

# SOCCCCD Faculty Association

Fall 2024

Professional Development Week

All-Faculty Meeting



# Thank You Melanie!!!



# Faculty Association Officers

- Robert Melendez, President
- Deanna Scherger, President Elect/Vice President
- Frank Gonzalez, Treasurer
- Marianne Wolfe, Secretary
- Lewis Long, Past President
- Jenny Langrell, Membership Chair
- TBD, Part-time Faculty Chair
- Claire Cesareo, Chief Negotiator

# Grievance Chairs

## IVC

- Kathy Schmeidler
- Bill Etter

## Saddleback

- Mark Blethen
- Bill McGuire

# We Are Stronger Together!

*Labor unions are not just about wages and benefits, but about dignity, respect, and a better quality of life for all workers.*

Richard Trumka, Organized Labor Leader

*Teachers' unions are the guardians of public education and the advocates for the rights and professionalism of teachers*

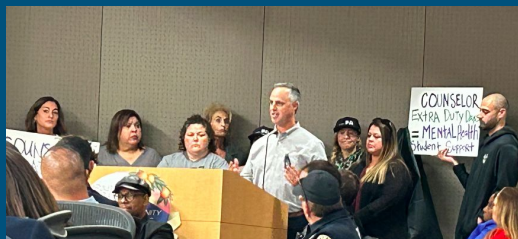
Diane Ravitch, Education Historian and Policy Analyst

*The union is just us, people. It's not a building, it's not support for this or that, it's us figuring out how we can make our work lives and our families better and also make our larger community better*

Joe Boyd, CTA Executive Director

*Teachers are on the front lines of our nation's future. Their unions are essential partners in making sure every child has the opportunity to succeed.*

Michelle Obama, Lawyer, Writer, Former First Lady



# Special Election!

## Part-Time Faculty Chair for Executive Committee

In accordance with our Bylaws (Section VIII.5)

- “...an election shall occur at the next scheduled meeting of the Representative Council.”
- Call for candidates
  - This meeting
  - Email to all members later today
- Deadline to submit nominations to [facultyassociation@socccd.edu](mailto:facultyassociation@socccd.edu) - **Tuesday, September 3rd at 5pm**
- Voting will take place at the September 9th Representative Council Meeting

Part-time Faculty Chair shall do the following:

- Attend Executive Committee and Representative Council meetings;
- Respond to part-time faculty questions and concerns;
- Represent the interests of the part-time faculty;
- Chair the Part-time Faculty Advisory Committee;
- In consultation with the Executive Committee, plan part-time member activities.

# Prescription Drug Changes - Blue Shield PPO Only

Prescription Drug Manager will be moving from Blue Shield Pharmacy to SISC Navitus.

- There will be some minor formulary changes
- Communication will be sent out to disrupted members
- Overall, prescription drug copays are decreasing
- All generic drugs have \$0 copay through Costco Pharmacy
- The copay for brand drugs drops from \$15 to \$10

Changes take effect January 1, 2025

These changes took place for Blue Shield HMO over 3 years ago

# Prescription Drug Changes - Blue Shield PPO Only

- Prescriptions now have a separate out-of-pocket max, but the vast majority of people will pay far less
- The medical out-of-pocket max is going to reduce by \$100 for individual and \$300 for family



# Payday Change - FT Faculty

Change is Due to New Banner System to be Implemented in 2025

- Regular Academic Year Pay (August - May on last day of the month)
  - STRS - December paycheck now on Dec. 31\*
  - PERS - From the 10th to last working day of the month.

**\*For 2025, you will receive 11 checks instead of 10. Plan accordingly!**

# Payday Change - FT Faculty

- Classroom Overload Pay (per semester)
  - STRS - 5 pay dates to 4 (Sept. - Dec. & Feb. - May)
  - PERS - 5 pay dates to 4, last working day of the month (Sept. - Dec. & Feb. - May)
- Non-Classroom Overload Pay
  - STRS - From last day of the following month to 10th of the following month
  - PERS - From 10th of 2-months after to 10th of the following month.

# Payday Change - FT Faculty

- Summer Pay (1-3 paychecks, depending on start and end dates)
  - STRS - from July 10th, last working day of July and August to **last working day of June, July, and August.**
  - PERS - from July 10th, last working day of July and August to **last working day of June, July, and August.**

# Payday Change - PT Faculty

- Academic Year Classroom Assignments
  - STRS - 5 pay dates to 4 (Sept. - Dec. & Feb. - May).
  - PERS - 5 pay dates to 4, last working day of the month (Sept. - Dec. & Feb. - May)
- Summer Classroom Assignments (1-3 paychecks depending on start and dates)
  - STRS - from July 10th, last working day of July and August to last working day of June, July, and August.
  - PERS - from July 10th, last working day and August to last working day of June, July, and August.

# Payday Change - PT Faculty

- Non-Classroom Pay
  - STRS - From last day of the following month to 10th of the following month
  - PERS - From 10th of 2-months after to 10th of the following month.

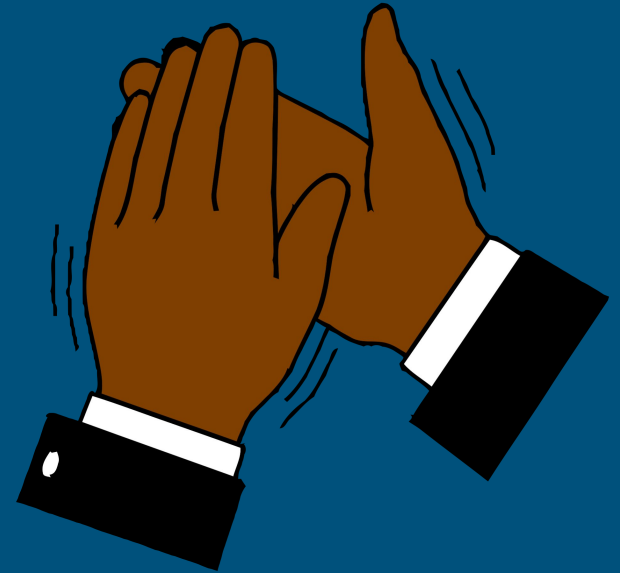
# Negotiations Update

## Claire Cesareo

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- A big thanks to our Negotiating Team!

- Mark Blethen, SC
- Susan Bliss, SC
- Jenny Langrell, SC
- Lewis Long, IVC
- Robert Melendez, IVC
- Deanna Scherger, IVC



# Negotiations Update

- We are close to concluding negotiations
- Four issues remain:
  - Faculty Service Areas and layoffs
  - Extra duty days for counselors
  - Courtesy interviews for part-time faculty
  - Wages
- If we cannot reach agreements, we may need to go to **impasse**



# How We Got Here

March-April  
2023

September  
2023

August 2024

Faculty Town  
Hall

Faculty  
Survey

Sunshine  
Proposal to  
District

Negotiations  
Began

Current  
Contract  
Expired

Negotiations  
Continue

January  
2023

July 2023

June 2024

# Articles with Tentative Agreements

- Article 6 - Association Rights
- Article 9 - Unit Stability
- Article 13 - Intellectual Property Rights
- Article 14 - Assignment, Contract Year, Hours of Service, and Professional Duties
- Article 17 - Evaluations
- Article 19 - Transfers
- Article 20 - Travel
- Article 21 - Health and Safety
- Article 26 - Bonded Sabbatical Leave
- Article 27 - Benefits
- Article 28 - Workload Banking
- Article 29 - Leaves
- Article 31 - Retired Faculty Benefits

# Articles Still Being Negotiated

- Article 15 - Workload
- Article 16 - Part-Time Faculty
- Article 22 - Layoff Procedures and FSAs
- Article 30 - Wages

# Some Highlights

- **Workload Banking Program**
  - Ability to take partial leaves
  - Ability to bank a class one week prior to start of class and not semester

- **Bonded Sabbatical and PD Leave**
  - Restructuring of committee to include one faculty for every 32 FT faculty members, or portion thereof, within a school or division
  - Ensured that years earned towards sabbatical are not lost if faculty members becomes an administrator and then retreats back into faculty
  - Added language that faculty can access PD funds to attend a conference while on sabbatical

- **Leaves**

- Addition of one week of paid parental leave (not deducted from sick leave)
- Addition of paid reproductive loss leave of up to 5 days

- **Evaluations**

- Added language related to DEI practices/training in self-evaluation component
- 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).

- **Benefits**

- Changes to the part-time health insurance stipends include:

- Doubling the amount of money available (from \$384,000 to \$768,000 per semester)
- Creation of a category for people paying under \$100
- Increase of the Medicare recipient stipend from \$250 to \$350
- Benefit now begins after 4 semesters of employment (instead of 6)
- Reduction of the required load from 12 to 9 LHE in the prior 12 months period

- **Workload**

- Restructured the department chair stipend table so that most chairs will see an increase in their LHE



# Items without Resolution

- **Article 22 – Faculty Service Areas and Layoffs**
  - Issues remain on how to place FT faculty in Faculty Service Areas (FSAs) for the purposes of layoffs
  - We have proposed additional conditions in the event of a layoff, including retraining opportunities

- **Article 15 - Workload**

- 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

- **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

- **Article 16 - Wages**

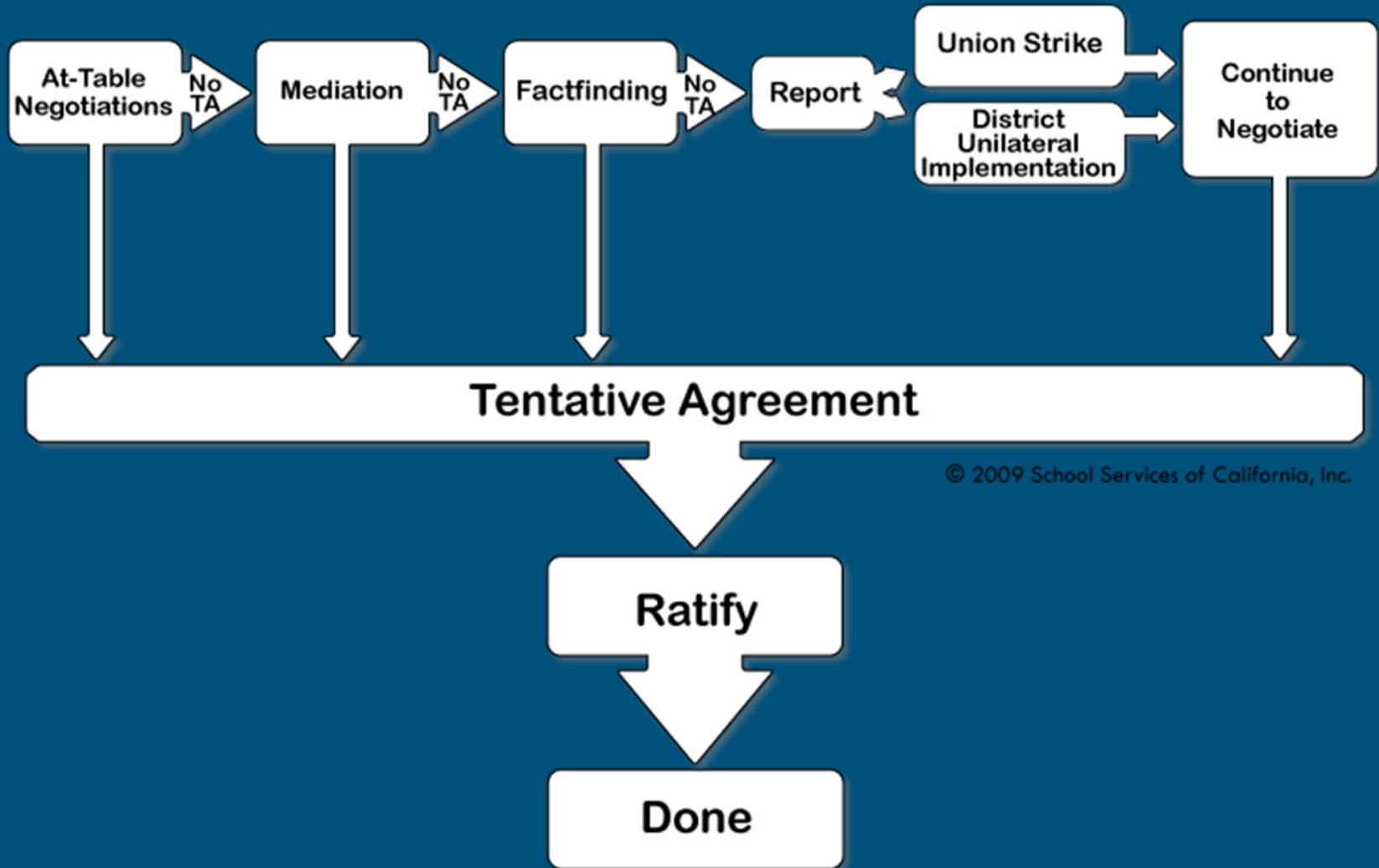
## District Current Proposal:

- Overall raise of:
  - 2024-2025 – COLA (1.07%)
  - 2025-2026 – COLA (2.93%)
  - 2026-2027 – COLA (3.08%)
- Increase in parity to 72.5% by end of contract (from 70.5) – a grand total of 2%
- Allow new hire placement up to step 6 based on experience (currently it is step 4), without a reassessment of current faculty

## FA Current Counter Proposal:

- Overall raise of:
  - 2024-2025 – 6.1%
  - 2025-2026 – 4% or COLA if higher
  - 2026-2027 – 3% or COLA if higher
- 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, with a reassessment of faculty hired in the past 4 years
- Extension of doctoral stipend to part-time faculty

# What does Impasse Mean?



# The FA Needs Your Voice

- District economic proposal: COLA, COLA, COLA
- 1.07% for 24/25
- Parity increase: 0.5%, 0.5%, 1%

Consumer Price index projected increase for California 2024 ( <u>California Department of Finance</u> )	3.3%
Los Angeles area food price increases from 2023-2024 ( <u>U.S. Bureau of Labor Statistics</u> )	3.1%
Orange County cost of living increase for 2024 ( <u>Orange County Employees Retirement System</u> )	3%
Home price increase in Orange County from June 2023-June 2024 ( <u>Orange County Register</u> )	10.5%

# How Can you Get Involved?

- Come to a Board of Trustees meeting and share a public comment. **Join us August 26th at 4:00pm!**
- Join our organizing committee-meetings on Zoom, 2nd Mondays from 3-4:30pm.
- Follow us on social media for updates: Instagram  
[@soccdfacultyassociation](#)
- Let us know how you'd like to help right now:





Alone we are strong...together we are stronger!



# We Are Here for You!

- SOCCCDFA.NET – our website with info and email: [facultyassociation@socccd.edu](mailto:facultyassociation@socccd.edu)
- [rmelendez@ivc.edu](mailto:rmelendez@ivc.edu) – email me anytime
- Contact your school/Division Rep
- Contact a grievance chair
- Attend Rep Council meetings – First Mondays of the month – open meetings
- Attend Board of Trustee meetings – Last Monday of the month – open meetings

# Questions

