

# SOCccd FA NEWSLETTER

## MEMBERSHIP UPDATE

Thank you to those divisions, departments and schools who have 100% full-time membership!

### Irvine Valley College Departments:

- Guidance and Counseling
- IDEA
- Language and Learning Resources
- Life Sciences & Technologies
- Physical Sciences & Technologies

### Saddleback College Departments:

- Extended Learning
- Kinesiology

If you have any questions about membership, please feel free to reach out to our Membership Chair, Jenny Langrell, at [jlangrell@saddleback.edu](mailto:jlangrell@saddleback.edu). If you are a part-time faculty, you can also reach out to the Part-Time Faculty Chair, Joanna Kibler-McNerney, at [jkiblermcnerney@ivc.edu](mailto:jkiblermcnerney@ivc.edu).

You can find more information about our Membership, upcoming meetings, important documents and the most recent Master Agreement at our website <http://socccdfa.net/>

## SAVE THE DATE SPRING 2024 FLEX WEEK

All faculty are welcome and encouraged to attend! The Faculty Association will present updates on the progress of contract negotiations.

Zoom Link: <https://ivc-edu.zoom.us/j/84787871962>

Meeting ID: 847 878 719 62



If you are not a member, please consider joining. Membership applications can be found under the 'Membership' tab on our FA website:

<http://www.socccdfa.net/>

# LETTER FROM OUR PRESIDENT

Happy December, Colleagues!

We have come to the end of another semester and I hope it was a successful and meaningful teaching time for each of you. I would like to begin by thanking you for all you do for the students each day – all the preparation, teaching, grading, meeting with students, conferences, meetings, serving the college community, and so much more. Our outstanding full- and part-time faculty members make SOCCCD the very best. Thank you!

Professor Roy Bauer, who sadly passed away in November, a philosophy professor from IVC, was one of those faculty – the very best. He not only impacted students since the 1980's, but was instrumental in the current ethical and faculty-focused mission of our Faculty Association. Roy called out unethical behavior and held those in power accountable – he called for right over wrong even if he was alone. Roy was also a personal mentor for me, encouraging me as a new full-time faculty member to join the Senate to learn how things work. I spent 12 years as a rep on Senate and served alongside Roy. When I ran for this position, he not only gave me a thumbs up, but also encouraged me – the highest compliment. Roy also had a strong wit and at the end of each senate meeting for all those years, when each rep was asked for a report of their school, he would say, “We remain disgruntled.” Roy wasn't ever going to take his eye off the ball! We miss him tremendously.

In honor of Roy Bauer, I wish you a wonderful break and for now, I remain disgruntled!

In solidarity,  
Melanie Haeri

# Tribute to Roy Bauer (1955-2023)

By Lisa Alvarez

Where do I join the union? That was my first question when I was hired 30 years ago. You don't want to do that, advised Roy Bauer. It was ironic that someone like me looking for the union was teamed up with this guy. Roy, my officemate, a fellow vegetarian and cat-lover, who taught philosophy. Why wouldn't I join the union? Roy explained: The leaders of the local allotted themselves huge salaries and endorsed Board of Trustees candidates whose singular qualifications were avoiding scrutiny of inflated pay scales and accepting union leadership's endorsements. One was a conspiracy-theorist and Holocaust denier. Others saw fit to demonize LGBTQ+ faculty and students in order to pander to conservative OC voters. Oh! Then I shared something with Bauer: in that case, we all needed to join the union and change it. Roy agreed. We, along with others, did. It wasn't easy. It required commitment and sacrifice. It required a person like Roy who not only taught ethics but lived it. It took years. As Lewis Long recently observed, some faculty may find it hard to imagine a world where they could be barred from attending their own union meetings. That was our world back then. That didn't stop Roy, and we are all the better for it. The struggle to reform the union was linked to the effort to reform the college and the district. Roy's primary tool was Dissent, an investigative journalism newsletter which he wrote and illustrated – and, in the early years, photocopied, and hand-delivered to faculty, staff, Board of Trustees, and union mailboxes at both SOCCCD campuses, IVC and Saddleback. Now found online (Dissent the Blog) and set to mark its 30th year next year, Dissent has been digitally archived by UC Irvine Libraries which recently also agreed to accept the Professor Roy Bauer Papers into their Orange County collection. The impact of Dissent and Roy cannot be overstated: his vigilant reportage led to political change in district and campus leadership, democratic reform of the union, improved oversight policies, and affirmation of academic freedom and the value of public higher education. Roy passed away just after midnight on November 20, 2023, with family at his side and Robert Johnson's blues playing in his hospital room. An aggressive lymphoma in the brain took him away much too soon, at 68 years old. He is survived by us all, including the faculty union. Invitations to solidarity arrive from unlikely sources. I remain grateful to have accepted Roy's all those years ago. It has made all the difference.



Photo of Lisa Alvarez and Roy Bauer sitting in front of a bookcase in their shared office



# PART-TIME APPRECIATION EVENT RECAP

In Spring 2023, FA Representative Sam Abbas, along with the Membership Chair, Jenny Langrell, and the Part Time Chair, Christine Granillo, applied for and received grant money from CTA to be used towards part-time membership appreciation events.

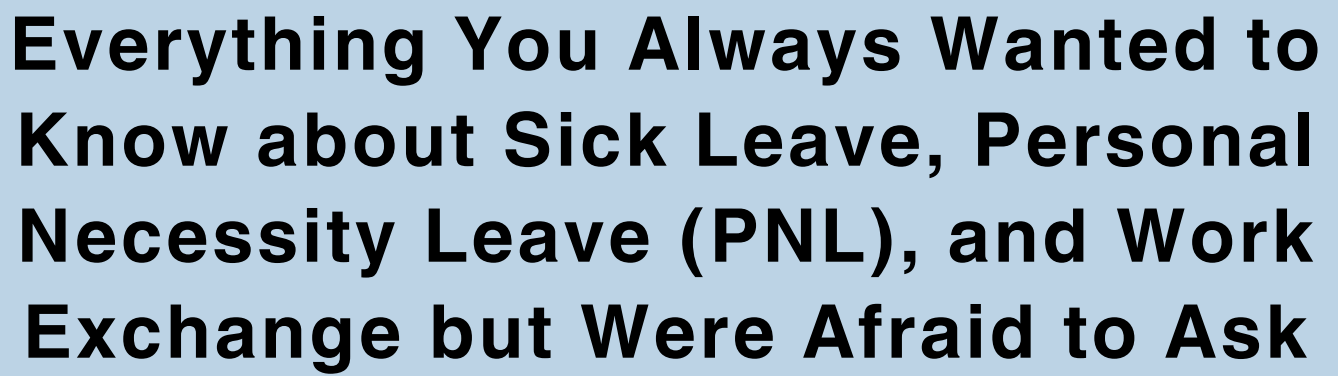
In October 2023 the Faculty Association hosted our first part-time member appreciation event bringing over 30 part-time faculty to Saddleback College for a lunch and membership presentation. Attendees enjoyed delicious food, received SOCCCD FA promotional items, and were welcomed with a benefits presentation by Robin Devitt, SOCCCD FA's Regional UniServ Staff and Labor Relations Consultant at California Teachers Association. We had 5 new members sign up on the spot!

Thank you to Sam, Jenny, Christine, Melanie, Maddie, Frank, and more who coordinated and collaborated on this event! Looking forward to many more!



Be on the look out for our next membership appreciation event!





# Everything You Always Wanted to Know about Sick Leave, Personal Necessity Leave (PNL), and Work Exchange but Were Afraid to Ask

By Claire Cesareo

The Faculty Association always gets questions related to how and when we can request time off. Here is a basic primer on the use of sick leave, personal necessity leave, and work exchange. For more information on these, and other leaves available for faculty, please consult Article 29 of the faculty contract.

## **Sick Leave**

All faculty earn sick leave, which can be used for the purposes of individual illness or to take care of an immediate family member who may be ill. Full-time faculty receive 10 days of sick leave each year. Part-time faculty and full-time faculty who teach overload earn .0558 hours per contract hour worked. Unused sick leave is accrued throughout one's career in the district. Upon retirement, you are not paid for those days (as you were already paid), but they do roll into service credit for retirement.

## **Personal Necessity Leave**

Each year, a certain amount of your sick leave can be used to take care of personal necessities that cannot be conducted before or after your teaching day without causing undue inconvenience. This includes things like court dates, appointments, or other business.



You cannot be asked what the days are being used for, but you are expected to only use them for the purpose of personal necessity. They cannot be used as a vacation day, for example. Full-time faculty can use up to 6 days of their sick leave for personal necessity leave each year and part-time faculty can use up to 60% of their earned sick leave allotment each semester.

## **Work Exchange**

The contract also allows for a work exchange with a colleague (see Article 15 of the contract). To engage in this exchange, you simply need to find someone willing to swap work with you on an hour-for-hour basis (one 2-hour class session for another, for example) and notify your dean of this exchange in writing. An email will suffice. You are allowed up to four such exchanges per section per year. You can use this exchange for any purpose.

There are other leaves available that many people might not know about such as professional development leave, which allows you up to three days leave each year for the purpose of improving instructional performance. Be sure to carefully read your contract to know all your rights and benefits!



# Negotiations Update

By Claire Cesareo, Chief Negotiator

The Faculty Association Negotiating Team has been at the table with the District since September. We have been able to resolve a number of the “easy” issues but have yet to address the big items, namely benefits and salaries. We will begin working on these at the beginning of the spring semester, so stay tuned for more information. As we move onto these more difficult items, we may need to call on faculty to come to board meetings and express their views to the board.

The items we are close to resolving include:

## **Workload Banking Program**

- The ability to take partial banked workload leaves
- The ability to decide to bank a class one week prior to the start of the term rather than the semester (including second 8-week classes)

## **Evaluations**

- The addition of language in the self-evaluation portion of the process to address new Title 5 requirements related to the demonstration of DEIA competencies that enable faculty to work with diverse communities

## **Bonded Sabbatical and Professional Development Leave**

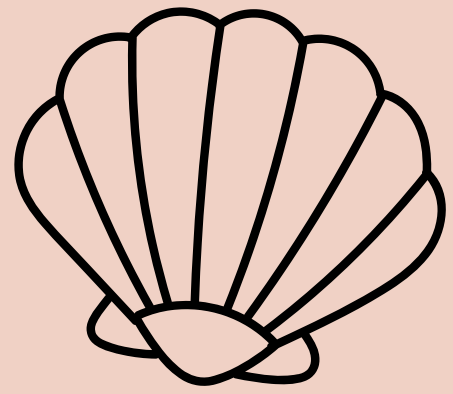
- Restructuring of the Sabbatical Committee to include one faculty representative for every 32 full-time faculty members, or portion thereof, within a school or division

## **Leaves**

- The addition of a paid reproductive loss leave of up to 5 days

# Negotiations

## Update cont.



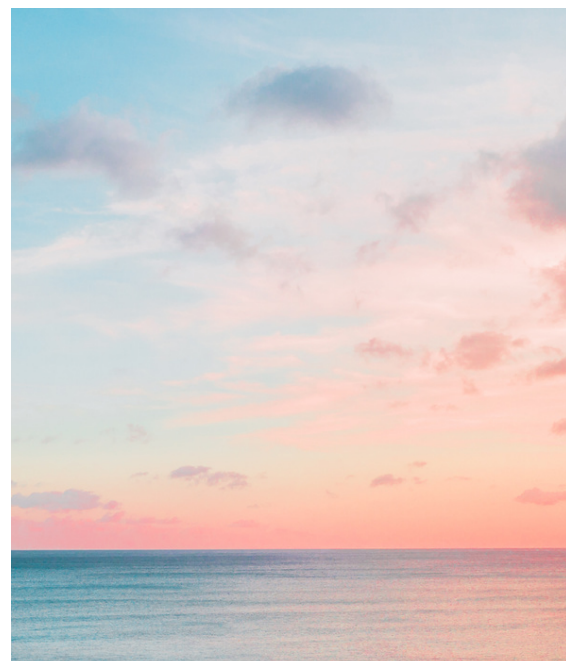
Items we are currently working on but are not yet close to resolution or have just started to address include the use of extra-duty days for counselors, additional parental leave, restructuring of the department chair stipend table, the placement of faculty into Faculty Service Areas (FSAs), participation in the state's part-time faculty health insurance program, movement towards increased part-time pay parity, and overall salary increases.

So, as you can see, there is still much more work to be done, and for the faculty's team to make significant progress toward gaining our objectives, we need the continued and forceful support from the faculty. Be ready to show up to support your team!

**Thank you to our negotiations team! We appreciate all your advocacy and support for ALL faculty members!**

### Negotiating Team

- Claire Cesareo, Chief Negotiator, Anthropology, Saddleback
- Mark Blethen, Kinesiology and Athletics, Saddleback
- Susan Bliss, Part-time Music, Saddleback
- Jenny Langrell, Library, Saddleback
- Lewis Long, English, IVC
- Robert Melendez, Counseling, IVC
- Deanna Scherger, English, IVC





# CALSTRS MY RETIREMENT SYSTEM WEBINAR



CalSTRS offers online workshops that provide an overview of the CalSTRS hybrid retirement system, your survivor and disability benefits, how your benefit will be calculated, ways you can increase your benefit and other CalSTRS resources available to you. Learn more about this first step in your life journey with CalSTRS.

The upcoming webinars are:

- [Tuesday, December 26, 2023, 1:30 p.m. to 3 p.m.](#)
- [Monday, January 8, 2024, 3:30 p.m. to 5 p.m.](#)
- [Wednesday, January 17, 2024, 3:30 p.m. to 5 p.m.](#)
- [Monday, January 29, 2024, 3:30 p.m. to 5 p.m.](#)

Register for them [here](#):

<https://www.calstrs.com/my-retirement-system-webinar>

## UPCOMING CCA/CTA 2024 CONFERENCES

[CCA Winter 2024 Conference](#)

February 2-4, 2024

Location: Westin Bonaventure,  
Downtown LA

[CCA Spring 2024 Conference](#)

April 26-28, 2024

Location: Hilton Orange County,  
Costa Mesa/Newport

[CCA Fall 2024 Conference](#)

October 25-27, 2024

Location: TBD

If you are looking for ways to get involved, please consider joining our 2024 SOCCCD FA Organizing Committee. Some upcoming organizing efforts include negotiations as well as the Board of Trustees elections:

<https://forms.gle/Gz1yhQQbmmCNTkB28>



## **2023 - 2024 Faculty Association Representative Council Meetings**

Representative Council meets every first Monday of the month. Meetings are open to anyone in our membership and conducted on Zoom.

Zoom Link:

<https://ivc-edu.zoom.us/j/97040297758>

Meeting ID: 97040297758

Spring 2024 Representative Council Meetings Dates (first Mondays of the month)

- Feb 5, Mar 4, Apr 1, May 6

## **2022-2024 Officers**

Melanie Haeri  
President

Robert Melendez  
President-Elect

Lewis Long  
Past President

Claire Cesareo  
Chief Negotiator

Frank Gonzalez  
Treasurer

Marianne Wolfe  
Secretary

Jenny Langrell  
Membership Chair

Joanna Kibler-McNerney  
Part-Time Faculty Chair

Grievance Co-Chairs:  
Bill McGuire & Mark Blethen  
Saddleback College

Kathy Schmeidler & Bill Etter  
Irvine Valley College

Madeline "Maddie" Hernandez  
Administrative Assistant

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