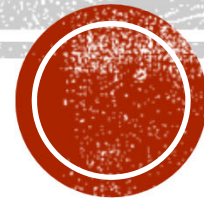






# **SOCCCD FACULTY ASSOCIATION NEW FULL-TIME FACULTY ORIENTATION**

Fall 2020



# WHAT IS THE FACULTY ASSOCIATION?

- The Faculty Association is a labor union.
  - Affiliated with
    - California Community College Association (CCA)  
Largest public employee association in California
    - California Teachers Association (CTA)  
Largest public employee association in California
    - National Education Association (NEA)  
Largest public employee association in the US



# WHAT DO CCA, CTA, AND NEA DO?



- political advocacy and representation on issues affecting education, teachers, and teacher's rights
- provide support for local school board elections
- provide support for contract negotiations
- provide legal representation and support to local affiliates
- provide legal representation to individual members
- offer benefits to members
- provide educational and professional development opportunities to members



# WHAT IS FACCC?



- Faculty Association of California Community Colleges
- Political advocacy organization promoting legislation supporting faculty—
  - academic freedom
  - funding
  - retirement benefits
- NOT affiliated with the SOCCCD Faculty Association
- BUT we do encourage you to join



# WHAT IS THE FACULTY ASSOCIATION?

- The Academic Senates: academic and professional matters (“10+1”)
  - curriculum, including establishing prerequisites and placing courses within disciplines;
  - degree and certificate requirements;
  - grading policies;
  - educational program development;
  - standards or policies regarding student preparation and success;
  - district and college governance structures, as related to faculty roles;
  - faculty roles and involvement in accreditation processes, including self-study and annual reports;
  - policies for faculty professional development activities;
  - processes for program review;
  - processes for institutional planning and budget development; and
  - other academic and professional matters as are mutually agreed upon between the governing board and the academic senate.



# WHAT IS THE FACULTY ASSOCIATION?

- **The Faculty Association: wages and working conditions**
  - wages
  - hours of employment
  - health and welfare benefits
  - leave, transfer and reassignment policies
  - safety conditions
  - class size
  - evaluation procedures
  - tenure review processes and dismissal
  - any other matter in the scope of negotiations, or covered by the contract
- It has the right to consult on—
  - definition of educational objectives
  - content of courses and curriculum
  - selection of textbooks





# WHAT DOES THE FACULTY ASSOCIATION DO?

- **The contract:** negotiates and protects the faculty contract and the rights and privileges therein
- **Grievances:** protects the rights of individual faculty members through the grievance process
- **Working Conditions:** represents the faculty in working conditions and safety
- **Information:** distributes information about matters relevant to working conditions at the state and local level
- **Political Action:** represents faculty interests through political advocacy and the elections process
- **Collaboration:** coordinates activities with other faculty and labor organizations



# CURRENT OFFICERS OF THE ASSOCIATION

- Lewis Long, Irvine Valley, president
- Melanie Haeri, Irvine Valley, vice-president/president-elect
- Marianne Wolfe, Irvine Valley, secretary
- Frank Gonzalez, Saddleback, treasurer
- Jenny Langrell, Saddleback, membership chair
- Karyn Bowers, Saddleback, part-time faculty chair
- Kurt Meyer, Irvine Valley, past-president
- Claire Cesareo, Saddleback, chief negotiator



# GRIEVANCE CHAIRS

- Irvine Valley College
  - Kathy Schmeidler
  - Bill Etter (spring)
- Saddleback College
  - Margot Lovett
  - Mark Blethen



# OTHER POSITIONS WITHIN THE ORGANIZATION

- Maddie Hernandez, administrative assistant
- Representative Council Representatives
- Political Action Committee Representatives

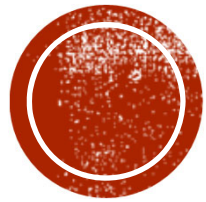


# FACULTY ASSOCIATION DUES

## 2019-2020

	Annual	Monthly
<b>SOCCCDFA</b>	\$200.00	\$20.00
<b>CCA</b>	\$99.00	\$9.90
<b>CTA</b>	\$720.00	\$72.00
<b>NEA</b>	\$196.00	\$19.60
<b>TOTAL</b>	<b>\$1215.00</b>	<b>\$121.50</b>





# **BENEFITS OF MEMBERSHIP**



# WHY JOIN YOUR FACULTY ASSOCIATION?

- Vote in your representatives and the officers of the association
- Vote for the negotiated contract
- Legal representation from CTA, if necessary

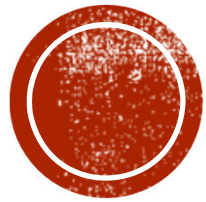


# WHAT ARE THE BENEFITS OF CCA, CTA, AND NEA?

- Insurance and benefits for local chapters and members, including—
  - NEA life insurance
  - \$1 million liability insurance
  - available CTA life, auto and home insurance plans
- Discount programs
- Funding and grants for local activities
- Educational grants and scholarships for members and dependents
- Disaster Relief Fund







# **FACULTY ASSOCIATION ORGANIZATION**



# THE REPRESENTATIVE COUNCIL

- elected representatives from each division or school and from the part-time membership
- meets monthly (first Monday)
- duties include:
  - establishing policies and objectives
  - adopting the annual budget
  - directing the bargaining activities and grievance processing, subject to the Executive Committee
  - approving Committee and Bargaining Team appointments
  - adopting the Standing Rules
  - exercising all business and organizational powers and duties as prescribed by law and the bylaws
  - conducting constant and on-going liaison between the Representative Council and the members



# THE EXECUTIVE COMMITTEE

- coordinates the activities of the Association
- acts for the Representative Council when school is not in session
- directs the bargaining activities and grievance processing of the Association, subject to policies set by the Representative Council
- recommends a budget for the Association to the Representative Council
- exercises all the business and organizational powers and duties for the Association as prescribed by law and the bylaws, subject to any restrictions that may be imposed by the Representative Council



# THE POLITICAL ACTION COMMITTEE (PAC)

- interviews candidates and potential candidates for the Board of Trustees
- recommends for endorsement candidates for the Board of Trustees
- approves expenditures from the PAC fund



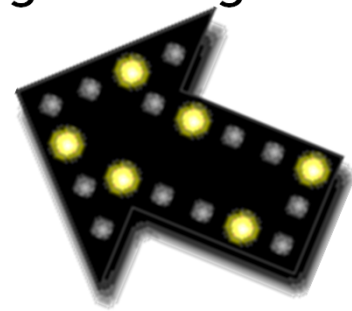
# OTHER ASSOCIATION COMMITTEES

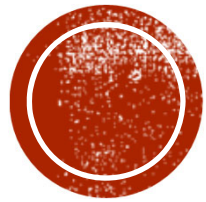
- Budget Committee
- Communications Committee
- Grievance Committee
- Membership Committee
- Part-Time Faculty Committee
- Organizing Committee



# WHAT CAN YOU DO?

- Stay informed
  - read the contract
  - know your representative and ask questions
  - read Association communications
- Get involved
  - join one of the committees
  - come to Association events, workshops, and gatherings
- Become part of the future leadership
  - Rep Council member
  - PAC member
  - officer





# THE TENURE REVIEW PROCESS



# 2018-2021 CONTRACT

- Four-year probationary period:
  - 1st contract for year 1
  - 2nd contract for year 2
  - 3rd contract for years 3 & 4
- Letter of non-renewal must be received by March 15th of that year, or you are automatically renewed.
- Evaluation process, four steps:
  - Self-Evaluation
  - Tenure Review Committee (TRC) Evaluation
  - Student Evaluations (must be reviewed by a peer of your choice; can be used in evaluation report for probationary faculty only)
  - Faculty Performance Evaluation Report and Post-Evaluation Meeting





# SELF-EVALUATION — A PORTFOLIO

- A way for you to demonstrate your accomplishments and strengths
- No required format or content
- Should include:
  - Report of committee work/college service
  - Accomplishments (publications, exhibitions, performances, paper presentations, etc.)
  - Awards and achievements
  - Professional development highlights (conferences attended, etc.)
  - Sample class materials (syllabi, assignments, exams, etc.)
  - Goals and objectives for next evaluation period
  - Anything else you would like to include
- Due November 1 of each year



# THE TENURE REVIEW COMMITTEE

- The TRC includes:
  - The dean
  - At least two tenured faculty members from the department, division/school, or related discipline.
    - Faculty members are appointed by the dean in consultation with the department chair.
  - A non-voting mentor, selected by the probationary faculty member in consultation with the department chair.
- All appointments must be approved by the Academic Senate.
- Should be the same TRC throughout the 4-year period



# REVIEW PROCESS

- Scheduled classroom/worksites visits by all members of the TRC of at least 50 minutes.
  - Must be a mutually-agreed upon time.
  - For online classes, the class is presented to the member(s) of the TRC by the faculty member. Direct access to the class is not required.
- A joint evaluation report is prepared by the TRC, with recommendations for renewal or non-renewal.
- If the results of the TRC evaluation are unsatisfactory, you should receive a remediation plan.
- If a remediation plan is received, the TRC should meet with you and/or observe you during the following year to track progress on the plan.
- You can be evaluated in fall and spring semesters, if needed.



# IMPORTANT POINTS

- The purpose of the evaluation process is for continuous improvement of the employee. You have a right to an evaluation and a discussion on the findings.
- The specific classes and dates of the observations must be mutually-agreed upon.
- No one can just stop by and observe your class without your knowledge.
- Observations that take place outside of the evaluation process cannot be used for the purposes of the evaluation.
- Nothing based on hearsay can be included in your evaluation. Everything must be documented.
- Read the contract and look over the evaluation form to see what items can be included in the evaluation.
- Non-renewal after 3rd and 4th year must be for cause and requires an arbitration hearing.



# HOW CAN WE HELP YOU?

- Contact us:

- [socccdfa.org](http://socccdfa.org)
- [facultyassociation@socccd.edu](mailto:facultyassociation@socccd.edu)
- 949-582-4988



**Thank you for  
coming!**

