

**Officers Present:**

Melanie Haeri, President  
Lewis Long, Past President  
Robert Melendez, President-Elect  
Claire Cesareo, Lead Negotiator  
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

**Representatives from Irvine Valley College present:**

Carlo Chan, MCSE  
Adam Ghuloum, SBS  
Javier Valdez, GC  
Pierre Nguyen, LST  
Kathy Schmeidler, LST  
Keith "KJ" Gamache, LLR  
Amy Stinson, PS  
Lisa Alvarez, HUM  
Deanna Scherger, HUM  
Ted Weatherford, KHS  
Massimo Mitolo, IDEA  
Rick Boone, BS

**Representatives from Saddleback College present:**

Allison Camelot, HSS  
Paris Peck, CS  
Jenny Langrell, OELR  
Bill McGuire, AMPD  
Emily Quinlan,  
Janine O'Buchon, HW  
Matt Sheman, KNES

**Part-Time Representatives present:**

Susan Bliss  
Jo Ann Noyes  
Nancy Allah  
Karyn Bower

**Guests:**

Jovan Stojanovski, Saddleback KNES  
Maureen Smith, Saddleback HSS  
Jane Medling, Saddleback BI  
Daniel Vernazza, HUM

- 1) Call to Order: 3:04pm
- 2) Meeting Items
  - a) Introduction of Guests
  - b) Adoption of Agenda
    - i) Motion to adopt: Allison C, seconded: Jenny L
    - ii) 1 abstention, motion passes; agenda adopted
  - c) Approval of Minutes: February 6, 2023
    - i) Motion to approve: Allison C, seconded: Wonderful Nancy A
    - ii) 1 abstention, motion passes; minutes adopted
- 3) Officer and Committee Reports
  - a) Secretary's Report—Marianne Wolfe
    - i) Communications Advisory Committee
  - b) Organizing Committee Report—Robert Melendez
    - i) Sign up for the Organizing committee here: <https://forms.gle/m6oeoSkddSoCYdqd7>
      - (1) If you have any questions - Robert Melendez, melendezr@sbcglobal.net
  - c) Part-time Committee Report— Joanna Kibler-NcNerney
    - i) Very successful How to Interview for Full Time Position – 49 PT members showed up.
    - ii) “How to Apply for Unemployment “ Workshop – TBA
      - (1) Working with CCA to see if they can send someone who can provide the workshop for us.
      - (2) Susan B offered to assist with the workshop if we cannot find a presenter.
  - d) Treasurer's Report—Frank Gonzalez
    - i) Budget Advisory Committee - tabled
  - e) Negotiations Report—Claire Cesareo
    - i) Update on Negotiations

## Articles Still Being Negotiated

- Article 14 – Assignment, Contract Year, Hours of Service, and Professional Duties
- Article 15 – Workload
- Article 16 – Part-time Faculty
- Article 22 – Layoff Procedures and FSAs
- Article 27 – Benefits
- Article 30 – Wages

(1) 

- (a) Last meeting we were planning to send the survey to PT faculty about courtesy interviews; will send it out this week. We had issues with survey monkey that were just remedied

- (b) Article 15: Extra duty days are being discussed – district wants some to be specific days versus mutually agreed upon between Dean and faculty.
- (c) Article 14: mainly looking at required trainings from the district.
- (d) Article 22: Currently we are single FSA so unsure how this would change or impact this area.
- (e) Article 27: Really looking at the PT benefits.
- (f) Article 30: Laid out the 3-prong approach last time (1: part-time parity; 2: overall wages to get back loss buying power; 3: changing starting salary for newly hired faculty).
- (g) Q: Are there schools that have full parity? And, if so, how did they do it?
  - (i) A: San Mateo is close to parity (about 95%). There's not many. They are a much smaller district than we are. We don't know *what* they did but if you compare contract to contract it could be because they have different benefits or support. We need to get the word out about the part time parity support that is needed.

## Turn Out for Upcoming Board Meetings

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- Monday, March 25
- Monday, April 29
- Monday, May 20
- Monday, June 24



- (h)
  - (i) We are asking people to show up to the board meetings to begin showing the need for parity and wages (along with other negotiating components). We will need your support to get the word out (full and part-time) to speak about these issues that we are attempting to address.
- f) Membership Report—Jenny Langrell
  - i) Membership Advisory Committee
    - (1) Please reach out to Jenny ([jlangrell@saddleback.edu](mailto:jlangrell@saddleback.edu)) if you would like to see the members versus non-members in your schools/divisions/departments. You can reach out to the non-members to encourage them to join so they can be protected by the benefits and participate in things like contract voting.
- g) Grievance Committee
- h) PAC Report – Melanie Haeri
  - i) Next Meeting – March 12, 6pm-7pm
    - (1) We now have area elections versus overall district elections. We have 4 board member seats up this fall.
- i) CCA/CTA Regional Report – Sam Abbas
  - i) Will send out later this week.
- 4) Action Items
  - a) “WHO Award “ Nominations (*We Honor Our Own*)
    - i) Motion to nominate Frank Gonzalez: Marianne W, seconded: Jenny L
    - ii) Motion to nominate Melanie and Mariane: Wonderful Nancy
    - iii) Discussion: Frank's personal matching of PAC funds was an inspiration - literally and figuratively.
    - iv) Move to nominate to vote for the nominated parties due to no more nominations.
    - v) Vote results: Frank has received the highest number of votes. We will recognize Frank as our WHO. He will have to attend the spring conference to receive the award.

## 5) Information

- a) IVC Gala – March 8, 2024, at Marconi Automotive Museum; 1302 Industrial Dr, Tustin, CA 92780 @ 5pm – one seat available
  - i) If anyone is interested, please let Melanie or Frank know.
  - ii) There is a silent auction taking place. The funds from the gala helps to fund the scholarships each year.  
<https://ivc2024.ggo.bid/bidding/package-browse>
- b) Delta Dental Update – Robert Melendez
  - i) There was a security breach. If you get the letter in the mail, then your information was breached. You can reach out to Robert, Melanie and Allison if you have any questions or concerns. They can assist you with navigating the issues. Delta Dental said the data breach was not a big deal but it seems to impact more people than they think.
  - ii) A lot of concerns regarding the dental groups that are part of Delta Dental. Many dental groups/dentists are leaving Delta Dental and many faculty are being told their dentists are no longer part of the coverage. You can check with the Benefits department to see who is telling us but also can check Delta Dentals website.
- c) Emergencies and Personal Necessity use
  - i) When there is a declared emergency in our school's area, the presidents have the choice to make the campus closed, move remote, etc. Recently when it rained, they determined to not close the campuses.
  - ii) If you are ever experiencing an emergency, you have the right to use your personal necessity time. If that situation occurs, what you should do is contact your dean first. Let them know this is the situation and work with them to figure out what to do (e.g. remote work, personal necessity time).
  - iii) The colleges did not do a very good job of notifying the faculty of their options. Melanie forwarded this information to the Health and Safety committee as well as both school's the Emergency Management committee to work on an improved response for next time.
  - iv) C: The faculty were told to be lenient towards students due to the circumstances but faculty were not given the same courtesy or grace.
  - v) C: During COVID, when we were coming back, we were allowed to move things to a virtual setting due to the fact that it would impact the experience of the student. Even if the colleges and district doesn't care about faculty, it still impacts student learning when so many students could be absent. So we could have switched to online to accommodate the many.
  - vi) C: We have classes that are supposed to meet in the outdoor learning lab. The faculty who cancelled the class that meets in the outdoor learning lab, they have to use personal necessity/sick time. It would be unethical for the faculty to hold class in those spaces but there is no option for them to hold the course if we cannot switch to a safer modality/space.
  - vii) C: Long Beach City College has 3 discretionary days they can take, no questions asked. It might be too late for this contract negotiation, but it might be good to have that. It doesn't hurt their sick leave as well. The discretionary days are use it or lose it, not rolled over like our personal necessity. They sent this to Robert to view the language.
    - (1) C: We used to have personal necessity days separate but we lost the days in a previous contract. We had to move the personal necessity days into our sick days because they were trying to get rid of it.
    - (2) C: Personal necessity became deducted from sick leave starting with the 2004 contract. Before that, they were six days separate from and in addition to sick leave.
    - (3) Language from the LBCC Contract:  
5.12 Discretionary Leave  
Every faculty member shall be entitled to one (1) day (non-cumulative) per fiscal year at full pay (not to be deducted from sick leave) for any purpose. Faculty members shall also receive two (2) additional discretionary days per fiscal year (a total of three [3]) not subtracted from sick leave.  
These two (2) additional discretionary days shall only be taken on a day for which the District does not have to pay for a substitute. The appropriate department or school office must be notified at least twenty-four (24) hours in advance of the absence.
  - viii) Q: Do part-timers have access to personal necessity days?
    - (1) A: Yes, they are combined with their sick time on Workday.

## 6) CCA/CTA/NEA Conferences

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

- i) We do have space for 17 delegates. Please let Marianne W. know if you are interested. CCA covers a lot of those costs (or they have in the past few years). Anything CCA does not cover, FA can cover the rest if you are a delegate.
  - b) If there is a CCA/CTA/NEA conference that you want to attend, you can attend. If you want SOCCCD FA to pay for your conference costs, you will need to apply for the funds from CCA first or other funding sources, then SOCCCD FA will cover what is not covered.
- 7) Next Meeting: Monday, April 1, 2024, at 3pm
- 8) Announcements/ Misc
- a) Q: Safety issues for the faculty center at Saddleback?
  - b) A: Yes, we are working on that now. It has been brought up to the Health and Safety committee as well as the Chief at Saddleback,
- 9) Meeting adjourned at 4:30pm