

JACFA General Assembly Minutes
October 4, 2006 at 5:30 p.m. — Penfield 204
John Abbott College

01. Adoption of the Agenda

Moved by Violaine Arès;
Seconded by Endre Farkas;
Adopted unanimously.

02. Adoption of the Minutes

Moved by Pierre Gauthier;
Seconded by Alain André;
Adopted unanimously with one abstention.

03. Announcements

Clea Notar: Thanked Mark McGuire and Sarwat Viqar in moving towards a more environmentally friendly GA and gave thanks to the teachers who volunteered to wash the dishes and bring in their own plates.

We are also having Teachers International Day tomorrow and we are going organic. We will be having soup, so bring your bowl.

Stephen Bryce: It is becoming clear that La Capitale and FNEEQ have a very different interpretation from JACFA on how lab tests are covered. When lab tests are covered by Medicare, La Capitale does not cover them – they consider this to be private medicine. This issue will be discussed at a FNEEQ insurance meeting next Friday and JACFA will be arguing that there should be some coverage for these tests.

1. Tribute to J. Kirk MacGeachy

Stephen Bryce: Stephen paid a warm tribute to James Kirk Macgeachy, a Geoscience department colleague and friend who passed away just as the semester began. He also invited everyone to a musical tribute to Kirk that will be held on Wednesday October 25 at the Ceilidh (located in the Centennial Centre - Macdonald Campus).

2. Financial Motion - Bursary \$500.00

VOTE

Motion: Be it resolved that the number of JACFA bursaries given in the Fall semester be increased from one to two. — Executive Motion.

Stephen Bryce: This motion will make our current practice since 1999 official.

Frank LoVasco: How many do we have?

Stephen Bryce: We have five (5) total - two bursaries in the fall, one in the winter and two scholarships.

The motion passed unanimously.

3. Financial Statement 2004-2005

VOTE

Motion: Be it resolved that the 2004-2005 JACFA Financial Statement be adopted as presented. — Executive Motion.

Stephen Bryce: As we had a full agenda at our last GA, we are catching up on old financial business. Stephen presented the 2005 Financial Statement and noted that we paid \$39,000 in strike pay. There was also \$13,000 for insurance claims due to confusion over the deadline.

The motion passed unanimously with one abstention.

4. Evaluation of Teaching

DISCUSSION/VOTE

Motion: Be it resolved that the General Assembly authorize the JACFA Executive to sign the local agreement on the formative evaluation of teaching. — Executive Motion.

Jim Leeke: In September, we distributed a document explaining Faculty Evaluation. The College has not had an evaluation policy since the 70s. Over the years, various academic deans have introduced proposals, but the latest attempt to adopt a policy has come from the CEEC, which has stated that we must have a procedure for faculty evaluation. Since 2001 we have been discussing this on and off in our general assemblies and through the JACFA News. In June, we reached an agreement with the College that is divided up into two parts. Basically there are two documents. One is a local agreement that we will be voting on tonight which is purely formative. It is intended to help make us better teachers through a formative process. Then there is a college policy that outlines an administrative evaluation. **A formative evaluation** cannot lead to the removal of hiring priority or to disciplinary measures. **An administrative evaluation** may lead to the removal of hiring priority and to disciplinary measures.

We managed to build safeguards into the policy, so that new teachers will have sufficient time to deal with identified problems. If you have less than 1.5 years of seniority, you are considered a new teacher.

In the first semester, a teacher chooses a colleague in his or her department to guide him or her through the evaluation process and the results of a student questionnaire. The results are strictly confidential to these two people only.

In the second semester, there is a formative evaluation again, through a student questionnaire, done by the College and the Program Dean who will sit down with the teacher and discuss the results. It can only be used for disciplinary purposes if there is serious prejudice to the College.

In the third semester, there is the administrative evaluation. Here it is clear that the College can remove a teacher's hiring priority or take other kinds of sanctions if there is still a serious problem.

For a teacher with more than 1.5 years of seniority, there will be a formative evaluation every five years. The information is confidential and the Program Dean cannot use it against the teacher.

In Continuing Education, there is a formative evaluation every semester.

For ALL teachers there is a possibility of administrative evaluation if there are serious student complaints or for other serious reasons.

Daniel Erban: The College keeps statistics on failure rates and the departments look into these issues. Why do we need further evaluation?

Dan Gryte: What is serious? The majority of student grievances have to do with personality issues. Is there any filtering?

Jim Leeke: It is the Program Dean(s) who will be filtering. They have to meet with the teacher, look at the circumstances, and respond in writing with what they are proposing to do. It happened twice over the years and the administration did not follow a procedure. The essence of this is that if the Program Dean considers that there are grounds to the complaints, then we can challenge their approach. They can already do this now. But with this new agreement, they will have to call you in, explain to you what they are going to do in writing, when and how...

Francine Gervais:

I have a young colleague and he is quite nervous about all of this. I sit on the Program Committee for Gen Ed – will the administration have the proper training for this?

Jim Leeke: Yes, this will be developed by a parity committee. They can't go ahead without our approval and discussion. You are right, it does require some training. Maybe that they will hire someone who is a specialist in this area to train the Associate Deans.

Deirdre King: In the formative evaluation, can the teacher bring someone with her during that meeting?

Jim Leeke: If the Dean wants to take action, a teacher can bring a Union rep. Confidentiality is assured, but the teacher him/herself may break the confidentiality seal. For new teachers, do what you have to do to pass the test... to get through the probationary period.

Julie Podmore: Do we go through the process again?

Jim Leeke: First semester, formative evaluation = teacher and colleague.

Second semester, formative evaluation done by the College and it cannot be used against the teacher unless there is serious prejudice.

Third semester administrative evaluation by the College (Program Dean).

Julie Podmore: Then why does it not stop if it is going well?

Jim Leeke: They can stop after the second semester if the evaluations are going well.

The new teacher is going through three semesters of evaluations. The third semester is where there can be consequences.

Julie Podmore: Are they looking for adequate or excellent?

Jim Leeke: That you are at a level that is acceptable.

Debbie Lunny: Will the Dean have some kind of training? Are there any safeguards that are built into this?

Jim Leeke: The content is much more up to us than up to them... you have the right to pursue your course in your fashion.

Endre Farkas: It is not a course evaluation?

Jim Leeke: We will encourage teachers to do a course evaluation. This evaluation is really supposed to be about you as a teacher.

Endre Farkas: Evaluation of teaching and not teachers.

Jim Leeke: The FNEEQ approach is that we should be evaluating teaching – not teachers. In the policy it talks about teaching performance and the assurance of quality education – as an employee.

Endre Farkas: Contractual obligations, showing up, handing in marks, etc. Is there a checklist of things?

Jim Leeke: Yes

Endre Farkas: Complaints about language or what does serious prejudice mean? Is it open season?

Jim Leeke: If a teacher does not show up half of the time or insults students, there would be a problem. I cannot see that there could be complaints because you mark too hard.

Endre Farkas: Teaching was a safeguard originally.

Steve Orlov: It is about the best that we could get. This is a comment of appreciation for all of that work.

Jim Leeke: I was persuaded to embark with this largely to protect our new teachers. For teachers with 1.5 years of seniority, every 5 years.

Steve Orlov: I was supporting evaluation as long as our rights were protected. They did accept some of our input in terms of evaluation?

Jim Leeke: Yes

Steve Orlov: Who is going to make up the standardized questionnaires?

Jim Leeke: A parity committee - three from each side. Our approach will be to come back to you and consult.

Steve Orlov: What is the Quality Education Committee?

Jim Leeke: The committee that will develop the evaluation tools to follow up on evaluation process.

Jessica Vandervort: My confusion is that it is still theory –we have no questionnaires at the moment?

Mark McGuire: Is the College planning to give teachers resources should the evaluations come back insufficient?

Jim Leeke: They have to provide you with help to remedy the problems.

Vivianne Silver: The spirit of this evaluation is really to improve the teaching and less punitive?

Jim Leeke: Yes, but the College still has the policy that includes administrative evaluation as well as formative.

Daniel Erban: There is a constant component of evaluations on the net at the moment. We pass judgement all the time. What is the mechanism of real student complaints?

Jim Leeke: A rumour is not a complaint.

Daniel Erban: I am wondering about the protocol. Should there be a mechanism for students to make a complaint? How are complaints evaluated?

Jim Leeke: If you have tenure, if you have contractual difficulties, then they have elements to work with. But if you observe your contractual obligations, they can't do much. The College has a grievance policy at the moment that they can use now. We cannot define everything in this agreement...

Debbie Lunny: Why don't the teachers administer the evaluations?

Jim Leeke: We don't do the work and they don't trust us. We could interfere with the process. Let them do the work...

Deirdre King: I want to speak in favour of the policy... in my view it is better to work with the administration and build a series of safeguards and I have faith in the Union executive. It is important that new faculty know their rights.

The motion passed unanimously with 2 abstentions.

5. FNEEQ-FAC-FEC (CSN)

DISCUSSION

Awareness Raising Campaign

Michel Milot: There is an awareness raising campaign, not CSN, not against the Liberals nor to promote the PQ and it is college wide. It comes in reaction with Law 142 and how we were decreed last December. We lost the right to negotiate, and so forth and we thought of doing this. There will be a Press conference in the last week of October and we are going to have a kiosk on October 30, where we will be distributing a brochure with editorials on nine social issues from teachers from various colleges. The editorials will examine issues such as the national debt, financing, tuition fees, etc. and these texts will be available for us to give to our students to enable discussion in our classes. We can propose other things. We will give coffee to students in cornstarch cups, fair trade coffee, healthy food, and we will donate the proceeds to a cause. We could also do a drawing and send the money to Darfur. We want to set an example for students and demonstrate that Cegep life is dynamic. Please stay tuned for these events and if you are interested contact the JACFA executive. We will be sending a copy of the brochure to everyone. You may want to discuss the brochure in your classes also.

Stephen Bryce: It is clear that it will be against neo-liberals - it is not pro PQ.

Mark McGuire: There is a new student group called JACTivists... it would be nice if there was music. This could attract students.

Ryan Young: I know a good congo player that we could ask.

Michel Milot: If you have any ideas for causes or charitable organization. If you have old books , etc. we could send them out elsewhere. It is a good cause to support and the money will do something good in support of the cause.

Faye Trecartin:

Is there a motion to adjourn the meeting?

Moved by: Deirdre King; seconded by Alain André.

The majority voted to adjourn the meeting.

/jh

/October 4, 2006

/Revised November 30, 2006