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SOC CCD



South Orange County Community College District Faculty Association

Volume IX, Issue December 2017

CANVAS Compensation

At the December Board of Trustee meeting, the BoT approved the agreement to compensate faculty for the work they have done, and will do, to convert to the CANVAS LMS.

Please contact your Division/School offices for the required guidelines and forms necessary to process your compensation.

Thank you all for your patience and support during this effort.

Mark Blethen
SOCCCD Faculty Association President

Representative Council Meeting Dates

Academic Year 2017-2018

Spring 2018

Monday, February 5th – IVC, LSB 105

Monday, March 5th – SC, AGB Conference Room

Monday, April 2nd – IVC, LSB 105

Monday, May 7th – SC, AGB Conference Room

All meetings take place from 3:00 – 5:00 pm

100% Membership!

We are shooting for 100% membership in FA for all areas across the district. There are a number of reasons why your membership is important. First and foremost, SOCCCD is a Fair Share/Agency Fee district, which means all faculty members pay either a membership fee or an agency fee. Both cost the same, however a union membership allows you the opportunity to vote for YOUR contract and representatives, as well as other benefits.

If you are not a member, please consider joining. Membership applications can be found under the 'Membership' tab on our FA website:

<http://www.socccdfa.net/>



Pictured: IVC Guidance & Counseling

Saddleback College Departments with 100% FT Faculty Membership:

- Counseling Services
- Kinesiology and Athletics
- On-line Education and Learning Resources
- Social and Behavioral Sciences

Irvine Valley College Departments with 100% FT Faculty Membership:

- Guidance and Counseling
- Humanities
- Language and Learning Resources

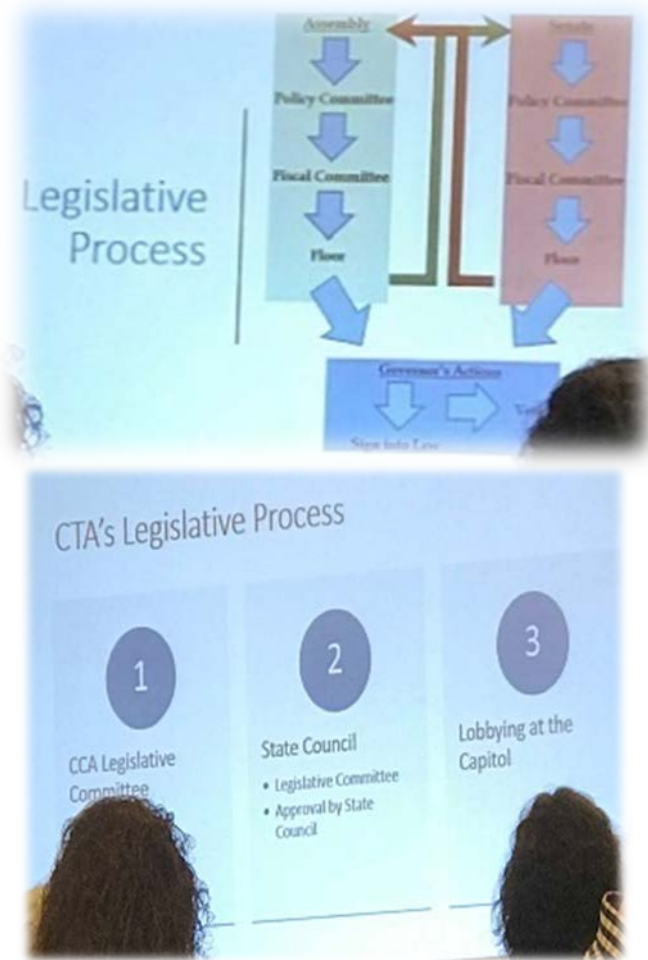
Faculty Association Luncheon
Spring 2018 Flex Week

Wednesday, January 10th
11:30 am – 1:30 pm

Irvine Valley College
Performing Arts Center (PAC)



Fall 2017 CCA Conference



General Session

Picture Credit: Evangeline Matthews, PT AESL

Upcoming CCA Conferences

2018 Winter Conference

February 9-11, 2018

Hyatt Regency LAX

2018 Spring Conference

April 20-22, 2018

Hyatt Regency LAX

CCA Conference Feedback

By Evangeline Matthews, PT AESL Instructor,
Irvine Valley College

Any particular reason you chose to attend the CCA Fall Conference in San Jose?

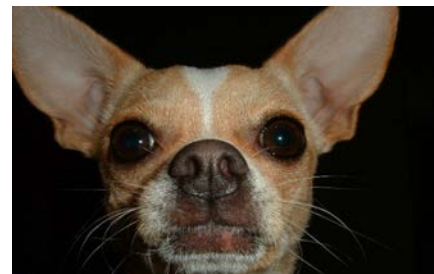
I always take advantage of the opportunities like this because I believe that attending relevant conferences or workshops will enhance my leadership skill and help me become a well-rounded educator as well.

What did you gain from your experience?

I gained more knowledge about the function of the CCA/CTA, specifically on how we can improve as educators and better serve our students. Additionally, I met educators from different colleges, including my IVC colleagues, with varying professional expertise and experience to share.

Would you attend another CCA Conference?

I would definitely go again if given the opportunity. In the future, I would like to continue attending different leadership opportunities offered by the CCA, if possible.



Cookie is watching you! Have a wonderful holiday season and be safe.

NEGOTIATIONS STALLED **BEFORE THEY BEGIN**

By: Lewis Long, Chief Negotiator

Over the past several contacts, negotiations for a new contract have dragged on long after the previous contract had already expired.

Recognizing the need to establish a new contract before the existing contract expires, the Faculty Association and District negotiating teams made it possible to begin negotiations much earlier: under the previous rules, negotiations would not have started until next May, and under the new rules, we could have started as early as this past October.

However, things at the District have not been running smoothly, especially with those running the show. At one point, the offices of the Chancellor, two of the three District Vice Chancellors, the Saddleback College President, and the IVC Vice President of Instruction were vacant, or held by acting or interim appointments. Most importantly for negotiations, the District lacked a permanent Chancellor or VCHR. After the search for a new Chancellor had failed to turn up a suitable candidate, Dr. Debra Fitzsimmons—the Interim Chancellor after Gary Poertner retired—retired herself, and left the District without a Chancellor until a few weeks ago. The District’s faculty contract negotiations are handled by the Vice Chancellor of Human Resources, but the District decided to remove the previous VCHR earlier in the year, effectively putting negotiations—and even their preparations for negotiations—on hold until a new VCHR could be found. A permanent replacement was only recently hired, and while new VCHR Cindy Vyskocil is well-qualified for the position, she seems to have her hands full overcoming months without leadership in Human Resources, and has not yet had time to establish a negotiations timeline. We don’t yet

know even when negotiations will begin, and our early window is wasting away.

With the disruption in leadership, it has been difficult to get any definitive action out of the District. There are a series of open issues for which the Faculty Association has been attempting to find some resolution: Department Chair duties, a new faculty evaluation form, and language regarding benefit cost caps for dependents of retired faculty were all in various degrees of resolution when the previous VCHR was removed, and have made little progress since. In addition, our District has a legislated mandate to negotiate part-time rehire rights, and while the Faculty Association has long had a proposal ready, and both sides have gone through the public “sunshining” process necessary to begin negotiations, the process seems to have stalled at the gate.

Recently, there has been a more dire development. Now-retired Chancellor Debra Fitzsimmons and Faculty Association representatives had worked out an agreement about the compensation for faculty converting their course materials from Blackboard to Canvas. The colleges had rushed to adopt a new LMS, while providing little technical support for faculty, leaving faculty members to convert their classes—which involves a lot of work, especially for on-line courses—on their own. Along with all the increasing and uncompensated workload for faculty members, the time spent converting classes amounted to a huge time obligation. The resulting proposal was jointly recommended to the Board of Trustees as a fair resolution, reached through careful consideration and lengthy discussions. However, the Board has resisted adopting the proposal, and one trustee thought it appropriate to accuse the faculty of “egregious over-reach” by an already “generously compensated” faculty.

After many years of difficult negotiations with a faculty-hostile Board, the Faculty Association Negotiating Team was looking forward to a more collaborative negotiation process, reaching a reasonable resolution in a reasonable length of time. We had hoped for a new era of cooperative negotiation as the administration and the faculty work together to construct a new contract, and continue to develop a healthy work atmosphere in which everyone is working together to serve students, our primary mission. Now, we seem to be faced with a Board that is unwilling to accept a reasonable joint recommendation from their own administration and the Faculty Association. Some Board members have seen this as an opportunity for more micromanagement, attempting to craft and agendize their own substitute plan, without involving the faculty representatives. The unwillingness of the Board to accept a good-faith resolution to a complex problem threatens to undermine our whole upcoming negotiation process. How can the faculty negotiate with the District to establish a new contract if the Board is unlikely to accept the agreement reached in good faith? How can

we negotiate if the Board feels it's appropriate to illegally interfere in negotiations? How can we negotiate with the District when the Board has just publicly questioned the judgment of their own District representatives?

Worse, members of the Board seem to think that we are already "generously paid," despite the fact that compensation increases over the past ten years have fallen well behind the increased cost of living, especially in south Orange County.

The next few months will be interesting, and I hope that we have better news to report at the spring Flex-week meeting. Stay tuned.

[This update was written before the Board's approval of the Canvas conversion stipend at the Monday, December 11th Board meeting. Despite the Board's approval of the stipend, however, the concerns expressed about the Board's process in adopting this agreement still apply. Let's hope that the tormented process of adopting this agreement turns out to be a growing pain, and will establish a path toward smoother negotiations in the future.]

CTA/NEA

Journey to Financial Independence

CTA will arrange and pay for release time for up to five leaders and/or site reps per chapter; except Issues Conference, which is limited to three per chapter. *For Issues Conference, CTA will also reimburse up to three leaders and/or site reps per chapter for the Thursday night lodging at the Rio Hotel.

All sessions take place on the Friday before the following main conferences and are from 10:00 am – 4:00 pm:

- Issues Conference* – Rio Hotel, Las Vegas, NV January 26, 2018
- Good Teaching Conference, North – Fairmont Hotel, San Jose, CA February 2, 2018
- Equity & Human Rights Conference – Marriott, Torrance, CA March 2, 2018
- Good Teaching Conference, South – Hyatt Regency, Garden Grove, CA March 16, 2018

Register: www.CTAGo.org

Questions: 650.552.5200

2018 Winter CCA Conference

When: February 9-11, 2018 Where: Hyatt Regency LAX