their regular workload.

Roger Haughey: There are only 10 minutes left in the meeting.

Michel Milot: We will suspend this part of the meeting for the elect and resume afterwards.

Carl Witchel: There is no place in the questionnaire where we can see if the student is capable of evaluating a teacher... is he comatose? Is he a genius? Without that measure, who's telling us what?

Andrew Cuk: I'm in favor of student evaluations as I find them very helpful. I encourage students to do it. I don't really mind it and I do know that it is evaluating me. My biggest question is: the access to this info and how it will be used? If the goal is for me to improve my teaching then that is fine, but if it is to club my head with it then there are many problems. As I am in theatre I am used to be reviewed on my acting. The students that really take the time to make comments actually help me.

Faye Trecartin: We would, of course, prefer just a formative evaluation. However the administration has the right to conduct a summative evaluation. We fear that the administration is mostly concerned with new teachers as it is the focus of the evaluation policy. We could have refused to participate in the evaluation process, like the teachers union at Dawson. Instead, by participating we bought some safeguards for our teachers: in the first semester, the results only go to the new teacher and a teacher of his or her choice in the department. We have also avoided situations, such as the one at Cegep St. Jerome, which has an evaluation policy that includes a 40-question questionnaire and the department sits down in an open meeting and rates the new teacher on how he or she has done during the semester.

Michel Milot: Even though there is a speakers' list, we need to begin the elections.

Elections

VOTE

John Serrati is the election officer.

John Serrati: There will be six separate votes. The order in which we will be voting is:

1. JACFA President;
2. JACFA Executive – 6 members;
3. Academic Council - 11 members and 4 permanent substitutes;
4. Faculty Professional Development Committee - 5 representatives;
5. Financial Review Committee – 3 representatives.

For the nomination of President of JACFA, I have one nomination: Faye Trecartin.

Moved by Ed Holland; seconded by Violaine Arès;

The majority of the assembly voted to close nominations.

Faye Trecartin has been acclaimed President.

2. JACFA Executive, I have received 6 nominations:

- a. Jim Leeke,
- b. Daniel Gosselin,
- c. Stephen Bryce,
- d. Michel Milot,
- e. Pierre Gauthier,
- f. Jane Hannah

Mark McGuire was nominated from the floor by Matthew Barlow; seconded by Judy Sabiston.

Mark McGuire accepted the nomination.

Frank Lo Vasco moved to close nominations; seconded by Peter Solonysznyj;

The majority of the assembly voted to close nominations.

3. Academic Council has 11 posts

1. Violaine Arès

2. Suzanne Black
3. Stephen Bryce
4. Daniel Gosselin
5. Paul Jones
6. Burt Somers
7. Abe Sosnowicz
8. Bruce Tracy
9. Jim Vanstone
10. Carl Witchel

Do we have further nominations?

11. Rémi Cardinal was nominated by Violaine Arès; seconded by Ed Holland.

Ed Holland moved to close nominations; seconded by Violaine Arès.

The majority of the Assembly voted to close the nominations.

Permanent Academic Council substitute:

1. Murray Bronet, nominated by Bruce Tracy, seconded by Suzanne Black.
2. Carolyn Viger, nominated by Alice McLeod, seconded by Frank Lo Vasco
3. Roger Haughey, nominated by Stephen Bryce, seconded by Carl Witchel.
4. Susan Regan, nominated by Will Richardson, seconded by Stephen Bryce.

Frank Lo Vasco moved to close nominations; seconded by Ed Palumbo.

4. Faculty Professional Development Committee

1. Anna Mae Barrett
2. Pierre Dussol
3. Julie Podmore
4. Mark McGuire
5. James Vanstone
6. Chris Lardner

Moved to close nominations:

Moved by Matthew Barlow; seconded by Abe Sosnowicz.

5. Financial Review Committee

1. William Richardson volunteered;
2. Bill Russell was nominated by Frank Lo Vasco; seconded by Matthew Barlow;
3. Ed Holland was nominated by Suzanne Black; seconded Bill Russell

Larry Weller moved to close nominations; seconded by Pierre Gauthier.

John Serrati announced the elections results:

Jim Leeke, Daniel Gosselin, Stephen Bryce, Michel Milot, Pierre Gauthier and Jane Hannah were elected as members of the JACFA Executive.

Jim Vanstone, Julie Podmore, Mark McGuire, Pierre Dussol and Anna Mae Barrett were elected to the FPDC Committee.

Violaine Arès moved to destroy the ballots; seconded by Bill Russell.

MOTION CARRIED

John Serrati moved to close the elections; seconded by Pierre Gauthier.

MOTION CARRIED

As we had lost quorum after the ballots were case, the chair suggested that we move to adjourn.

Meeting ended at 11:55 a.m. on May 10, 2007

/jh