



MINUTES
Representative Council Meeting
April 1, 2024

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
Frank Gonzalez, Treasurer

Grievance Chairs Present:

Kathy Schmeidler, IVC Grievance Co-Chair
Bill Etter, 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
Janine O'Buchon, HW
Matt Sheman, KA
Jennifer Rohles, KA
Jill Ibbotson, EL
Kathleen Lunetto, BI
Emily Quinlan, BI
Sam Abbas, MSE

Part-Time Representatives present:

Susan Bliss
Nancy Allah

- 1) Call to Order
- 2) Meeting Items
 - a) Introduction of Guests
 - b) Adoption of Agenda
 - i) Motion: Kathy, Second: Sam
 - ii) Vote: unanimously approved
 - c) Approval of Minutes: March 4, 2024
 - i) Motion: Kathy, Second: Allison
- 3) Officer and Committee Reports
 - a) Secretary's Report—Marianne Wolfe
 - i) Communications Advisory Committee – If you want to be a delegate for CCA Spring conference, please let us know. If you have contributions to the newsletter, please let us know.
 - b) Organizing Committee Report—Robert Melendez
 - i) Thank you to those who attended, those who spoke, and those who shared the meeting with their schools to get their participation. We still need you and need your support! Come meet us before the meeting and we can discuss talking points and other ways to show support. We had about 20 people show up, all wearing the same t-shirts and showing the unified support from both campuses. Board Meeting Dates:
 - (1) Monday, April 29th
Monday, May 20th
Please arrive by 6:15
 - ii) RSVP to attend our Board Meeting: <https://forms.gle/WxmSiRxQHsXDmmof9>
 - iii) Sam shared with the CCA/CTA statewide representatives – they would love to come to the next board meetings (April and May). They just need a formal invitation from Melanie to attend.
 - iv) C: I'd like to get some numbers about how much the board/colleges are spending on developing/purchasing AI - their speedy willingness to spend on tech instead of people.
 - v) C: Even if one cannot be at the Board meeting, one can also submit a written statement which someone else will read at the Board meeting.
 - c) Part-time Committee Report— Joanna Kibler-McNerney
 - i) “How to Apply for Unemployment “ Workshop – Friday, May 10th around 12:30pm/1:00pm on zoom. Please let your PT faculty know. It is a very valuable resource for them! If they are not given an assignment, they can file for unemployment during summer. If their load is reduced, they are also able to apply for the benefits (e.g. if they went from 3 classes to 1 class for their assignment)
 - (1) Susan will be helping to host this workshop. She is also supporting the PT faculty as a representative on the negotiations team.
 - ii) We had a PT faculty speak during the board meeting and shared the impact and importance of parity. If you are at the meeting, please speak on PT faculty's behalf if there are no PT faculty present.
 - iii) C: This is at the heart of the Union's fight locally and at the state level: Our effort is to achieve parity: equal pay for equal work. The CCA part time director Jeff Johnson is phenomenal and is working hard at the state level to get things done for our Part time Colleagues!
 - d) Treasurer's Report—Frank Gonzalez
 - i) Budget Advisory Committee – see https://drive.google.com/file/d/1h-xryk7rCdR0_DyP2r_pZ1CgANFsuWQ7/view?usp=sharing. You can also email Frank if you have any questions about the budget.
 - ii) If you would like to make a PAC contribution, please do so! If you have questions on how to do that, please email Frank.
 - e) Negotiations Report—Claire Cesareo
 - i) Update on Negotiations
 - (1) Everything has been put on the table now, so today's update will be very lengthy.

Articles with Tentative Agreements

- Article 6 – Association Rights
- Article 13 – Intellectual Property Rights
- Article 19 – Transfers
- Article 20 – Travel
- Article 21 – Health and Safety
- Article 26 – Bonded Sabbatical Leave
- Article 28 – Workload Banking
- Article 31 – Retired Faculty Benefits

(2)

- (a) Language changes – no really any change other than language changes

Article 13 – Intellectual Property Rights

- *Added language stating that if a faculty member is unable to complete a course, the District can use a faculty member's course content during the semester in which the course is taught (and for one year following).*

(3)

- (a) Doesn't say anything about during the actual semester as well. We added that to this point. Faculty who take over the class can use the materials created for the course ONLY for the class; cannot steal or use any materials outside of that.

Article 19 – Transfers

- *Added language stating that seniority will not be a consideration if a conflict of interest exists.*

(4)

- (a) A lot of times seniority is used to make the determination but now we had added that if there is a conflict of interest, then they wouldn't have a right to transfer (e.g. if their spouse was dean of the school).

Article 21 – Health and Safety

- *Added language stating that the Districtwide Health and Safety Committee will be convened within 30 days from the date a request is made by either the FA or the District.*

(5)

- (a) Was created but wasn't listed frequency of meetings. If there is a necessity or request by FA or District – then it will meet within 30 days.

Article 26 – Bonded Sabbatical Leave

- Restructured the sabbatical committee to include one faculty rep for every 32 full-time faculty members, or portion thereof, in a school or division.
 - Ensured that years earned towards sabbatical will not be lost if a faculty member becomes an administrator and then returns to instruction.
 - Added language that the committee will consider the president's recommendation in their determination.
 - ▶ • Added language stating that faculty can use professional development funds to attend a conference while on sabbatical.
- (6) (a) Keeps sabbatical bank if a faculty moves from a faculty role to administration (e.g. you work at faculty 4 years, become admin for 10 years, transition back to faculty – you still have 4 years).

Article 28 – Workload Banking

- Will be able to take partial banked workload leaves once every 6 semesters (full leave is once every 8 semesters).
 - Can decide to bank a class one week prior to the start of the term rather than the semester.
- (7) (a) If you take a partial leave, you will start over for the clock to use the banked workload. You can bank a class 1 week prior to the term (not the semester). You don't have to decide if you want to bank a 2nd 8-week class now until the week before the class starts, not at the start of the semester.

Article 31 – Retired Faculty Benefits

- Updated the language on legal changes regarding the reduced workload program.
 - Added language that if a faculty member is presented with formal charges, they cannot retire or resign and keep their lifelong medical benefits until the evidentiary hearing is concluded. Such faculty will be placed on paid administrative leave.
- ▶ (8) (a) Faculty have to go through evidentiary hearing and maintain their benefits throughout that hearing. If the district wants to take action, the faculty will be placed on paid leave. If there is cause, then they will lose their benefits. Sometimes there are deals made between the board and faculty member to avoid lengthy legal cases – but that is outside the scope of the contract.

Articles Still Being Negotiated

- Article 9 – Unit Stability
 - Article 14 – Assignment, Contract Year, Hours of Service, and Professional Duties
 - Article 15 – Workload
 - Article 16 – Part-time Faculty
 - Article 17 – Evaluations
 - ▶ • Article 22 – Layoff Procedures and FSAs
 - Article 27 – Benefits
 - Article 29 – Leaves
 - Article 30 – Wages
- (9) ¹¹ (a) These are still being debated on.

Articles 9 and 22 – Unit Stability and Faculty Service Areas

- Issues remain related to the legal requirements for placing faculty into Faculty Service Areas (FSAs).
- (10)
- (a) Trying to add additional layoff protections: If a faculty is being laid off from a particular area, then there is a period of time when the faculty can receive their salary and receive degree to be able to teach in the other discipline.

Article 14 - Assignment, Contract Year, Hours of Service, and Professional Duties

- *Moved the requirement that all tenured faculty complete one peer observation per semester to this article.*
 - Issues remain concerning mandatory training for faculty and the necessity of mutual agreement with the FA.
- (11)
- (a) Districts wants to increase trainings. We are pushing back about specific trainings, etc.

Article 15 - Workload

- *Course assignments given to part-time faculty as a substitute for less than 100% of the course will not count towards priority rehire eligibility (PRE).*
 - *Possible reduction of load for a part-time faculty on the PRE list if under a formal or informal investigation.*
 - *Increase of extra duty days for the choral music directors from 9 to 16.*
 - Issues remain related to mutual agreement for 7 of the extra duty days received by counselors/learning disability specialists.
 - There is agreement to restructure and potentially increase department chair pay but still being worked on.
- (12)
- (a) PRE under investigation – was added to support PT. District was trying to just terminate if they are under investigation, but this can allow the faculty to be on reduced load.
 - (b) Still determining how the department chair pay would be paid and impact it could have. Put together a work group for this and we are trying to figure out the best way we can make this happen.
 - (i) C: Is there a “chairperson” for the workgroup surrounding chair stipends?
 1. A: There isn't. The working group is made of up 2 from FA and 2 from District. I don't anticipate that it will be terribly complicated.
 - (c) Worried about the extra duty days for counselors. It feels like we are moving towards the tracking of all our hours and having it accounted for. The next step is to try to approach looking at how the faculty are using their extra duty days since the district is so focused on student contact for the hours.

Article 16 – Part-Time Faculty

- Issue remains regarding the maintaining of “courtesy” or automatic interviews.
- (13)
- (a) Claire will send this out soon.

Article 17 – Evaluations

- Added language regarding DEIA requirements in the self-evaluation (per title 5)
 - Changed language regarding tenure track faculty and the need to complete 75% of a year to get credit towards tenure. In the 2nd, 3rd, and 4th year, you may get credit if you were able to be evaluated in the fall semester.
 - Trying to solve peer observation burden
 - REMINDER: All full-time faculty members are **only required to conduct one peer observation per semester**
 - Observe for at least 50 minutes
 - Write up comments and provide to evaluator
- (14) ¹⁶
- (a) Ed code says you only need the 75% in year 1, not all the years. Added language to clarify this policy moving forward (unfortunately cannot retro-count or implement this).
 - (i) C: More for the faculty participating on the TRC – this feels like a waste of time.
 - (b) Peer evaluations have an issue – not all depts have many FT faculty and this causes a burden.

Article 27 - Benefits

- FA proposed participating in the legislated health insurance for part-time faculty.
 - District has countered with doubling the amount of money available to provide monthly stipends to eligible part-time faculty.
- (15)
- (a) District's counter may restructure who and how people can use this money. So we are looking into this.

Article 29 - Leaves

- Have agreed to 5 days of paid reproductive loss leave
 - FA proposed 30 days of paid parental leave
 - District has countered with 5 days of paid baby bonding leave
- (16)
- (a) The legislature makes the leave required but the district said they would pay them.

Article 30 - Wages

FA Initial Proposal

- Overall raise of:
 - 2024-2025 – 6.1%
 - 2025-2026 – 5%
 - 2026-2027 – 5%
- 100% parity for part-time faculty
- Allow new hire placement up to step 9 based on experience (currently it is step 4)
- Extension of doctoral stipend to part-time faculty

District Initial Counter

- Overall raise of:
 - 2024-2025 – State COLA (0.78%)
 - 2025-2026 – State COLA
 - 2026-2027 – State COLA
- Increase in parity to 71.5% by end of contract (from 70.5) – a grand total of 1%
- Allow new hire placement up to step 6 based on experience
- No extension of doctoral stipend to part-time faculty
- Create a flat rate for the doctoral stipend which delinks it from increases to the salary schedule

(17)

- (a) Raise in FA proposal (6.1%) is based on loss of buying power (trying to increase that) and consumer price index over the past 3 years. The rest are based on estimations.
- (b) District counter was to only offer COLA (based on district determination). Increasing PT parity by 1%. Did move up in initial placement. Did not want to extend doctoral stipend to PTs. And, wants to take doctoral stipend off salary schedule.
 - (i) C: Was there a column being added for doctoral education?
 - 1. A: No, we did not propose to increase adding a column. These are just 2 different solutions to the same problem. It wouldn't give more money to people with doctoral degrees, it would just add another column to our salary schedule.
 - 2. A: Actually, the column break in the full-time schedule is 5.5555%, and the doctoral stipend is 5.6%, so it is, in effect, a sixth column. Adding a sixth column would not really make a difference.
- (c) Doesn't seem that they will change much. We need to have the support from the faculty to show the importance and need for the raises.
- (d) Parity – the faculty moved the PT parity from 57%-70.5% by opting to move the COLA , raises, etc to be for the parity adjustment in the past contracts. Negotiation team is putting together a list of the finances to show the reasons why the district can afford a higher wage than COLA.

What You Can Do



Join the Organizing Committee



Attend Board Meetings



Speak at Board Meetings



Mobilize Your School or Division


(18)

- (a) C: When you are encouraging us to attend the board meetings, what exactly is expected?
 - (i) A: Speak at board meetings and share why it is so important, join the organization committee to help come out in numbers. Create signs “faculty work conditions are student learning conditions”. Show up with your colleagues in your areas. More people who show up and speak – the better.
 - (ii) A: speaking to the Board about individual faculty concerns does have an effect. In the past, we have been more effective on some specific issues, like part-time parity, because the Board was able to hear the experiences of actual faculty, who were no longer just faceless numbers.
- (b) C: Out of curiosity, what sorts of arguments does the district put forward against parity? Is it just a budgetary argument or is it more of an argument that full-time and part-time faculty are different in some way. If so, in what ways do they argue they are different?
 - (i) A: Their main argument (based on poorly derived and mistaken figures) is based on competitive salaries with neighboring districts. They claim that we are paying higher than "market rates" now. Of course, parity is a justice issue, but their claim is also mistaken.
- (c) C: Do student voices go towards the faculty contract conditions? Like if students show up to share and make the asks as well – would that have an impact or be helpful?
 - (i) A: It would not be not helpful.
- (d) C: If we have an idea that should be included in the contract negotiations, how can we get that added?
 - (i) A: We have a townhall and survey that allows our faculty to provide information on issues that they would like to see, keep, etc.

Upcoming Board Meetings

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

- Gather with your colleagues at 5pm at Chili's
- Show up at the board meeting at 6:15pm in your FA t-shirt and/or

(19)  hat!

f) Membership Report—Jenny Langrell

- i) Membership Advisory Committee – see updated membership list. Questions about membership, reach out to Jenny or complete form on the website.

g) Grievance Committee

h) PAC Report – Melanie Haeri

- i) Next Meeting – April 16th

(1) 4 seats are open for the board. The PAC identifies board candidates who could potentially be supported by the FA PAC. Support could include lawn signs, advertising campaigns, etc.

(2) Thanks to everyone who came out to the first PAC meeting. We had a good discussion about the roles and expectations. Next meeting is Tuesday, April 16th on zoom.

i) CCA/CTA Regional Report – Sam Abbas

- i) Brought up in the CCA/CTA meeting about PT parity, health insurance, and seniority and rehire rights
- ii) CCA to establish a DEIA training academy to provide training for any CCA members. AI task force trying to pass SB 2370 to not allow AI to take over teaching roles and all that goes along with teaching. Dual Enrolment was discussed to not displace the current faculty. CCA summer institute task force at LA Bonaventure.

4) Action Items

a) Create an Election Committee – FA Elections

- i) Motion to create the election committee from volunteers in the meeting but if it is not filled keep it open until it is filled and then close it: Kathy; seconded: Lewis
- ii) Election committee is an oversight committee. Needs to be at least 3 people, no members of exec and no people who are running for the election.
- iii) Confirmed election committee members: Mark B, Claire C, Bill E (may be also adding Caroline G)
- iv) Vote: unanimously approved

b) Open nominations

- i) Motion to open nominations: Allison; seconded: Jenny
- ii) All exec positions are open (president elect, treasurer, secretary, membership, part-time chair) as well as all the rep council positions.
- iii) There will be an email that will go out to solicit the nominations for Exec as well as rep council. If you are interested in any position, please check out the website with a link in the "Resources" page with more information!
<http://soccdfa.net/resources/>

c) FA Election Timeline – Frank G.

- i) Nominations until April 15th
- ii) Run election: April 22nd – 26th
- iii) Give us 4 days before May 1st to allow letting OOI who is on the exec team for next year. Next Rep Council meeting will be with the new Exec board.

5) Information

- 6) CCA/CTA/NEA Conferences
 - a) Spring Conference – April 26-28, 2024 – Costa Mesa Hilton, Orange County, CA
 - b) If you want to attend the conference as a delegate from SOCCCD, please let Marianne or Melanie know.
- 7) Next Meeting: Monday, May 6, 2024
- 8) Announcements/ Misc.
- 9) Adjourned: 4:57pm