



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
Kathy Schmeidler, LST
Massimo Mitolo, IDEA
Keith "KJ" Gamache, LLR
Amy Stinson, PS
Lisa Alvarez, HUM
Deanna Scherger, HUM
Ted Weatherford, KHS

Representatives from Saddleback College present:

Jill Ibbotson, Extended Learning
Allison Camelot, HSS
Paris Peck, CS
Jenny Langrell, OELR
Pete Murray, HSS
Sam Abbas, STEM
Bill McGuire, AMPD

Part-Time Representatives present:

Jo Ann Noyes
Nancy Allah

- 1) Call to Order
- 2) Meeting Items
 - a) Introduction of Guests
 - i) Motion to seat all representatives (IVC LLR)
 - (1) Motion to seat by Kathy S, Seconded by Allison C
 - (2) Motion passes
 - b) Adoption of Agenda
 - i) Move to adopt Kathy S; seconded by Jenny L
 - ii) Motion passes
 - c) Approval of Minutes: Dec. 4, 2023
 - i) Move to adopt: Kathy S; seconded by Sam A
 - ii) Motion passes
- 3) Officer and Committee Reports
 - a) Secretary's Report—Marianne Wolfe
 - i) Communications Advisory Committee – If you want to contribute anything to the newsletter, please let her know!
 - b) Organizing Committee Report—Robert Melendez
 - i) Link to sign-up for the Organizing Committee: <https://forms.gle/a8wCeepK1NZVG7K5A>
 - ii) Purpose of committee is to provide/show a unified faculty collective that can show up to board meetings and inform the board of trustees and the public what we are fighting for. They support negotiations so it is not just on the shoulders of the 6 negotiating committee members.
 - c) Part-time Committee Report— Joanna Kibler-McNerney
 - i) “How to Interview for a Full-time Position”- Friday, February 23, 2024, 12:30-1:30 on Zoom
 - ii) “How to Apply for Unemployment” – Friday, May 10, 2024, 12:30- 1:30 on Zoom
 - iii) If any pt faculty do not get assignments, they can apply for unemployment.
 - d) Treasurer's Report—Frank Gonzalez
 - i) Budget Advisory Committee
 - (1) <https://drive.google.com/file/d/1zr8EyxsETdql8ndal75jqfZfzt2FAI0e/view?usp=sharing>
 - (2) Consider donating to the PAC – they can take out directly from paychecks (contact Frank to get the form)
 - (3) IVC Gala – seats open at IVC's table. Please let Frank know if you want to attend: fgonzalez@saddleback.edu
 - (a) Melanie, Claire, Lewis+1, Joanna+1, 4 more seats
 - e) Negotiations Report—Claire Cesareo
 - i) Update on Negotiations
 - (1) Already gave a lot of the information during flex week.
 - ii) Part Time Faculty Survey: Courtesy Interviews
 - (1) Survey will go out to PT faculty regarding the courtesy interviews. Our argument:

Part-Time Automatic Interviews – Article 16

- The district has proposed eliminating the “courtesy interviews,” claiming they are unfair
- We see them as a part-time benefit
- Will be surveying the PT faculty members this week to ascertain their desires in relation to protecting this benefit

(a)

- (i) Currently, to qualify for the courtesy interview, PT faculty need to work 10 consecutive semesters and have positive evaluations. We see it not as anything that's unfair, but as a part of benefit to our part time faculty.

iii)

Benefits – Article 27

- Proposed participation in the new medical insurance program authorized by the legislature:
 - Must offer PT faculty who work 40% or more of a FT load, and their dependents, the same plans as FT faculty
 - District will be reimbursed up to 100%
 - Continuation of insurance allowance for faculty who do not qualify
- Proposed vote to see if PT faculty want to participate in state disability insurance

(a)

- (b) We need to negotiate with district on implementing this plan. If a PT faculty does not teach 40% at SOCCCD but with the other schools together make up 40%, they are eligible for the health insurance through all their schools. It is very new and each school is doing this differently. There's a lot of rules connected to this legislature – including if you are part of another employer health insurance, then you don't qualify for this. We are recommending we keep the insurance allowance still. There is also a proposed vote related to state disability insurance.

Wages – Article 30

- Three-pronged proposal:
 1. 100% parity for PT faculty (prorated salary with same obligations)
 2. Revision of starting salary placement to a maximum of step 9 (instead of step 4)
 - Faculty hired since fall 2019 should be able to get their placements reassessed
 3. Overall salary increase that enables us to recoup lost buying power + proposed COLA for year 1, with additional increases for years 2 and 3
- (c)
 - (d) We are going to ask for this as we have been working with district over the last couple of years to reach parity. We have increased part-time parity with our past negotiations, and increased it from 57% to 70%. But now it's the districts turn to make up the rest.
 - (e) We are asking for a revision of the starting salary placement. The highest anyone can come in on is step 4. We are asking for anyone hired between fall 2019 and spring 2024 to be reassessed (process called leap frogging). It is based on experience – teaching and/or industry. Column is based on education; step is based on experience.
 - (f) We are asking to recoup some of the lost buying power plus the proposed COLA for year one, which is 0.76%, as well as additional increases in year 2 and 3.
 - (g) Salary negotiations are always the toughest – we will need support at Board meetings and such to make sure they are aware of our needs. Get in touch with Robert M regarding the Organizing Committee.
 - (h) C: Recouping lost buying power with the district, could they argue that they have given that to us over the past years?
 - (i) A: No, those adjustments were just COLA, actually not based upon the consumer price index. The adjustments are basically based on what the state budget has to give. Ex: COLA is 4% but District says they don't have enough and can only give us 1.2%.
 - (i) C: District is basic aid (funded by property taxes), so we are not funded purely on state funds.
 - (i) C: The Board has for decades now had an internal rule that our district funds can't be used for ongoing costs like salaries and that that has to come out of college budgets. We have been going back and forth about this issue for a long time. We bring it to the table and they say DRAC (District Resource Allocation Committee) won't allow it. Our position is that we are not negotiating with the schools, we negotiate with the district and the funds exist within the district. So, if it means the district needs to readjust how they support the colleges, then that should be done.
 - (ii) C: CCA conference showed that SOCCCD has an excess revenue of 8 or 9 times the other districts. Like \$110 million compared to \$14 million, which was just the numbers from last year and did not include actual reserve account. Right now the funds are being hidden in future building allocations. Ex. Funds are earmarked for construction costs even though construction may not start for 10 years. So we don't have access to money because it's earmarked. But they are making tens of millions every year that will cover what they will need to pay in 10 years in interest and other ways. So it's a shell game to shift money to make it look like we don't have funds.
 - (iii) DRAC – Pretending we are state funded and are basing the funding for our school on the funding formula of state allocation as well as amounts that we would receive from the state if we were not basic aid. State funding formula is based on many factors (FTES, completion, degrees/certificates awarded, transfer, how many students receiving financial aid, etc). We do receive some money from the state but most of our funding comes from property taxes.
 1. They adopted this model in response to a past crisis (Orange County bankruptcy) when we lost basic aid in order to make sure that we would always be in a position to continue operating without massive layoffs if we were to go of basic aid forever. Total budget (like all the accounts) of the district is just over a billion dollars. Only a third is used for operation costs (\$300 million ish) yearly. The rest is incumbered for future projects or hidden in accounts or reserves. One problem is district runs allocation calculations for the previous year's growth and enrollment not the projected enrollment for the next year, which means that the colleges are always getting less money than they would actually get were we to go off basic aid because they are not allocating or accounting

for our actual state of growth. Salaries make up about 10-12% of their overall budget. They have the money in the DRAC model to fund significantly higher salaries, but they just refuse to treat the DRAC model in a responsible way that recognizes the reality of how basic aid funding works.

(iv) Q: What does district say they are using the reserves for?

1. A: They earmark it, particularly for buildings. Ex. Student housing. They are building student housing at the at the ticket of about a \$100 million dollars each but that they're not even going to consider building for 7 to 10 years, but they're going to take the money that's in reserve and say this money is encumbered for the building and its \$200 million. We no longer have access to that fund because it is earmarked (even though it will get millions every year in the next 10 years on interest alone).

f) Membership Report—Jenny Langrell

i) Membership Advisory Committee

(1) 90% full time faculty that are member

(2) Marianne will send out the membership list with the minutes

g) Grievance Committee

i) Just a reminder to reach out to your grievance chairs! They are here to support you and can often help mitigate the issues before they become issues.

h) PAC Report – Melanie Haeri

i) Seat the new PAC Members

(1) Motion by Kathy S, seconded by Robert M

(2) Motion approved; PAC members are set

ii) First meeting is zoom on Tuesday, February 13, 5pm-6pm

iii) Q: Is there a limitation on the funds we provide to the individual running for the board that we support?

iv) A: No, we do not provide them money directly, we normally pay for advertising, lawn signs, mailers, etc. but do not give them direct money outside of occasionally reimbursing them for filing fees or something like that.

v) Q: Can anyone attend the PAC meetings?

vi) A: We will have to get back to you on that. Technically anyone from the bargaining unit should be able to attend but the meetings are not open to the general public. And, only the PAC members are able to vote during the meeting.

i) CCA/CTA Regional Report – Sam Abbas

i) CCA is paying for full reimbursement for winter CCA delegates; don't need to send the information to Frank. We are expecting them to do the full reimbursements but in the case that they don't, then you would need to contact Frank for the SOCCCD FA to cover the costs not reimbursed.

ii) Report out: Winter focused on a couple areas: Academies, Bargaining, Grievance academy (advanced tactics)

4) Action Items

a) Seat PAC members

5) Information

a) IVC Gala – March 8, 2024 at Marconi Automotive Museum; 1302 Industrial Dr, Tustin, CA 92780 @ 5pm

b) TRASE – No longer required; you can return the trackers.

6) CCA/CTA/NEA Conferences

a) Winter Conference – Feb. 2-5– Los Angeles Bonaventure Hotel - Report – Sam Abbas and Wonderful Nancy

b) Spring Conference – April 26-28, 2024 – Costa Mesa Hilton, Orange County, CA

7) Next Meeting: Monday, March 4, 2024 at 3pm

8) Announcements/ Misc.

a) I wanted to share this episode of the Times Literary Supplement podcast that I have already shared with a few others. It's a conversation with Eric Naimon who has been teaching up at Cal for 30 years. The conversation with Naimon starts half-way through and I highly recommend it.

<https://www.the-tls.co.uk/articles/tls-podcast-january-25-2024/>

The conversation is about Naimon's recent article on ChatGPT in the lit classroom "Tech babble: AI meets Dostoevsky's Grand Inquisitor." Link to PDF of Naimon's article:
https://slavic.berkeley.edu/wp-content/uploads/2014/04/AI-meets-Dostoevsky%E2%80%99s-Grand-Inquisitor-_Essay-_The-TLS.pdf