

Minutes

Representative Council Meeting

3-5 pm, September 13, 2021

[https://ivc-edu.zoom.us/](https://ivc-edu.zoom.us/j/97040297758)

[j/97040297758](https://ivc-edu.zoom.us/j/97040297758) Meeting ID: 970 4029

7758

EXEC

Lewis Long, President
Claire Cesareo, Negotiations Chair
Kurt Meyer, Past President
Melanie Haeri, President Elect
Jenny Langrell, Membership Chair
Frank Gonzalez, Treasurer
Karyn Bower, PT Representative

SC

Donald Bowman, Business
Jane Medling, Business
Mike Long, GC
Michael Engels, GC
Bill McGuire, FA
Janine O'Buchon, HSHS
Josh Pryor, LA
Christina Ghanbarpour, SBS
Mike Hoggatt, SESP
Susan Bliss, PT
Deborah Solon, PT
Nancy Allah, PT
Anwar Jijaz

IVC

Jennifer La Curan, Arts
Rick Boone, Business
Parisa Soltani, GC
Danielle Vernazza, Humanities
Martin McGrogan, KHA
Ted Weatherford, KHA
Kelicia Galvin, LLR
Kathy Schmeidler, LST & Grievance Co-chair
Amy Stinson, Physical Science & Tech
Bill Etter, Grievance Co-chair

1. Call to Order - Lewis Long (3:05 pm)
2. Meeting Items
 - a. Introduction of Guests
 - i. Casey Cooper, PT
 - ii. William Reinhardt, Emeritus
 - iii. Liz Jennison
 - b. Adoption of Agenda
 - i. Motion to approve agenda made by Nancy Allah
 - ii. 2nd – Kathy Schmeidler
 - iii. Unanimously approved
 - c. Approval of Minutes:
 - i. May 3, 2021
 - ii. Motion to approve 5/3/21 meeting minutes made by Kathy Schmeidler
 - iii. 2nd – Bill McGuire
 - iv. Unanimously approved
3. Officer and Committee Reports
 - a. Membership Report—Jenny Langrell
 - i. Sending membership reports later today. Our membership is staying stable. Hired 10 new faculty of which 8 signed up to be members.
 - ii. Membership Advisory Committee
 - b. Secretary’s Report—Marianne Wolfe - TABLED
 - i. Communications Advisory Committee
 - c. Organizing Committee Report—Melanie Haeri
 - i. Please encourage the FA members in your department to vote on our contract.
 - d. Part-time Committee Report—Karyn Bower
 - i. Just had September 3rd workshop. Thank you to the individuals that served on the panel. There were 40 participants.
 - ii. Next workshop dates have not been set. December 5th is “How to Apply for Unemployment Benefits.”
 - e. Treasurer’s Report—Frank Gonzalez
 - i. Budget Advisory Committee
 - ii. Provided pdf attachment of budget. If you have questions, please email Frank directly: fgonzalez@saddleback.edu. Don B. asked questions about Treasurer role and time commitment. This position is compensated at 4 LHE each term (approximately 8 hours a week).
 - iii. Motion to approve budget made by Kathy Schmeidler
 - iv. 2nd – Don Bowman
 - v. Unanimously approved, 1 abstention by Frank Gonzalez
 - f. Negotiations Report—Claire Cesareo
 - i. Most of Claire’s report will be covered later. Negotiations are over, but we are working on cleaning up contract language. Currently, there is a subcommittee reviewing the Student Evaluation survey instrument and exploring potential tools to administer said survey instrument.
4. Discussion Items - None
5. Board Policies (reviewed every 4-years), presented by Lewis Long

- a. BP 7217, Duties and Responsibilities of the Faculty (attachment B)
 - i. District is forced to negotiate this BP because this is directly related to duties and responsibilities of faculty
 - ii. Claire: this BP is far more detailed than the contract. She also pointed out the last sentence in the first paragraph: “ Certain statements may not apply to part-time faculty, or to every discipline and/or setting.” Lewis recommended additional wording for the BP.
 - b. BP 7218, Duties and Responsibilities of the Department or Academic Chair (attachment C)
 - i. FA did not secure chair duties and responsibilities within the contract.
 - c. BP/AR 7150, Evaluation of Management Team Members (attachment D)
 - i. Thank you to Mark Blethen and Kurt Meyer for their contributions to this BP.
 - ii. Questions/Observations:
 - 1. How will the evaluation impact an administrator’s standing? This depends on the BoT.
 - 2. Are there any penalties for faculty involved in this process? No
 - 3. Are part-time faculty included as part of the process? Yes
 - iii. Next BPARC meeting is Friday, September 24th , please email Lewis any questions or concerns (llong@ivc.edu)
6. Action Items
- a. Academic Employees Master Agreement, 2021-2024 (the contract) (attachment E): Claire provided a TA overview of the 2021-2023 Academic Master Agreement. **Overview of new contract: Friday, September 17th 4-5:30 pm, zoom link to be sent later.**
 - i. Article 14 – “full-time faculty are expected to perform “a portion” of their workload at their campus.” This does NOT mean that all faculty must teach a certain % of classes on campus. Workload also includes college service and office hours. Class and student contact assignments are and have been based on dean “right of assignment” and determined by programmatic needs. College service and office hours are mutually-agreed upon by the faculty member and their dean. Add language that use of college service must be mutually agreed upon by faculty member and their dean (already exists for office hours).
 - ii. Article 15: eliminated small lecture assignment (contracted classes). Team teaching can only be offered w/ the mutual consent of the affected faculty members and the dean. Reassignment requires the consent of the faculty member.
 - iii. Department chair compensation: lowest tier on the summer compensation table will be collapsed upward to match the 5 tiers of the fall/spring compensation table. Eliminated the (incomplete) supplemental duty list as it needs to be individually determined w/ the dean. Major discrepancies in department chair compensation between the two colleges.
 - iv. Article 17: We have until 2023 to implement. The FA wants Student Evaluations to be done correctly and used effectively. Student Evaluations

will not be implemented yet. The FA is enforcing that only faculty being evaluated will receive student evaluations during their evaluation term.

- v. Article 27: new tier to the PT Health Insurance Allowance (\$750). Increased the pool of money to use towards PT Health Benefits.
 - vi. Proposed Salary Schedules (attachment F)
 - 1. Current PT parity ratio is 57.3%
 - a. 2021-2022 - 61.74%
 - b. 2022-2023 - 65.20%
 - c. 2023-2024 - 70.50%
 - 2. Increased FT Classroom Overload:
 - a. 2021-2022 – 53%
 - b. 2022-2023 - 55.96%
 - c. 2023-2024 - 60.61%
 - 3. Increase for FT Faculty
 - a. 2021-2022 - 0.75%
 - b. 2022-2023 - 0.76%
 - c. 2023-2024 - 0.742%
 - d. One-time payout to FT faculty (\$4,000)
 - e. Eliminated a static longevity step
 - vii. Agreement Ratification and Adoption timeline (attachment G)
 - viii. Motion to approve made by Kathy Schmeidler
 - ix. 2nd – Bill McGuire
 - x. Unanimously approved, 1 abstention by Jane Medling
 - b. District vaccine mandate
 - i. To be applied in Spring 2022, along with a mask mandate.
 - ii. You would only be required to get the vaccine if working on-campus.
 - iii. Motion to approve a District adopted vaccine mandate with medical or religious exemption and a continued masking requirement regardless of vaccine status, made by Jane Medling.
 - iv. 2nd – Bill Etter
 - v. Majority Approved
 - 1. Nay: Rick Boone, Parisa Soltani, Kelicia Galvin, Nancy Allah and Janine O’Buchon.
 - 2. Abstain: Daniel Vernazza, Kathleen Lunetto
 - c. Other
7. Information:
- a. CCA Fall Conference, October 15-17, online: <https://www.cta.org/event/cca-fall-conference>
8. Next meeting: October 4, 2021

Adjourn at 5:23 pm