



MODESTO JUNIOR COLLEGE
INSTRUCTION COUNCIL
 November 14, 2017

Members, Instruction Council	Representing	Present	Absent
Jennifer Hamilton, Vice President of Instruction	Chair	X	
Robert Stevenson, Professor – Art	Co-Chair - Academic Senate	X	
Joseph Akpovi, Professor – Logistics	Academic Senate	X	
Kathleen Ennis, Professor – Librarian	Academic Senate		X
Nita Gopal, Professor – English	Academic Senate		X
Deborah Laffranchini, Professor-Child Development/Family Life	Academic Senate	X	
Ross McKenzie, Professor – Mathematics	Academic Senate	X	
Tonya Robinson, Professor – Nursing	Academic Senate	X	
Amanda Schnoor, Professor – Agriculture	Academic Senate		X
Al Smith, Professor – History	YFA		X
Don Borges, Dean, Agriculture & Environmental Sciences	Dean		X
Jillian Daly, Dean, LLA & LLC	Dean	X	
Martha Robles, Dean, Allied Health/Family & Consumer Sciences	Dean	X	
Michael Sundquist, Dean – Arts, Humanities & Communications	Dean	X	
Julie Trejo, Financial Aid Technician	CSEA	X	
Santiago Uvina, Program Specialist	CSEA	X	
Janet Patino, Student	ASMJC	X	
Octavio Hernandez, Student	ASMJC	X	
Vacant, PRHE Representative	Academic Senate		
Vacant	CSAC		
GUESTS:			
Ruth Luman, Professor – ESL		X	
Laura Manzo, Professor – Spanish		X	
Tony Pacheco, Instructor - Spanish		X	
RECORDER			
Pat Wallace, Executive Secretary, Instruction Office	Recorder	X	

I. CALL TO ORDER

Rob Stevenson called the meeting to order at 3:10 p.m. Quorum was established.

Action Items

II. ACTION ITEMS

a. Approval of Agenda

Action Item:

J. Daly moved to approve the agenda.

Seconded by R. McKenzie

Result: Approved unanimously

b. Approval of minutes from the meetings of 10/17/2017

Action Item:

J. Daly moved to approve the minutes of 11/4/2017.

Seconded by D. Laffranchini

Result: Approved as written. R. McKenzie abstained.

Business

III. CONSENT AGENDA

a. On-cycle 2nd Wave Retirements

Child Development and General Counselor

b. Returning On-Cycle Replacements: EL/Spanish

Action Item:

J. Daly moved to approve the consent agenda.

Seconded by M. Robles

J. Hamilton pulled the Returning On-Cycle Replacements: EL/Spanish proposal for discussion.

Result: Motion passed to approve the On-Cycle 2nd Wave Retirement positions.

Further discussion ensued on the returning on-cycle replacement position of EL/Spanish.

- Those in attendance were reminded that recommendations from this body that are noted in the minutes are forwarded to College Council.
- It is contended that this is a replacement position for two viable programs that are growing. It is understood that there is a bottleneck in English. Small departments need to be fed as well. There is concern that in deciding to take a true replacement position toward a bottleneck department would in an inequity within the college system.
- Steiner's position is teaching 1/3 EL and 2/3 languages. Spanish is growing along with EL.
- All data in the document shows that both programs (EL and Spanish) are growing and viable.
- The Hiring Prioritization Process document says that in a replacement position there is a place for the division to say where they want the position to be. The Instructional Outlook

Report (IOR) laid down clear items for consideration. The question raised to the initial replacement request was, “Based on what we are seeing and what students needs are, does the evidence show that the students need is in that area at this point? This proposal does not address the question of greater need.

- It is understood that EL and Spanish are viable programs. This is inside of the process, Doing something else would be outside of the process. We are at stability on our budget and at FON.
- Smaller departments that exhibit growth and serve students need to be kept at replacements. It is not clear how to vet replacement positions on the IOR for programs that are smaller and viable.
- This position has been difficult for the division because of the uniqueness of Steiner’s position. This isn’t a straight across replacement position as Steiner taught German and Italian, not Spanish.
- Council was reminded that it made a decision as a body to leave the decisions for replacement positions up to the division. It is not a personal decision. It becomes personal when it comes to your program. This is the most fairest and equitable process. We set policy and follow it. To divert from it would be unethical.
- The division has voted twice for foreign languages. The three full-time Spanish professors are teaching overload and five adjuncts teach Spanish.
- Currently for EL: 72% adjunct, 25% full-time
- Currently for Spanish: 64% adjunct, 36% full-time

Action Item:

There was discussion on parliamentary procedure and it was noted that a no vote on this motion was necessary for a clean vote on the motion.

J. Hamilton moved the on-cycle replacement position of EL/Spanish be forwarded as, “recommended with reservation” to College Council and that all pertinent documentation accompany this proposal to the President for her final consideration.

Seconded by M. Robles

Result: Approved, with one no vote (R. McKenzie) and one abstention (J. Daly)

IV. CONTINUING BUSINESS

a. Initial IOR Growth Position Ranking and Discussion

1. Nursing/Certified Nurse Assistant
2. Math
3. English
4. Human Services
5. EMS/Fire Science
6. General Counselor
7. Learning Disability Specialist/DSPS Counselor
8. Music: Woodwinds/Jazz

Action Item:

J. Daly moved to approve the IOR position ranking as presented.

Seconded by M. Sundquist

Discussion: It was noted during the ranking process that the position of LD Specialist/DSPS Counselor might be considered an off-cycle replacement position if funding was available. At this time there is only 50% funding available.

The above motion was amended as follows:

Action Item:

The motion was amended to approve the IOR position ranking as presented with a note that should full funding be identified for the LD Specialist/DSPS Counselor that it may be considered as a replacement position.

Result: Unanimously approved

It was also noted that if proposals should come through Strong Workforce, there are three positions in the rankings that could be funded through SWF (EMS/Fire Science, Certified Nurse Assistant and Human Services). All ranked fairly high. Should these programs choose to apply for funding, these positions will be pulled from this list. The President will have opportunity to pick and choose positions if other funding comes through.

V. Other

- a. Next IC meeting will include a quick decompress on this season's hiring prioritization process while it is still fresh and hold preliminary discussion on the reporting process of those EMP workgroups reporting to IC.

b. Adjournment

Action Item:

J. Daly moved to adjourn the meeting.

Seconded by J. Akpovi

Result: Unanimous approval

The meeting was adjourned.