



JACFA GENERAL ASSEMBLY
Minutes: Wednesday, February 24, 2010
Penfield 204
5:30 p.m.

Elections for the Faculty Representative on the Board of Governors were held at 5:30 pm. The candidates William Russell (History) and Ryan Young (Creative Arts) introduced themselves and spoke in favor of their candidacy.

Bill Russell: I have been teaching for 18 years and enjoy being an active participant in the College. There are currently many decisions being made regarding the construction of the new science building. I will be open to faculty concerns about this issue and others because I think that the College sometimes does not consult the faculty on such matters.

Ryan Young: I want to be on the Board in order to pay to the renovations because the faculty is the last to be consulted on matters. I have been teaching since 2002 and am a former student of John Abbott. I have a very good grasp of college politics and am interested in a sustainable path for the college.

Lison Desclos from the Director General's office administered the election and tallied up the ballots.

Bill Russell was declared elected as a faculty representative on the Board of Governors.

AGENDA

Faye Trecartin, JACFA President, called the meeting to order.

01. Adoption of Agenda

Ute Beffert moved to adopt the agenda.
Ray Filip seconded the motion.
Passed unanimously.

02. Adoption of Minutes

Claude Benoît moved to adopt the minutes of November 18, 2009 JACFA general assembly.
Stephen Bryce seconded the motion.
Passed with 12 abstentions.

03. Announcements

None

1. Faculty Question Period – Special invitation to New Faculty

David Hill: At the last General Assembly meeting, we had a discussion of JACFA spending pertaining to sustainability. I would like to see more discussion of sustainability at JAC.

Faye Trecartin: For something like this, you need to submit a specific financial motion before the meeting so that it can be put on the agenda.

Stephen Bryce: According to our statutes, we need 24-hour notice for financial motions.

Sean Hughes: I am concerned that the Pathways Coordinator position has been described as being a professional position rather than a teacher. Why?

Jim Leeke: We thought that the list described duties a professional, rather than the duties that a teacher would normally perform. The selection process described is also for a professional, not a released teacher. We have sent it off to the professionals union to look at and give their assessment. We want a faculty member in this position, but we have to be careful that the administration does not assign too many professional duties which would take away teaching resources.

Sean Hughes: But doesn't this take away work from a teacher?

Jim Leeke: We want the Pathways Coordinator to be picked by teachers, not selected by the administration, and we want a teacher doing a teacher's duties not professional or administrative work.

Sean Hughes: But we also don't want a professional scooping up the job.

Jim Leeke: We agree that the coordination of the Pathways courses will be done by a teacher. We don't want them to be doing things like registration. We are waiting for an answer from the administration.

2. Negotiation Update

Report

Daniel Gosselin JACFA's External Vice-President who attends the FNEEQ Regroupement Cégep meetings along with Stephen Bryce, reported:

Daniel: Contract negotiations have been taking place. They have met often and there is a goal to reach an agreement by March 31. FNEEQ is divided on whether or not this is possible. Some in FNEEQ think it is not possible to reach an agreement by this date.

The issue of salaries is at the central table. They are proposing raises that add up to only 5% over five years, so we would lose ground again. The government is insisting that total personnel costs can only increase by 7%. We initially demanded 3.7% every year for three years, including 1.7% as catch-up. Our salary demand is based on trying to stay ahead of the average inflation rate of 2.1% per year. The government is waiting for a counter offer. We responded that nothing is happening at sectoral tables, so we are asking the government to wait until something is happening at the sectoral level first. We are mobilizing to get things decided at sectoral table. On the issue of retirement, both parties agree. We need a formula that won't result in wildly fluctuating rates. Currently there is a cap on contributions at 35 years. We want teachers to be able to contribute as long as they teach. They came back with a cap at 38 years. They want the earliest retirement to be 55. They initially wanted to take away the 90-day bank but they have backed off.

All is blocked at the sectoral table. They are making unacceptable demands. For example, they want to redefine the roles of chairs as "super-chairs", to reduce their number and to increase their workloads. The administration wants to be able to veto nominations for chairs. There is also discussion of a probationary period for teachers. They are proposing three years of probation during which teaching is evaluated and there is no hiring priority. Teachers would gain seniority, however. Currently, we have a two-year probationary period when a new teacher can't grieve being fired. Finally, we are asking for more teaching resources and the government is not responding at all to this demand. Any questions? Feel free to e-mail us or drop by the office.

3. International Students in Non-Credit Courses

Discussion

Jim Leeke: At the JACFA Executive, we have been discussing several issues having to do with the international students and we would like feedback from you tonight. These are students who come to JAC but do not get credit. These non-credit students are usually high school age. We currently have 98 Germans and 11 Mexicans who are non-credit. Diane McGee, Dean of Cont Ed says that there are also 16 other international students (mostly Chinese), but they are credit students. We are concerned about how the College continues to accept these non-credit students when we have less and less room with rising enrollments. These students pay fees of \$8000-9000 per year (\$3000 per semester in tuition). We began receiving allocation money when we asked the administration about these students a few years ago. This also generated the special professional development fund. Another concern we have is how these students may be negatively affecting our commitment to Quebec students. The foreign non-credit students get preferential treatment because they are allowed to preregister. The international non-credit program is expanding and we are concerned with this development. Where is this going? The College is being a bit secretive about it. Is this the kind of business we want to be involved in? Does the profit justify giving preference to the non-credit students over Quebec students?

Bill Russell: I love the German students and the free computer, but ethically it seems wrong. Is the College breaking the law?

Jim Leeke: We confronted the College a few years ago about the legality because the students were not contributing to hiring teachers. We threatened to go to the provincial government and FNEEQ. The administration quickly responded and they started giving us allocation to teach them. It's not necessarily illegal but they are high school students so it's a grey area. We are reasonably confident that our contract does not oblige us to teach noncredit students however.

Will Richardson: I'd like to clarify what the issue is with the dichotomy between credit and non-credit students.

Jim Leeke: It's an issue of international vs. Quebec students and credit vs. non-credit students. Credit international students are registered in our programs the same way Quebec students are, and they are reported to the government. Noncredit students are not – they do not receive an official transcript.

Jim Vanstone: At the last Academic Council meeting, the 2010-2015 Strategic Plan was tabled. But the premise of the proposed plan is that there will be fewer students in the near future, so they want to increase enrollment from other places. Demographers have been wrong since I started at JAC. More French students want to be here and the English population off-island is growing. But the Director General accepts the decline as truth.

Jim Leeke: We were led to believe that the German program would die out and that the Mexican program would only be a credit program, but now we see this is not the case.

Roxane Millette: I am really bothered by the preferential registration. It is very common for students not to be able to get into complementary courses and this is not fair.

Paul Jones: First of all, it is not coincidental that the administration is presenting doom and gloom about enrollments right when we are negotiating a new contract. Secondly, there is the issue of how the Minister determines what our maximum enrollment is in a given year. Each year we legally fulfill our maximum enrollment so these students are extra and we profit. Jim is doing a good thing. This is a no brainer. These rejected Quebec students should come in. Our maximum should be increased because this should not be at the expense of the Quebec students. I think that this is something that should be raised at the negotiation table.

John Buskard: We are probably not going to have Pathways courses in the coming year because of the stronger incoming Social Sciences students. There will be about 100 fewer students next

year. Some teachers get paid to help run this program, but I have had to go through hoops just to teach part-time elsewhere. There is a double standard. I also have had disruptive German students and I don't want to deal with them.

Jim Leeke: From a job security point of view, this allocations does not create posts – they are off the books. But it also could be argued that they created teaching work.

Ute Beffert: There is a third aspect. We teach in a public institution and they are paying the college like a private institution.

Doug Brown: I have attended many pan-Canadian conferences on international education. There is nothing illegal about it; the ministry knows about this and they admire its cleverness. Regarding our enrollment quota, this is negotiated and we can't just increase it because other cégeps would not like it. There are big problems because of declining enrollments in other cégeps. As a result they have sought active recruitment worldwide. Regarding the credit vs. non-credit students, there are credit students from Lester B. Pearson. The ministry is dysfunctional; we are educating many students from France at taxpayer expense. Canada and Quebec are trying to catch up with borderless Europe's policies. So there is a big push to increase international student enrolments. We are far ahead of other colleges in getting international students. This has a very positive effect on the college. For example, Business Administration is transforming itself to an international business program. We should be very proud of our contribution. There is not much preferential treatment. These students don't know anything about how the College works and need extra help.

Bob Binette: Will the new science building create space and solve any problems?

Stephen Bryce: The new building might help, but we don't want to use the unsuitable basement classrooms in the future. One of our goals with the new construction is to improve our teaching environments across the college, not just in the new building. Our increased enrolment quota allows us to build the new building. The international program creates an allocation of six full-time teachers per year. About half of this is allocated per year and the rest is piled up in the surplus or used in the special professional development fund. The international students can help, but they must be credit students. The revenue that we get from the international students does not get rolled back to pay for our students to go abroad! The College puts the profits into general funds.

Christine Jacobs: The credit students are no problem at all. The big problem is that we don't have the services to deal with language problems. There are big problems because some of the students don't speak French or English. They should be given help if we accept them.

Cheryl Jenkins: In the past, there were worries about enrolment and they did affect other cégeps but not ours. Other cégeps did need it. The acceptance of non-credit students is a loophole. It wasn't meant to benefit the cégeps that are doing well.

Rémi Cardinal: We have to move towards more international opportunities for our students. But who will pay? The administration will not pay for our students to go abroad. We are getting behind the rest of the world. We had two excellent students who wanted to go to Chihuahua but couldn't find any money. I am very discouraged.

Ryan Young: Globalization is a failure. The Canadian reality is not Europe. This marketing of countries to each other is all about making education more corporate; this just rationalizes decreasing government funding for education.

Will Richardson: I would like to move to the next agenda item.

Faye Trecartin moved to table item 5 and just talk about 4.

4. Renewal of \$1200. Special Individual Professional Development Fund

Discussion

Jim Leeke: In the fall of 2008, we negotiated the SIPD fund with the College. We estimate that we had about \$1 million in the fund and we have spent about \$500,000. We have at the same time added to the surplus about \$650,000. What do we want to do with this money next year? The College will not pay this in salaries, which we argued they should. Any ideas with what we can do with the money?

Doug Brown: I think that we should involve the chairs of science, social sciences, and CALL. They don't get any allocation for equipment and department expenses.

Jim Leeke: This money is not for this type of situation. The money doesn't belong to the operating or capital budget or the college; it is money for *teaching*. They should be funded from the rest of the revenues from international students, not the teaching budget.

Doug Brown: Maybe the departments would have their own ideas of how to spend the money.

Roxane Millette: I would like to see the money going to fund students. I would be proud to see that happen.

Paul Jones: I'm not sure what we are discussing. I would suggest to the JACFA Executive that they should be mandated to prepare a document where its position is clearly stated.

Faye Trecartin: Tonight we are simply looking for feedback from you.

Stephen Bryce: We have generated this surplus because we have already taught these students without adding allocation. We all got paid our salaries. No one lost money. But we are still building a surplus – the question is what do we do with this surplus?

Ryan Young: I say we just renew the \$1200 fund because, as Steve says, this surplus is the product of our labour.

Peter Solonysznyj: I agree with Ryan and Stephen. We deserve this money tax-free for professional development. It is not like we are overpaid and our facilities are falling down. We are being too apologetic about getting the money.

5. Priorities for 5.2 Release

Discussion

Tabled

Peter Solonysznyj moved to adjourn the meeting.

Paul Jones seconded the motion.

Minutes taken by *Ed Osowski*