



MINUTES
Representative Council Meeting
3-5 pm, May 3, 2021
<https://ivc-edu.zoom.us/j/96892950375>
Meeting ID: 968 9295 0375

Officers Present:

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

Grievance Chairs Present:

William Etter, Irvine Valley College
Margot Lovett, Saddleback College
Kathy Schmeidler, Irvine Valley College

Representatives from Irvine Valley College present:

Carlo Chan, MCSE
Kelicia Galvan, LLR
Massimo Mitolo, IDEA
Daniel Vernazza, HUM
Amy Stinson, PST
Kathy Schmeidler, LST
Ted Weatherford, KHA
Parisa Soltani, GC

Representatives from Saddleback College present:

Michael Long, GC
Michael Hoggatt, SESP
Janine O'Buchon, HSHS
Jenny Langrell, OELR
Margot Lovett, SBS
Josh Pryor, LA
Sam Abbas, MSE
Don Bowman, SBS

Part-time Representatives present:

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

Guest:

Jonathan Rossiter, SBS IVC
William Reinhardt, EI SC
Liz Jennison, BSE SC
Silvia Kijel, LA SC

Call to Order (3:06pm)

1) Meeting Items

- a) Introduction of Guests
 - i) Jonathan Rossiter, IVC SBS
 - ii) William Reinhardt, SC EI
- b) Adoption of Agenda
 - i) Motion: Kurt M; Second: Kathy S.
 - ii) Approved: Unanimously
- c) Approval of Minutes:
 - i) April 5, 2021 (attachment A)
 - ii) Motion : Sam A; Second: Karyn B

2) Officer and Committee Reports (3:12pm)

- a) Membership Report – Jenny Langrell
 - i) Membership Advisory Committee – Not many changes other than a couple more PT members who joined. In the fall, the membership gets sent to the representative to update and clean up the membership list.
- b) Secretary's Report – Marianne Wolfe (3:13pm)
 - i) Communications Advisory Committee – Spring 2021 Newsletter will be released later this week. The CCA conference took place last week. Some of our delegates who attended will report out later this meeting.
- c) Organizing Committee Report—Melanie Haeri (3:15pm)
 - i) Help to get faculty to get out to the BOT last week. In March 28 people shared, April 8 people but with strong powerful comments. Another meeting in May coming up but we are not organizing a call out since it is around finals week. Thank you to the PT and FT faculty who spoke up and share their comments at each of the BOT meetings. It made a lot of passionate representation and told a good story about the importance of the parity.
- d) Part-time Committee Report—Karyn Bower (3:22pm)
 - i) Thankful for the PT and FT who attended the last BOT meeting – very touching to hear all the stories from everyone. We encourage education but we have faculty who qualify for low income housing. Let your PT faculty know that they can be anonymous if they still want to make a comment and the FA can submit it on their behalf.
 - ii) April 19th – How to apply for FT employment workshop had 35 participants and had such positive remarks about the benefit of the workshop.
 - One of the attendees had an interview with Saddleback College and was offered the job. Kelicia G also attended the workshop and was hired by IVC.
 - Very beneficial to have the option for both online and in-person workshops. Allows for more access and can increase participation with multiple modalities.
 - iii) May 7th – How to Apply for Unemployment Benefits – 10am-Noon; step by step on how to apply for the unemployment, 45 people are registered.
 - iv) Next Saddleback College COVID 19 meeting – May 19th. Frank G. will be present for that and will provide that information to us after attending.
- e) Treasurer's Report—Frank Gonzalez (3:32pm)

- i) Budget Advisory Committee – Emailed everyone the budget. Nothing has updated/changed. Going into his last year as Treasurer. So, if anyone is interested.
- f) Negotiations Report—Claire Cesareo (3:38pm)
- i) Article 14 and 15 – Assignment and Workload – Elimination of small lecture pay (contracted classes) – if you teach a course that has a smaller enrollment, the District pays you contract instead of the full pay for the course – they did agree on eliminating the smaller pay. Adjustment to summer department chair pay – combines Tier 1 and Tier 2. Now there are only 5 tiers for summer. This helps smaller departments.
- Area of conflict for this article – District wants everyone to use LMS for 2 things: 1: Post Syllabi and 2: Gradebook use. They are concerned we are not posting syllabi and that we are not keeping students apprised of their grades throughout the semester. FA doesn't feel like this should be part of the contract, but actually be an Academic Senate issue instead.
 - Comment: Hosting syllabus may not be a problem, but the gradebook has been a big issue for many faculty.
 - Q: Do the progress reports not meet the requirement for updating the students on their grades? A: Progress reports are more used by SC but it doesn't tell the students their actual grades.
 - Comment: Shifting your grading requires a way you grade, teach, and assign the work. The Contract is NOT the place where the District should mandate how to teach your class. It should be an Academic Senate question/focus. This is not a working condition. It is an academic and working matter.
- ii) Article 17 – Evaluations – working on making the process of collecting student evaluations more effective, equitable, and fair. Maybe 1-5 students take these evaluation – so it is not really equitable. Discussions on how student evaluations might be considered as part of the formal evaluation process for tenured and PT faculty. They will be working closely with Academic Senate too.
- iii) Article 25 – Grievances – Reduce the time to file a grievance from 1 year to 6 months (with pauses from summer and winter). If we give that timeframe up, we discussed having a mediation process prior to going to arbitration.
- Comment: CCA also suggested including Mediation into the contracts
 - Comment: If there is a time limit, then the first iteration that happens may not meet that time frame. Sometimes something may happen and they won't report it until it happens again.
 - Comment: If someone comes to you and makes a grievance, refer them to the actual grievance chairs. It is not sufficient to go to the rep, they need to also contact the grievance chairs. No knock to the reps, but make sure you go to the grievance chairs who are trained. Rep Council roles are to be part of this council but grievance chairs need to be looped in also. The grievance chairs are Margot Lovett (SC), Mark Blethen (SC), Kathy Schmeidler (IVC), and Bill Etter (IVC).
- iv) Article 26 – Bonded Sabbatical – District wanted to take power for recommended sabbatical decision making removed from Sabbatical Committee and to the college president and chancellor. We will work with AS to put together arguments about this.
- v) Article 27 – Benefits – Nothing is changing for FT; but we asked for a larger health insurance stipend for PT faculty. We also asked for an increase amount for PT who pay over \$500 for premium (to add tiers up to \$750).
- vi) Article 28 – Workload Banking – Process and ability to remain same. Have asked that it become something that faculty can opt to take if there is no other assignment for them to take (other classes, reassigned work). But give them the option to take a workload bank leave within a certain period of time (limitation now is every 8 semesters).

- Comment: For workload banking, should not be used if a faculty member cannot make their load.

vii) Article 30 – Wages – Priority is equal pay for equal work in the classroom

- FA desires significant progress for PT (we are currently at 58%). This would also increase FT overload pay. Our goal is 100% parity – but we know we won't get that in this contract. For overload, we get paid less, so this would increase that too. Across the board we also ask for an overall increase. They have agreed to eliminate one of the static steps at the top of the FT faculty schedule (like when you are the top of the salary schedule maxed out you have to be there for 3 years before moving anywhere).

viii) Already negotiated the Health and Safety committee with the Contract and we will ask to have the resources more readily available.

3) Discussion Items (4:10pm)

a) Faculty Wellness Resources

- COVID 19 update – College resources for Faculty and Staff are being added to the website now. Highlights the Employee Assistance Program with the information housed through the Health and Wellness page.
- Many faculty members are facing physical discomfort from the remote working (back problems, headaches, zoom fatigue, stress and anxiety, loss of sleep, etc). The physical and mental wellness is hard. Many are feeling this circumstance and there are alternative ways to teach and resources they have access to. If they have significant health issues, they can seek accommodations from the District with a note from their doctors who are experiencing physical or mental health issues.

b) Saddleback (and District?) centralized syllabus repository - Faculty Syllabus Upload on MySite

- This step will reduce the step to send your syllabus to your school admin. You just have to upload the document to MySite instead. In the Current Schedule, you can upload the file, and can view, copy URL, replace or delete. Has option to allow students to view the syllabus as soon as they enroll in the course. There will be a global access or un-access button – to allow all students to see it or no students to see it through MySite.
- Q: Can we ask the District to allow us to make this MySite syllabi posting be enough? A: The District has already not approved that. We would still need to do both. They might give a little with the gradebook but they may require everyone to still post on Canvas and MySite to get the syllabus posted.
- Q: When will we have to post the syllabus? When will this go into effect? A: It should be for fall so the information should be released soon. Also, there may be deadlines established when those deadlines are.
- Q: Have we asked the Board why they want this posted? A: The Board is not asking for this. The Presidents and the Chancellor feel these moves are student-centric practices and that is why they are trying to mandate it. We are making a lot of arguments about where we should put them and how to use them, but rationality is not always the answer in these negotiations.
- Comment: We are worried about the slippery slope. Until the District, President, and Chancellor understand that they cannot tell us how to teach our classes, then there is a big chance of the slippery slope happening where they will try to tell us how to teach the courses too.
- Q: The button on MySite is an auto-share with students? Or is it an opt-in option? A: It is currently an opt-out option, so it would be shared with everyone unless you opt-out.
- Comment: They need to tell us not how to teach our classes both in the contract and in the Academic Senate. They cannot tell us how to teach our classes – not even a little bit.
- Comment: The syllabus changes throughout the semester, how can we post it on all these places

and then not have the option to change things? A: It can be changed and uploaded multiple times, but also that it can just be a quick outline for the course.

- ix) Comment: We need to go to the Board to let them know the issues with the syllabi. We might want to organize to have our FT members share their concerns over this being included in the contract. It would be best to reach out to the Board themselves instead of relying on the negotiations team to push back all the time.
- x) Comment: Academic Freedom has limits. So, it does exist but it is about academics, not just about anything being able to happen in the classrooms.
- xi) Q: For EI classes in the summer, all sections need to be offered asynchronous. But I cannot teach it that way. A: That is an issue with the right of assignment. You are assigned a course under the direction of the Dean – that includes when a class is taught and how the course is taught. The Dean has the right to assign courses specific ways and then assign the courses to the faculty. You have the option to accept or reject the course but that is their right of assignment.

4) Action Items

a) Delegation of Authority to the Executive Committee for Summer 2021 (4:45pm)

- i) According to the SOCCCD Faculty Association Bylaws, during the summer, the Executive Committee has the authority to act on behalf of the Representative Council, and reports any actions taken during the summer at the first fall Representative Council meeting.
- ii) Motion: Kathy S.; Second: Bill E.
- iii) Discussion: This is how the FA has been done this every summer and works very well. I support this.
- iv) Approved: Unanimously

b) Summer compensation for Executive Committee members (4:48pm)

- i) President and Chief Negotiator get LHE from District as stipend but the Exec team and the Negotiations team meet without compensation
- ii) Move to give 1 LHE for Negotiations team, 1 LHE for Exec team members, and .5 LHE for grievance chairs
- iii) Motion: Kathy S; Second: Sam A.
- iv) Discussion: Can we split the motions into 3 separate bodies? It deals with 3 different groups.
- v) Restate Motion: I move to compensate the negotiation team for summer work
- vi) Motion: Kathy S; Second: Margot L
- vii) Motion passes: majority approved; Abstention: Jenny L., Kurt M. and Susan B.
- viii) Motion: I move to compensate 1 LHE for the Exec Team for summer
- ix) Motion: Sam A; Second: Nancy A
- x) Motion has passed: majority approved; Abstentions: Karyn, Jenny, Marianne, Frank, Bill E.
- xi) Motion for Grievance Chairs for .5 LHE compensation for summer
- xii) Motion: Claire C; Second: Janine O'Buchon
- xiii) Motion passes; majority approved; Abstentions: Kathy, Bill, Margot

c) Other

5) Information:

- a) SB 95 compliance

- i) With the MOU expiring, this is the 80 hours or equivalent to PT prorated and can be used through September. After September it goes back to MOU. Can be used for self, family, childcare, etc dealing with COVID vaccines or issues. Different monies from old HR one.
- b) Motion to extend the meeting by another 6 minutes
 - i) Motion: Nancy A., Second: Claire C
- c) CCA Spring Conference report
 - i) Sam Abbas, Bill Reinhardt to report
 - ii) CCA Conference showed PT faculty presentation to show the poverty line they would fall below if they had 1 course as their load. Conference was virtual through WebX. It focused on membership and ways to increase membership. It also had the WHO awards and the council met to go through election process to enroll in open CCA positions. Advocacy skills, Cal STRS memberships, best practices and membership development grants, and social media for social justice, strengthening guide to collaboration and working together and organizing through CCA. Sent new ballots through email and everyone was able to vote. Everyone who was running for their posts were voted into their places.
 - iii) CCA hosts PT Unemployment workshops: May 4th <https://bit.ly/3q2SmFO> 4-5pm and May 12th <https://bit.ly/39Xr0vi> 5-6pm.
 - iv) We did not nominate anyone this year but we did vote on Beth Cleary that recognizes her as the WHO Award winner this year. We also won for the 6th year in a row for a membership award.
- 6) Next meeting: September 13, 2021
- 7) Meeting Adjourned: 5:10pm