**Minutes**

**Representative Council Meeting**

December 4, 2023

**Officers Present:**

Melanie Haeri, President

Lewis Long, Past- President

Robert Melendez, President-Elect

Claire Cesareo, Lead Negotiator

Frank Gonzalez, Treasurer

Jenny Langrell, Membership Chair

Marianne Wolfe, Secretary

Joanna Kibler-McNerney, Part-Time Chair

**Grievance Chairs Present:**

Kathy Schmeidler, IVC Grievance Co-Chair

Bill McGuire, SC Grievance Co-Chair

Bill Etter, IVC Grievance Co-Chair

Mark Blethen, SC Grievance Co-Chair

**Representatives from Irvine Valley College present:**

Carlo Chan, MCSE

Rick Boone, BS

Adam Ghuloum, SBS

Javier Valdez, GC

Pierre Nguyen, LST

Massimo Mitolo, IDEA

Savyonne Steindler, LLR

Amy Stinson, PS

Lisa Alvarez, HUM

Ted Weatherford, KHS

**Representatives from Saddleback College present:**

Jill Ibbotson, Extended Learning

Allison Camelot, HSS

Paris Peck, CS

Jennifer Rohles, KNES

Emily Quinlan, B&I

Jenny Langrell, OELR

Loretta Niccola, HSSS

Pete Murray, SBS

Sam Abbas, STEM

Bill McGuire,

**Part-Time Representatives present:**

Susan Bliss

Jo Ann Noyes

Nancy Allah

1. Call to Order: 3:04pm
   1. Opening the meeting today in honor of Roy Baur, a true
2. Meeting Items
   1. Introduction of Guests
   2. Adoption of Agenda
      1. Motion: Lisa, Second: Jenny
      2. Unanimous approval
   3. Approval of Minutes:
      1. November 6, 2023
      2. Motion to approve: Allison, Second: Robert
      3. Unanimous approval
3. Officer and Committee Reports
   1. Secretary’s Report—Marianne Wolfe
      1. Communications Advisory Committee -newsletter will be out closer to finals week. Send out items if you have some you would like to be included.
   2. Organizing Committee Report—Robert Melendez
      1. Sign up if you can! First meeting will be in spring 2024. Link to sign up for the FA Organizing Committee: <https://forms.gle/Gz1yhQQbmmCNTkB28>
   3. Part-time Committee Report— Joanna Kibler-NcNerney
      1. Great workshop, thank you to those who participated and shared their time with our PT faculty!
   4. Treasurer’s Report—Frank Gonzalez
      1. Budget Advisory Committee
      2. IVC Gala - Friday, March 8, 2024, Marconi Automotive Museum, 5pm; email Frank if you would like to attend ([fgonzalez@saddleback.edu](mailto:fgonzalez@saddleback.edu))
      3. Please consider donating to the PAC to help with the upcoming elections.
   5. Negotiations Report—Claire Cesareo
      1. Update on Negotiations
         1. Nothing to report. They are mid-negotiations, nothing new to report.
   6. Membership Report—Jenny Langrell
      1. Membership Advisory Committee: Sent out list for review
      2. The membership for FA is not connected to the list that HR/District keeps to show who is still active in the District.
   7. Grievance Committee
      1. Busier than ever. Make sure to reach out to the grievance chairs to assist with any of the issues you and your faculty colleagues are facing. If you have any questions about a possible instance to bring to them, just contact them! They can work with you to find solutions and compromises when needed.
      2. A lot of them end up being discipline hearings that are connected to behavior. There are also some concerns connected to personality issues that come up between faculty and administration. Not many are contractual issues, so they wouldn’t really qualify as a grievance.
   8. PAC Report – Melanie Haeri
      1. Upcoming elections will have 4 of the 7 Board of Trustee seats open.
         1. Ryan Dack, Carolyn Inmon, Trustee Jay and Trustee Jamal
         2. Elections have changed to more regional areas versus before with the larger scale of elections. First PAC meeting will be early January 2024. We will report out in February for the next steps.
         3. C: This will be an interesting election because of the shift to district voting. Last time we had a very close election between an incumbent and a new potential BOT. We should plan to donate (our time and money) and be ready to work together.
         4. C: This will be a very important election, especially in light of all the recent issues that are coming up in different educational spaces. We want to strive to have someone on our side who understands the demands and needs of faculty in education.
   9. CCA/CTA Regional Report – Sam Abbas
      1. See attached report.
      2. October CCA conference Oct 13-15 – mainly focused on workshops about bargaining, grievances, and had CCA full council meetings that conduct business in order to vote on budgetary items. Action was taken on several issues.
         1. Sam, Nancy, and Noushin were able to attend the conference and graduated from the BLL learning academy
      3. CCA was unable to reach an agreement with Universal Sheraton for the hotel location. We are now at the downtown Westin Bonaventure Hotel in Feb 2-4, 2024, even though there are issues with union work and the Bonaventure hotel.
      4. CCA is creating state level task forces to work with state academic senate to work on important initiatives like Vision 2023 – addressing DEIA to be included in evaluations. Sam will be part of that task force and will be sure to keep us updated and in compliance with the upcoming directive coming from the statewide direction.
      5. Q: Can we pay for people to attend other CCA conferences, like the CTA Ethnic Caucus?
      6. A: We will get back to you later this week. Any conferences that are non-delegate ones, we would need to review and approve the conference in executive council.
4. Action Items
5. Information
   1. IVC Foundation Gala – March 8th, 2024
      1. Marconi Museum (car museum in Tustin)
      2. Let Frank know if you want to attend!
   2. Trainings – Full and Part Time - Which are Mandatory and Who is Compensated
      1. Workday is telling you that you have mandatory trainings. The only trainings you have to do are market “Mandatory” – which are legally required by ed code. There are occasional trainings that will happen that are made mandatory by the District (like the unconscious bias training last year) but you would be compensated for it.
         1. Cyber security, sexual harassment and unbiased training are the mandatory ones
      2. If it lists the training as “Required trainings = Yes”, do we get those even if they are not required. Security awareness annual update report and reporting phishing. They should come around bi-annually and 1 training.
      3. Q: What are the consequences if you do not complete trainings?
         1. We don’t know exactly. Melanie will follow up. Some have completed the training late but still got it completed. There may be times when people get pay docked.
   3. Priority Rehire for Part Time faculty – Review – What is guaranteed?
      1. PRE Information Sheet - <https://drive.google.com/file/d/1fsqNq3HNVsftY5x5v_aAH7WmuC8oFQB-/view?usp=sharing>
      2. Priority rehire allows for faculty who have worked/been active within 3 academic years, held assignment for 3 from the previous 6 F/S semester and received 2 consecutive evaluations rating meets standards or higher.
      3. PRE when initiated, covered all the people who worked before the policy was created; they were added in. People were added every fall based on the previous year for the next fall and are added based on when they reach PRE status. You are assigned based on seniority basically. You get a list arranged by hire date or PRE achieved date. And, deans/chairs make the schedule based on this priority list.
      4. If you have questions about this, our SOCCCD FA website has this listed. It is also worth pointing out that each semester, prior to staffing placements, that the chair is supposed to send out a request for assignments (Teaching Assignment Request) and the PTs respond for which course they want to teach and time they can teach. If the class has already been assigned to FT or higher PRE person, then that is it. They do not have to create a new course for you. It also does not apply for courses added after the schedule is created and find you a replacement for the courses that are cancelled (they do not find you a replacement course for PT facutly).
      5. C: PT faculty who seems to have met all of these qualifications was not given an assignment this year. The one who has taught since 2020 was told they do not meet the qualifications for the PRE.
         1. They should be on the list this fall for next spring. They would not be on the list until this fall and it would be implemented for spring 2024. She does have PRE but it has not kicked in yet. Whomever does the scheduling should be getting this list.
      6. Q: Can Chairs get access to the PRE list without getting it from Dean/admin assistant?
         1. A: No. The Dean normally sends it but it tends to be wrong, so make sure to check it.
         2. Suppose the list is wrong and you assign courses based on the list. Let’s say it comes back with the error after all the courses are assigned. Who is to blame?
            1. Dean is to blame. Verify with the Dean about the list. Some deans bounce the list to the chairs and ask them to check to make sure the list is accurate. Many chairs have to keep track of this because the lists are not always accurate.
      7. C: Even if the chair doesn’t see it, the faculty member should have access to a record of that. It should be listed on Workday. Search for “Priority Rehire” on there and it should come up.
6. CCA/CTA/NEA Conferences
   1. Winter Conference – Feb. 2-5– Westin Bonaventure, Downtown LA
      1. If you are interested in attending the conference as a delegate, please let Marianne know ([mwolfe10@ivc.edu](mailto:mwolfe10@ivc.edu))
   2. Good Teaching Conference, March 22-24 – another possible conference to attend
   3. Webinar workshops – Part Time Faculty – How to Apply for Unemployment – Wednesday Dec. 6, 5-6 pm Zoom – Registration Required – Email to follow with link.
      1. Email will be sent out today
7. Open Forum
   1. Just FYI, today is the last day to submit written comments in support of H.R. 82, which would repeal the Windfall Elimination Provision and the Government Pension Offset. For more information go to the California Retired Teachers Association website, calrta.org, click on the menu and then choose Repealing WEP/GPO.
      1. CalRTA.org – choose “repealing” and get instructions on how to sign a petition for this.
   2. Q: What happens for hiring committees? What is the process?
      1. Brief overview of the process (application, HR screening for minimum quals, committee reviews, 1st round interviews, 2nd round)
   3. Q: The COVID 19 vaccines are still listed on the requirements on job positions. When is that going away?
      1. A: They probably didn’t update the website for the job announcements yet. Melanie will find out.
   4. Q: Faculty Development Days – how are they determined?
      1. Those days are created by the calendar committee (formed by both colleges) and established 3-5 years before the actual year. If we don’t have 3 instructional days in a week, then the week doesn’t count towards the week of the semester. Every school has a college rep on the calendar committee. If we took the week off (or even 1 more day off from that week), that week would not count towards the weeks and we would have to start a week earlier in summer.
   5. Q: Why can’t we fund the conferences related to CTA/CCA?
      1. A: we really only have funds for the CCA delegate conferences (fall, winter, spring CCA conferences). Academic Senate has PD money available. Administration gets the money from the state and then disburses that money to the senate, who then send that out to the faculty to use towards PD.
      2. A: Saddleback AS did not have access to money for PD like we are talking about. Institute for teaching and learning money was ended because they did not have money for it anymore.
      3. Funding for PTs cannot use the money a lot from AS PD.
   6. A: Make sure to share out at your department/division/school meetings. Your deans should let you report out in those meetings. They cannot stop you from sharing out.
      1. If you cannot present in your meetings, you can get the senior administrative assistant to send it out the group. You can also email them out on your own.
   7. Q: How are counseling concerns being addressed in the negotiations? I know Robert is there but how else are the concerns being addressed and brought up?
      1. A: Robert is a very engaging and great representative for the counselors.
      2. C: Please make sure we have CE programs represented as well! Non-credit too.
8. Next Meeting: Monday, February 5, 2024 at 3pm
9. Adjourned: 4:45pm

We remain disgruntled.