



AGENDA
Representative Council Meeting
May 13, 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

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
Jenny Langrell, OELR
Janine O'Buchon, HW
Jill Ibbotson, EL
Kathleen Lunetto, BI
Emily Quinlan, BI
Loretta Niccola, HW
Pete Murray, HSS
Frank Gonzalez, STEM

Part-Time Representatives present:

Susan Bliss
Nancy Allah

Guests:

Grace Chau, HW

- 1) Call to Order: 3:05pm
- 2) Meeting Items
 - a) Introduction of Guests
 - b) Adoption of Agenda
 - i) Motion: Robert M, seconded: Nancy A
 - ii) Unanimous vote; motion passes
 - c) Approval of Minutes: April 1, 2024
 - i) Motion to approve: Allison C, seconded: Jenny L
 - ii) Unanimous vote; motion passes
- 3) Officer and Committee Reports
 - a) Secretary's Report—Marianne Wolfe
 - i) Communications Advisory Committee: Newsletter will come out week of finals. You can still contribute if you want!
 - b) Organizing Committee Report—Robert Melendez
 - i) Monday, May 20th – Board of Trustees meeting. Trying to get everyone out again. Trying a different approach – will be picketing at the event. Asking everyone to arrive at 4:30pm for the trustees to see us when they walk into the boardroom. There will be food, signs, swag items, and more. We are also looking for people to speak during the open public comment again.
 - ii) Please RSVP if you will be able to join us or if you are not able to attend the board meeting, feel free to upload your story/comments here to have read at the meeting: <https://forms.gle/m9MXmJG3s3hGHjSY8>
 - iii) Game Plan and Timeline for Math 20th Board Meeting:
 - (1) 4:30pm - Join us as we do some informational picketing for the Board of Trustees as they arrive and enter into closed session prior to the board meeting. We plan to be in full force with informational signs, answering any questions the board members have, and showing that we are not letting up the pressure. In addition, we will have food for all faculty that attend!
 - (2) 6:15pm - Join us for the board meeting at 6:15pm at Saddleback College's Health Sciences Building in the Ronald Reagan Board of Trustees Room. Your attendance is only needed for the first 15 minutes of the board meeting during public comments (approximately 6:30-6:45pm).
 - iv) Traditionally, most attendees stay until the end of the FA report. If you can't stay, it might be helpful to not sit together to allow for the least disruptive approach. But, it is nice to hear the report from the FA.
 - c) Part-time Committee Report— Joanna Kibler-McNerney
 - i) Susan Bliss held a great workshop; 19 part-time faculty were in attendance. Thank you, Susan!
 - d) Treasurer's Report—Frank Gonzalez
 - i) Budget Advisory Committee
 - (1) Increased \$20 a month to \$25 a month. The extra \$5 per full-time member has definitely helped.
 - (2) Scholarships went out (we give \$500 scholarships to IVC and Saddleback).
 - (3) CTA conferences that we seek delegate for (fall, winter, spring). If you plan to attend any of the other offered conferences, workshops, you have to apply for grants from CTA FIRST before coming to SOCCCD FA for reimbursement. So be sure to plan early for those grant opportunities.
 - (a) Q: Why is our district not involved at the state level? How can our school support and bring change to those other schools that are struggling?
 - (b) A: That is a great question. I think a big part of it may be that we need more young blood involved in the FA. We are not represented as much as other districts.
 - (c) C: CTA says they would like to come to the events/meetings we host. And they have been invited as well.
 - e) Negotiations Report—Claire Cesareo
 - i) Update on Negotiations
 - ii) Thank you to the Negotiations Team. Robert will be stepping down from the Negotiations Team and they are planning to replace him for summer/fall. Melanie also will be stepping away from the president role (being replaced by Robert). As a reminder, presidents cannot serve on the Negotiations Team.

Articles with Tentative Agreements

- Article 6 – Association Rights
- Article 13 – Intellectual Property Rights
- Article 14 – Assignment, Contract Year, Hours of Service, and Professional Duties
- 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

iii)

Articles Close to Tentative Agreement

- Article 17 – Evaluations
- Article 27 – Benefits
- Article 29 – Leaves

iv)

Article 17 – Evaluation

- *Added a pilot process for the Peer Observation where a faculty member being evaluated can elect to have a classroom/worksite observation or a review of their student surveys (old process).*
- *This can be opted for once every 6 years.*

v)

(1) Applies to tenured and part-time faculty evaluations. If you use the review of student surveys, peer will have to write a comment that is handed over to the evaluator.

Article 27 – Benefits

- *Part-time Health Insurance Stipends:*
 - *Added language doubling the amount of money available (from \$384,000 to \$768,000 per semester).*
 - *Created a category for people paying under \$100.*
 - *Increased the Medicare recipient stipend from \$250 to \$350.*
 - *Benefit now begins after 4 semesters of employment (instead of 6).*
 - *Reduced the required load from 12 to 9 LHE in the prior 12 months period.*

vi)

- (1) There were issues with the previous way the wording was and everyone would get a small stipend based on the amount of people who applied for it. By doubling the threshold (from \$384K to \$768K) this allows us to find others who qualify and who we can outreach to.

Article 27 – Benefits

- Still negotiating some minor language related to long term care insurance.

vii)

- (1) Still negotiating the language. If premiums go up over 50% any particular month, they want to be able to come back to the negotiations to address that.

Article 29 - Leaves

- *Added language for 5 days of paid reproductive loss leave.*
- *Added language for one week of paid parental leave not deducted from sick leave.*
 - *This leave is to be used prior to and then consecutively with the 12 weeks of parental leave required by the Family and Medical Leave Act (FMLA), which is deducted from sick leave.*

viii)

- (1) 5 days of reproductive loss is law; we added that they are PAID leave. Applies to PT and FT.
- (2) The week of paid parental leave is a week – that is what we get off. Applies for part-time and full-time faculty.

Articles Still Being Negotiated

- Article 9 – Unit Stability
 - Article 22 – Layoff Procedures and FSAs
-

- Article 15 – Workload
- Article 16 – Part-time Faculty
- Article 30 – Wages

ix)

(1) The articles 15, 16, and 30 – are what the district says will be at an impasse.

Articles 9 and 22 – Unit Stability and Faculty Service Areas

- No discussion on this item since last Rep Council.
- Issues remain related to the legal requirements for placing faculty into Faculty Service Areas (FSAs).
- Adding additional conditions for lay-offs.

x)

(1) This has not come back to the table at this time. Mainly 22 is where the concerns are.

Article 15 - Workload

- *Agreement on restructuring of department chair pay based on current distribution within the four categories.*
- Issues remain related to mutual agreement for 7 of the extra duty days received by counselors/learning disability specialists.
- District proposed 5 days of dean assignment and 2 days of mutual agreement.
- The district has indicated that they do not intend to move on this issue.

xi)

(1) Did come to an agreement about the restructuring of chair pays. Took the highest and lowest and found an evenly distribution to address this.

(2) Extra duty days are under discussion for counselors and learning disability specialists. They want to make 5 go back to Dean's right of assignment. But we do not agree. At an impasse.

Article 16 – Part-Time Faculty

- Issue remains regarding the maintaining of “courtesy” or automatic interviews.
 - *FA has conceded on a variety of concerns, such as the interviews being offered only to PT faculty who teach at the college and in the department for which they are applying.*
 - The district has stated that they do not intend to move on this issue.
- xii) (1) The survey from the PT faculty indicated that 95% want to have the courtesy interviews kept.

Article 30 - Wages

FA Current Proposal

- Overall raise of:
 - 2024-2025 – 6.1%
 - 2025-2026 – 5%
 - 2026-2027 – 5%
 - Increase in parity for part-time faculty to:
 - 2024-2025 – 75%
 - 2025-2026 – 82.5%
 - 2026-2027 – 90%
 - Allow new hire placement up to step 6 based on experience (currently it is step 4), with a reassessment of faculty hired in the past 4 years.
- xiii) ▪ Extension of doctoral stipend to part-time faculty

- (1) The 6.1% came from the consumer price index and our loss of earning power.
- (2) We are going to counter the proposals for the placement and the doctoral stipend. District has stated that this is as high as they are going to go. So, we really need support and to have people come out to support the cause.

New Item Declared to Be Under the Scope of Negotiations – Dual Enrollment and Middle College Classes

- The FA has declared that the teaching of courses aimed primarily at K-12 students, either through dual enrollment on high school campuses or through the creation of a Middle College, are under the scope of negotiations.
 - We will negotiate for these assignments to be voluntary.
 - We will also address who is allowed to teach these classes.
- xiv) (1) New issue we have brought up that is part of negotiations. Mainly we want to make sure these courses are not part of the Dean’s right of assignment.
- xv) C: Why doesn’t the district want to get rid of courtesy interviews?

xvi) A: It seems to be a District issue that they blame on EEO.

xvii) C: The May budget revise says COLA should be about 1.12-1.15%, I would assume that this would match what the COLA adjustment should be? New report says that to live in OC, you need to have an average income of \$349,000.

xviii) Yes

f) Membership Report—Jenny Langrell

i) Membership Advisory Committee

(1) 8 new members have joined the union. Please send the forms to Jenny! Or, complete the form online:

(a) Membership Enrollment Form - <http://soccdfaf.net/wp-content/uploads/2023/08/FA-EnrollmentFormandInstructions23-24.pdf>

g) Grievance Committee

i) Busy but have been successful with solving problems without it becoming larger issues. We negotiate rather than fight whenever possible. The main thing is, PLEASE contact the grievance chairs for any issues you think may or may not be a grievance. They are available during the summer for very specific timeframes, but still reach out then.

h) PAC Report – Melanie Haeri

i) We have 4 seats that are up for election. 3 of them are incumbents. One of them we are 98% sure is going to be a retirement. Recently we interviewed for Area 1, Area 6 – no challengers yet. Tim Jemal's seat we also interviewed him – no challengers yet. We also interviewed someone for Barbara Jay's seat – Barbara Jay has not said if she is running again.

ii) Once we endorse candidates, we provide monetary support for filing fees or social media campaigns. We can also help with text banking, signs, etc.

iii) Q: Are the two names on the list for endorsements the final support? Or just until you interview someone else?

iv) A: Any endorsement we make is firm; but it doesn't take away from other endorsements. The PAC can endorse multiple people for the same BOT seat but we most likely would not. The people who are chosen for endorsement have been interviewed followed by a robust discussion from the group. We feel very confident to support them. We have not reached the candidates in the other 2 seats.

v) In the future coming years, we might expect a few retirements. So, we should try to identify people to replace those seats. Finding good candidates is difficult; if you know anyone from those areas, please let us know.

i) CCA/CTA Regional Report – Sam Abbas (tabled)

j) Benefits Committee Update

i) Allison and Robert are our reps for the District Benefits Committee. One of the issues being discussed is our dental coverage. We wanted them to look at other programs/providers because our dental benefits are not great (many providers are leaving the network). They did an analysis and there are a lot less leaving than we thought. They looked at the other dental providers – what we have currently seems to be the best options across the board. They looked at the usage of benefits from our members – many people do not use the dental coverage (e.g. 50% of the employees don't use the dental benefits, 26.3% children on the plans did not use benefits). It was voted to continue looking into benefits that could cover 100% of the costs. A proposal should be created and sent to the Vice Chancellor of HR. Delta Dental increased 51 providers and only lost 3 providers in OC.

4) Action Items

a) Summer Authority for Exec – Pac and Rep Council

i) Move to endorse summer authority for Exec to take upon themselves whatever needs to be done for Rep Council matters and they will report back at the first rep council meeting in the fall semester: Kathy S; seconded: Lewis

ii) Vote: Unanimous approval

iii) Motion passes

iv) PAC discussion: Only the PAC can ask the Rep Council to work on their behalf. The summer exec committee can work on behalf of the PAC and then report to Rep Council. No need to vote on what the PAC determines.

b) PAC – Recommendations for Endorsements for Trustee Elections

i) Area 1 – Carolyn Inmon – Incumbent

ii) Area 6 - Ryan Dack – Incumbent

iii) Move to endorse both Carolyn Inmon and Ryan Dack: Lewis, seconded: Kathy

- iv) Vote: Unanimous approval
 - v) Motion passes
- 5) Information
- a) FA Election Results
 - i) Reviewed election results and provided a little insight into the process of the Election Runner.
 - b) CCA/CTA/NEA Conference Spring Conference – April 26-28, 2024 – Costa Mesa Hilton, Orange County, Ca – REPORT
 - i) Earning of units – if it is specified as higher ed or continuing ed credit. There's up to 9 units that you can take through CTA that you can get university credit for, and they cover 6 units.
- 6) Next Meeting: Fall Semester – New Reps
- 7) Announcements/ Misc
- a) Lewis has been at every Rep Council meeting for 22 years. He doesn't remember ever not having Ted there. Thank you to Ted for all he has done for the union.
 - b) Thank you to MELANIE for her leadership these past 2 years. She is always prepared and is a conscientious, fierce advocate for us. We are so thankful and lucky to have her!
- 8) Adjourned: 5:00pm