



MINUTES

Representative Council Meeting

Zoom address: <https://cccconfer.zoom.us/j/96721405335>

3-5 pm, September 14, 2020

Officers Present:

Lewis Long, Irvine Valley College
Melanie Haeri, Irvine Valley College
Kurt Meyer, Irvine Valley College
Frank Gonzalez, Saddleback College
Marianne Wolfe, Irvine Valley College
Jenny Langrell, Saddleback College
Claire Cesareo, Saddleback College
Karyn Bower, Saddleback College

Grievance Chairs Present:

Mark Blethen, Saddleback College
Margot Lovett, Saddleback College
Kathy Schmeidler, Irvine Valley College

Representatives from Irvine Valley College present:

Daniel Vernazza, HUM
Amy Stinson, PST
Kathy Schmeidler, LST
Ted Weatherford, KHA
Parisa Soltani, GS
Carolina KuSSoy, BS
Carlo Chan, MCSE
Kelicia Galvan, LLR
Amanda Jerome, LLR
Massimo Mitolo, IDEA

Representatives from Saddleback College present:

Christina Ghanbarpour, SBS
Joshua Pryor, LA
Michael Hoggatt, SE&P
Sam Abbas, MSE
Jennifer Rohles, KNS
Mike Long, GC
Pamme Turner, FAA/EI
Bill McGuire, FA&MT

Part-time Representatives present:

Nancy Allah (SC)
Susan Bliss (SC)
Noushin Seddighzadeh (SC)
Deborah Solon (SC)

- 1) Call to Order – 3:05 pm Lewis L.
- 2) Introduction of Guests (3:05 pm)
 - a) No guests

- 3) Adoption of Agenda (3:05 pm – 3:06pm)
 - a) Motion made by Melanie H. to approve agenda, Kathy S. seconded.
 - b) Agenda changes: moving up item 10 to item 5
 - c) Melanie H. moves to approve agenda with edit, Kathy S. seconded.
 - d) Unanimously approved.
- 4) Approval of Minutes: (3:07 pm – 3:15 pm)
 - a) May 4, 2020 (attachment A)
 - i) Discussion: Add Bill McGuire(SC, Arts) to attendees
 - ii) Motion made by Bill M., seconded by Kathy S.
 - iii) Unanimously approved.
- 5) CCA/CTA Regional UniServ Consultant Robin Devitt (moved from item 10) (3:16 pm - 3:25 pm)
 - a) Robin Devitt from CTA to talk about updates from the group regarding Prop 15
 - b) Links provided by Robin:
 - i) Yes, I support Prop 15, please removed me from the call list:
<https://forms.office.com/Pages/ResponsePage.aspx?id=eYLkLdOcyk2i1KZORoXxMQ5nmrN4T7RGpTeMFCiOdPdUOEEdTVDQ2MExUV1IQVEpaWVowWEZONzZMNy4u>
 - ii) Estimated funding your school district could receive if Prop 15 passes: <https://www.cta.org/our-advocacy/scf/estimated-funding>
 - c) Discussion: Prop 15 media campaign and overview of the phone banking process for those who are volunteering. She will provide PowerPoint to volunteers.
- 6) Introduction of new officers (3:26 pm – 3:29 pm)
 - a) President: Lewis Long
 - b) President elect: Melanie Haeri
 - c) Secretary: Marianne Wolfe
 - d) Part-time chair: Karyn Bower
- 7) Confirmation of Representatives (3:30 pm – 3:31 pm)
 - a) IVC, Business Sciences
 - i) June McLaughlin, representative
 - ii) Carolina Kussoy, alternate
 - b) IVC, Language and Learning Resources
 - i) Kelicia Galvin, representative
 - ii) Amanda Jerome, alternate
 - c) IVC, Integrated Design, Engineering, and Automation (IDEA)
 - i) Massimo Mitolo, representative
 - d) Christina G. moved to approve, seconded by Melanie H.
 - e) Unanimously approved.
- 8) Introduction of Representatives (3:32pm)
 - a) No actual introductions due to the length of the agenda. Just waved at each other.
- 9) Report of summer Exec actions on behalf of the Representative Council—Lewis Long (3:32 pm – 3:35 pm)
 - a) Endorsements of Board candidates Carolyn Inmon and Jim Wright
 - b) Executive board had to approve this over summer due to the timeframe required to receive CTA funding
 - i) Motion made by Kathy S., seconded by Parisa Soltani
 - ii) Unanimously passes
- 10) Officer and Committee Reports (3:35 pm – 4:16 pm)
 - a) Treasurer's Report—Frank Gonzalez
 - i) Budget Advisory Committee
 - (1) Frank sent an email with the proposed budget and here is the link that will be kept live:
https://drive.google.com/file/d/1GsDX9ZNGRYklnrJBIXC_dXn-ZTvE_-Yy/view?usp=sharing
 - (2) CTA approved \$20,000 for the campaign for the SOCCCD Board of Trustees seat(s).
 - (3) Scholarships \$920 extra monies due to matching program (see agenda item 16)
 - (4) Motion made by Sam A. to approve budget as is with knowing there is an additional \$20,000 for the campaign coming from CTA, seconded by Jenny L.
 - (5) Motion passes; abstentions from Frank G.
 - b) Membership Report—Jenny Langrell

- i) Membership is about 14 members down; New members to the college decided not to join the union
- ii) Will send out new list of PTs to have their schools check the lists
- iii) An online membership form is now available for easier, convenient enrollment
- iv) Discussion: Can we have the people who have new schools reach out to their new hires to talk about the benefits of joining the union?
- c) Secretary's Report—Marianne Wolfe
 - i) Communications Advisory Committee
 - (1) Newsletter committee releases 1 newsletter a semester, please join if interested
 - Contributions from Lewis L. regarding the PAC information and President's report along with Claire C. with the negotiations report
- d) Organizing Committee Report—Melanie Haeri
 - i) Will be reaching out to recruit for volunteers for phone banking (Prop 15 and SOCCCD Board of Trustees vote)
 - ii) Attends the Covid 19 committee on campus. Update: right now they are looking at the CDC and Public Health Agencies on guidelines for institutions of higher education to reopen to see if IVC/SC are in good standing. Ergonomic chairs have been approved for PT and staff to request. Need to go through your Dean to request the chairs.
 - iii) Academic Senate committee: there are currently two (2) board policies that will be covered in agenda item 15.
- e) Negotiations Report—Claire Cesareo
 - i) Emergency campus closure instruction MOU
 - (1) We are now at table for discussions on for safety protocols for the district. Participating in these groups allowed for us to facilitate procurement for equipment or supplies (like chairs) and contract pay rather than per capita for low enrollment courses
 - ii) Contract cleanup
 - (1) Soon the negotiations team will be meeting with the District HR to review and clarify/clean up language in the contract. These are non-substantive issues/changes.
 - iii) Formal negotiations
 - (1) Process has already started with the first task of collecting the concerns of the members, which was conducted fall 2019/spring 2020.
 - (2) Sunshine proposals will go to Board of Trustees meeting in September to allow for anyone to make public comment/changes, then any changes will be made and the proposal will go for approval again in October meeting. After that, officials will start. All of the next Board meetings will be mid-month rather than the end of the month.
 - iv) Edits for Sunshine Proposal
 - (1) See handout from Claire C.
 - v) District's Sunshine Proposal topics they shared with the negotiations team
 - (1) Deans right of assignment to clarify that role (Specific duties for faculty in their assignment)
 - (2) Extra duty days
 - (3) Intellectual property
 - (4) Student Evaluations
 - (5) Safety
 - (6) Adjust grievance timelines
 - (7) Workload banking
 - (8) Parental leave
 - vi) Discussion: Deans right of assignment is by their discretion right now. Share with your constituencies. Make sure they are updated and bring the questions back to our meetings. We can make the discussion an agenda item or have an informal discussion.
- f) PAC report—Lewis Long (4:17pm – 4:31pm)
 - i) Candidate endorsements
 - (1) Area 1: Carolyn Inmon (endorsed) (past CCA president and past teacher, articulate, strong willed) <https://www.facebook.com/Carolyn-Inmon-South-OC-Community-College-Board-candidate-Area-1-110865924070654/>
 - (2) Area 3: Bobbe Jay (uncontested) (will not show up on ballot)

- (3) Area 6: Jim Wright (endorsed) (running against someone with no statement)
- (4) Area 7: Tim Jemal (endorsement recommended by PAC) (has opponents with no statements)
- (5) Motion moved by Frank G. to approve endorsements, seconded by Ted W.
Discussion: Do we want to endorse Tim J. even though he has not supported us (faculty) in the past. He is influential with other trustees. Would prefer to affix conditions to endorsement. In future Area elections are coming (2022) instead of the large voter base the board seats have now.

(6) Motion passes: Majority of “thumbs up” votes, 5 abstentions.

ii) Election support (4:31 pm – 4:41 pm)

- (1) We were approved for \$20,000 for the Board of Trustees campaign from CTA funds; we now have budgeted \$120,000 for the campaign including money from the PAC
- (2) Phone banking (SMS banking)
 - \$18,000 for 3 months of using a phone number “bought” by CTA. Instead, an option we can explore that would save some money would be to get a Google Voice business account and use those numbers to call the phone lists provided by CTA. There are about 65,000 CTA members in the voter area who we are targeting.
- (3) Sign delivery
 - Mailers and yard signs will be our advertising strategy this election cycle.

11) CCA/CTA Regional UniServ Consultant Robin Devitt (moved to higher agenda item)

12) Prop 15 Support, phone banking (4:41 pm – 4:42 pm)

- a) Already discussed; Prop 15 phone calls and including the Board of Trustees in the same call might be too much to handle

13) Saddleback College Gaucho mascot—Claire Cesareo (4:42pm – 5:00 pm)

- a) Is the FA interested in taking a position in a side for replacing Saddleback College’s Gaucho mascot?
<https://retirethegaucho.weebly.com/>
- b) Discussion: Over 200 signatures collected to rebrand/change mascot in light of racial injustices and inappropriate appropriation of images. Town hall was hosted to talk with campus community and it was still consensus to replace mascot. Not all FA members feel this should be a FA decision/that the FA should get involved. That it might be under the purview of Academic Senate. Others feel that if this is creating an unwelcome workplace environment, then it would be a union issue.
- c) Margot L. moves to approve the motion that the FA supports the “Retire the Gaucho” campaign to eliminate and retire the mascot and replace it with a different mascot. Seconded by Christina G.
- d) Motion passes: 16 approval, 1 opposed, 3 abstentions

14) Motion to extend the meeting by 5 minutes by Kathy S. Seconded by Christina G.

- a) Unanimously passed.

15) Board Policy Revisions—Lewis Long (5:00 – 5:05pm)

- a) BP-6140, Campus Speakers
 - i) Brought up at the beginning of 2020 but with campus closure, it was not discussed and then it was approved. It is back on agenda to be rescinded and then to go back through the proper process. It will be going back through BPARC.
- b) AR-3736, Information Security, Cloud Storage
 - i) Created by IT department. Language proposed is unworkable. Anything with grades or private information, it cannot be used. If you use anything not District approved, you could be subject to disciplinary action including dismissal/termination. Cloud storage through Google and Canvas is sold, so even the approved district cloud services are in violation of FERPA. Lewis is in a meeting next week to discuss more. Anything dealing with disciplinary action needs to be negotiated.

16) Faculty Association Student scholarships (5:05 pm 5:15 pm)

- a) IVC scholarship: There is an excess surplus. What do we want to do with it? There are 3 options: (1) let the amount accrue in our account, (2) give out more money/awards in spring scholarships, or (3) give out to the people who applied this past spring 2020.
 - i) Motion moved to give out more money next spring by Ted W. Seconded by Mark B.
 - ii) Discussion: Will the matching program always be happening or was it just a one-time thing? It will continue forever. There is a deadline for each year’s scholarship but even if we miss that and still contribute during the year, it will be rolled to the next year. Why can’t we award to the retroactive

scholarships since students need more money now rather than later? It would be an arduous process with revisiting all previous applied students and reach out to them to give them an award. Another option would be to contribute the funds to the Covid Emergency Fund.

iii) Motion to table made by Kathy S.

iv) Motion is successful. Will be brought back to next meeting after Kathy finds out what options we have for the funds.

17) Other (5:15 pm - 5:20 pm)

a) Mark B. asked if anyone is aware of surveillance cameras that are in classroom or located in area you are assigned to teach, please let him know.

i) Video camera outside Lewis' office pointing into Kelicia's office

b) Daniel V. brought up that the FA has sponsored workshops about how to apply for and interview for FT jobs for part-timers. Is this a worthwhile workshop in this environment? Or, can we better serve our PT faculty in a different way?

i) Discussion: It might be more necessary now more than ever. If it's online, more people tend to participate with people when there is a Zoom option. If we plan to do it online then you might get a better response and participation. Previous events had really positive feedback from PT faculty members from those workshops. It would be worthwhile to get a panel with someone from HR to provide insight into the online job interview process. Shared Chris McDonald mentioned in Instructional Council that there may be about 5 spots hired at IVC, so the workshop would be really beneficial.

ii) Karyn B. shared that she has been coordinating and planning to have at least 1 workshop geared towards the PT faculty per semester. Also working on adding a health insurance benefits workshop since many are not familiar with that. Planned to all be virtual for fall.

18) Information (5:20 pm)

a) CCA Fall Virtual Conference, October 7-10

i) Virtual conference. Register on your own and attend virtually. Looking for delegates from SOCCCD to vote on our behalf.

19) Adjournment 5:20 pm

20) Motion to adjourn meeting by Kathy S. Seconded by Christina G.

a) Unanimously approved.

21) Next meeting: October 5, 2020, <https://cccconfer.zoom.us/j/92966464016>

**An Initial Proposal to Amend and Modify the
SOCCCD *Academic Employee Master Agreement*
SOCCCD Faculty Association**

September 2020

The *Academic Employees Master Agreement*, which specifies the duties, obligations, working conditions and compensation for all full-time and part-time faculty of the South Orange County Community College District, will expire at the end of June 2021. In preparation for negotiations to establish its replacement, pursuant to Section 3547 (a) of the California Educational Employment Relations Act, the South Orange County Community College District Faculty Association hereby notifies the Board of Trustees and the residents of the South Orange County Community College District that it proposes the following modifications to the existing *Agreement*:

Article VIII: Negotiation Procedures

- Establish an earlier initiation date of negotiations for the purposes of reaching an agreement prior to the expiration date of the current contract

Article XIV: Assignment, Contract Year, Hours of Service, and Professional Duties

- Modify assignment hours
- Extend compensated college service and professional development opportunities to part-time faculty

Article XV: Workload

- Clarify language on small lecture assignments (contracted classes)
- Clarify language on team teaching assignments
- Clarify priority rehire eligibility (PRE) processes
- Add extra duty days for certain disciplines (e.g., forensics)
- Specify conditions for reassignment
- Increase department chair compensation
- Clarify list for department chair supplemental duties
- Adjust summer department chair stipend table

Article XVII: Evaluations

- Revise student evaluation process and instrument

Article XXI: Safety

- Define faculty association role in developing safety protocols and procedures
- Establish safety protocols and procedures

Article XXVII: Benefits

- Clarify part-time health insurance process
- Increase full-time life insurance maximum
- Extend life insurance benefit to qualified part-time faculty

Article XXIX: Leaves

- Modify parental leave benefit

Article XXX: Wages

- Eliminate the part-time tutorial rate on the salary schedule and combine with the full-time classroom overload rate
- Improve faculty compensation rates
- Achieve part-time parity
- Adjust initial salary schedule placement credit
- Extend doctoral stipend to part-time faculty
- Eliminate the static steps on the full-time salary schedule