



**SOC CCD**

South Orange County Community College District Faculty Association



Volume XI, Issue December 2018

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**Lewis Long**  
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*Saddleback College  
Grievance Co-Chairs*

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## **Faculty Association Luncheon**

# **Spring 2019 Flex Week:**

**Wednesday, January 9th**

**11:30 am – 1:30 pm**

**Saddleback College**

**Cafeteria**

## **Representative Council**

### **Meeting Dates:**

**(Academic Year 2018-19)**

## **SPRING 2019**

**Monday, February 4<sup>th</sup> – IVC, LSB 104**

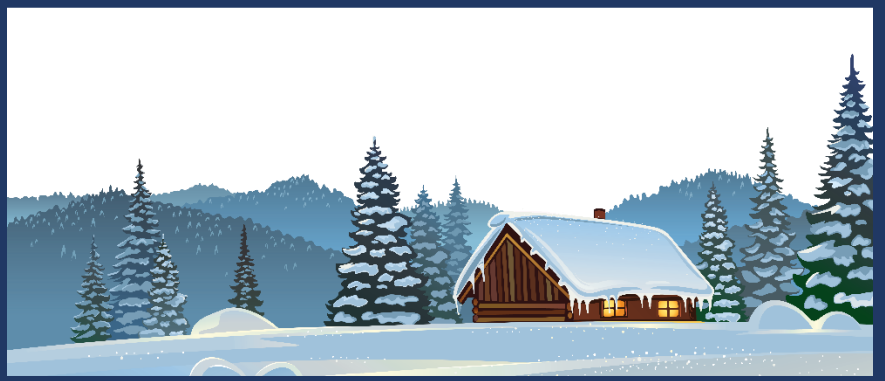
**Monday, March 4<sup>th</sup> – SC, AGB**

**Monday, April 1<sup>st</sup> – IVC, LSB 104**

**Monday, May 6<sup>th</sup> – SC, AGB**

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

# Negotiations Update



*By Lewis Long, Chief Negotiator*

After several months (though many fewer months than in our recent contract negotiation history), the Faculty Association and the District Negotiating Teams are nearing the end of negotiation to establish the new faculty contract.

The two teams have reached agreement on the most challenging issues, including faculty salary increases and rehire rights for qualifying senior part-time faculty members (probably the most significant change to the contract), and are close to resolving the remaining issues.

There will be few surprises in the new contract, and—we hope—few disappointments.

For most faculty members, the item of most interest will be salary. In the tentative agreement on salary increases, the faculty salary will increase by 2.71% for 2018-2019, 2.57% for 2019-2020, and 2.67% for 2020-2021. With annual compounding, this will produce an 8.17% increase in compensation over the three years of the contract for the full-time and part-time, non-classroom faculty salary schedules.

The part-time faculty “parity ratio”—the number used to calculate the part time salary schedule—for part-time classroom faculty will also increase over the three years of the

contract to 57.30%. With annual compounding, in conjunction with the salary increase described above, this will result in an 11.59% increase in part-time classroom compensation over the life of the contract.

The full-time overload parity ratio will also increase to 49.15% over the three years, resulting in an overall, compounded increase in that salary schedule by 9.52%.

The two negotiating teams will meet twice in December. It is very likely that we will finish negotiating the contract during those meetings, and come to a tentative agreement on the whole contract.

If that agreement is reached in December, the Association Negotiating Team will present the contract to the faculty at the Faculty Association’s spring Flex luncheon, followed by an on-line ratification vote of Association members (one must be a dues-paying member to vote on the contract). After a successful ratification, the contract goes to the Board for adoption, which is likely to be at the February board meeting, if all goes as anticipated. Following Board adoption, implementation will take place.

The salary increases for 2018-2019 will be retroactive to the beginning of the fall semester, and should appear in your regular paycheck later in the spring semester.



# Faculty Testimonials

*"The most significant service my Faculty Association has provided me is ...."*

*Contract negotiations! Thank you for your tireless efforts to make sure faculty are fairly compensated for the work we do.*

Ray Zimmerman – LA/SC

*I benefited greatly from the panel discussion on applying for a full-time position workshop. (Still part-time but hopeful)*

Kim Raynesford – LA/ESL/SC

*Benefits that allowed me to finally get hearing aids!*

Virginia Shank – English/IVC

*Negotiating health and dental insurance plans that allow my family to visit specialists without the stress of being able to cover medical costs.*

Abby Sirulnik – MSE/SC

*An amplified, proactive voice.*

Bill Billingsley – SBS/SC

*The assistance received from Kathy, grievance chair at IVC, when I experienced a serious issue with a faculty member.*

Elizabeth Chambers – SBS/IVC

*By negotiating a strong contract that treats counselors and instructional faculty equally.*

Ann Marie Breslin – SESP/SC

*Representing me when I was part-time. Thank you!*

Orlantha Nin – SESP/SC

*"Unemployment insurance workshops have helped me a lot during the time when my class getting cancelled. Interview skills workshops for part timers have given me a lot of clues as to how to prepare myself."*

W. Woodward – Math/IVC





# Faculty Association Scholarship Winner



## **SOCCCD FA Foundation Scholarship Winner: Vanessa M. Herrera of Irvine Valley College**

(Pictured left with Faculty Association  
Secretary, Dr. Parisa Soltani)

SOCCCD FACULTY ASSOCIATION DONORS,  
Thank you so much for your generosity  
and for the time you dedicated  
towards this scholarship. This  
scholarship helps me so much along  
my journey towards becoming an  
elementary school teacher. Often  
times it is difficult for a student  
like myself to receive needed  
financial aid. The IVC scholarship  
foundation is a blessing because  
of all the kind donors like you  
that allow students to pursue their  
dreams. Thank you so much for  
providing me with such an immense  
amount of support. One day I will  
return the favor and become  
a donor myself.

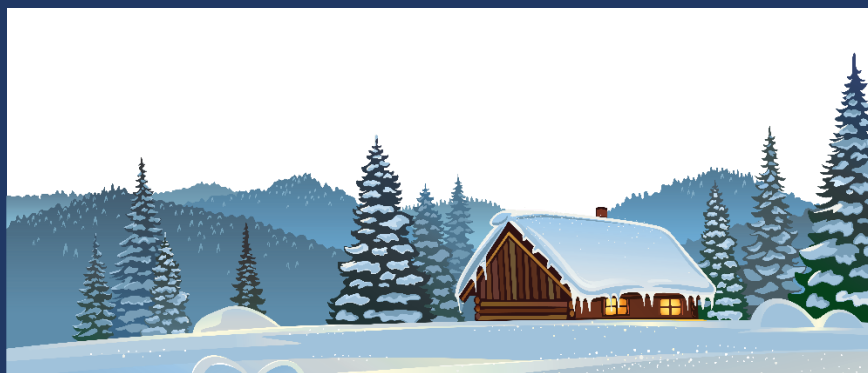
Much Thanks,

Vanessa M. Herrera

SOCCCD FACULTY ASSOCIATION,

You really made a difference –  
and you truly are appreciated.

*Congratulations*



# CCA Winter Conference 2019

## Tentative Agenda:

<b>Friday, Feb. 8</b>	9 am – 12 pm	Committee Meetings
	12 pm – 12:30 pm	Lunch
	12:30 pm – 4 pm	Board Meeting
	6 pm – 9 pm	Conference
<b>Saturday, Feb. 9</b>	8:30 am – 6 pm	Conference
<b>Sunday, Feb. 10</b>	8:30 am – 12 pm	Conference

**A call for Delegates will be emailed during Spring 2019 Flex Week**

**Future Conference (Save the Date): CCA Spring Conference “Advocacy in Action” – April 26 – 28, Hilton Irvine, Orange County Airport**

<https://www.cta.org/en/Professional-Development/Events/Conferences.aspx>

## TOP TEN REASONS TO JOIN THE SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT FACULTY ASSOCIATION

1. **Strength in numbers! The larger the membership, the stronger we are at the negotiations table!**
2. Becoming a member gives you a vote in all of the below.
3. SOCCCDFA negotiates your compensation and working conditions.
4. SOCCCDFA directly assists all faculty in filing contract related grievances.
5. SOCCCDFA represents faculty interests in election campaigns for the Board of Trustees. Election outcomes have a direct effect on overall work environment, compensation, priorities, culture and morale in the District.
6. SOCCCDFA is affiliated with NEA, the largest educational organization in the world, plus CTA & CCA.
7. NEA & CTA membership includes \$1 Million Educators Employment Liability Insurance. It also entitles you to legal counsel and representation in work-related matters.
8. NEA & CTA memberships each include limited life and accidental death and dismemberment insurance.
9. NEA & CTA membership includes travel, entertainment and major purchase discounts as well as optional financial services.
10. NEA (National Education Association), CTA (California Teacher’s Association) & CCA (Community College Association), actively pursue legislation to promote fair practices for faculty in public educational institutions.

## HELP FOR BUTTE COLLEGE

Over 400 Butte College students and 100 faculty and staff affected by the Camp Fire are now homeless or displaced and have critical needs. Butte College's Foundation has set up the Butte College Camp Fire Relief Fund to collect tax-deductible donations that they will use to help students, staff, and faculty who are victims of the Camp Fire.

Funds will be used for fire relief at the discretion of the Butte College Foundation (a 501(c)3).

The website to donate is:

<http://www.butte.edu/campfire/donate.html>

More information on the Foundation can be found at:

<http://www.butte.edu/foundation/>.

If you prefer to send a check, please mail it to Butte College Foundation, 3536 Butte Campus Drive, Oroville, CA 95965. Add "Butte College Fire Relief Fund" to the memo line.



## A Part-time Faculty Member Perspective

### ***How did you become involved in your local Faculty Association (FA)?***

This probably makes me a nerd, but I love attending conferences. So, when members were given the opportunity to attend the Fall 2017 Community College Association (CCA) conference, I joined the union. Meeting interesting people, learning new things, becoming more aware of important faculty issues, and having the opportunity to work with dedicated colleagues, I was hooked! That's why I jumped at part-time Faculty Chair Beth Clary's invitation to fill a vacant part-time Representative Council position last January. I have been active ever since.

### ***What benefits have you seen since you have become involved in your local FA as a PT Rep?***

I have seen salary increases, maintenance of health benefits, improved working conditions, and stronger faculty representation, none of which would have been realized without the tireless work of our collective bargaining unit.

### ***What does this commitment entail?***

As a CCA Board Member, I am a part of the policy-making body for faculty of the California Community Colleges who are members of the CCA. This requires me to attend seven Board meetings annually, collaborate with fellow Board members and our local chapter, and serve on a CCA Board Committee. As a Governance Committee member, I am required to attend seven committee meetings and fulfill various duties and responsibilities as described on the CCA's website: <https://cca4us.org/committees>

### ***What advice would you have for those interested in getting involved?***

Do it. Become a member. Recognize your own interests, abilities, and talents, and match them with the opportunities and needs of the FA.

### ***What were the drawbacks, if any?***

Thankfully, I have not experienced any drawbacks. While I acknowledge that this commitment requires a considerable investment of time and energy, this is a worthwhile undertaking.

## Attention all SOCCCD Part-Time Faculty Members!

Do you work at multiple colleges? If so, are you a union member at all the colleges you work at?

Confused about your membership?

Afraid you might be paying too much?

Unsure about what benefits your membership offers?

Contact your Membership Chair, Jenny Langrell, at [jiangrell@saddleback.edu](mailto:jiangrell@saddleback.edu) or 949.582.4453.

We can help you manage your membership status and ensure you are not overpaying! Membership has its benefits, especially when it comes to voting for your faculty contract!

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