**Minutes**

**Representative Council Meeting**

December 2, 2024

1. Call to Order (3:06pm)
2. Meeting Items
   1. Introduction of Guests
   2. Adoption of Agenda
      1. Motion to adopt: Kathy, seconded: Allison
      2. Discussion: Slightly revised version is in the chat (added a FACCC webinar about AB105)
      3. Vote: unanimous approval; Agenda approved
   3. Approval of Minutes: November 4, 2024
      1. Motion to adopt: Kathy, seconded: Allison
      2. Discussion: None
      3. Vote: unanimous approval; minutes approved
3. Officer and Committee Reports
   1. Secretary’s Report—Marianne Wolfe
      1. Communications Advisory Committee: newsletter should be out week of finals week
   2. Organizing Committee Report— Deanna Scherger
      1. Upcoming workshops on how to move up on the salary schedule and contract FAQs in the spring
         1. Let me know if you’ve taken particular courses or programs to move up on the salary schedule that you would recommend, or contract questions folks might have - ([dscherger@ivc.edu](mailto:dscherger@ivc.edu))
         2. There will be one at Saddleback and one at IVC so everyone can attend!
         3. Working on ways to share information and communicate with one another.
   3. Part-time Committee Report— Danelle Huggett
      1. RECAP: November 22nd, 10am-12pm - How to apply for FT position workshop
         1. Had over 20 people attend! A lot of questions about CVs and cover letters.
      2. UPCOMING: December 13th, 10am-12pm - How to apply for Unemployment workshop
      3. Spring will have How to apply for Health Benefits Reimbursement, How to Interview for a FT position, as well as some in-person gatherings for PTs to let them know we see, hear, and stand for them
      4. Saddleback had a part-time dinner appreciation but it wasn’t really about celebrating the faculty. It felt like students and the campus were making asks and needs versus appreciating the PT faculty.
         1. C: It was a professional development series that was supposed to showcase the CRLT grant and what it can offer to participate in it. Maybe they mis-titled it but it was really just a showcase of what PTs can take advantage of on the campus through the grant.
         2. What the FA tends to do is different from what the other offices, groups, spaces on the campus are planning to do. But the feedback you shared from that event is helpful as we plan our own event.
         3. Our FA events will be more appreciative and celebratory of our PT faculty in all they do.
      5. PT Unemployment question - if someone replies to TAR form saying they do not want an assignment, does that mean they are not eligible for unemployment?
         1. Please attend the workshop to get these questions answered! We are unsure of the exact answer. The workshop is helpful because it can provide a lot of details on how to complete the report.
            1. A: The TAR form is not used at IVC, it is specifically used at SC and maybe other schools. Requesting or not requesting employment should not be an issue, but that would be a good question to ask HR.
            2. A. Even if a PT says, Yes, on the TAR form, they may not have a job in the spring, so it shouldn’t be an impact on filing for unemployment. So, as long as you are unemployed, for whatever reason, you can apply for unemployment.
            3. A. If you reject your offer/assignment, then you may not qualify for unemployment. They call the district to verify. You have to be careful to answer the question. There is no guarantee that you will get an assignment. You should answer the question as you are not having a guaranteed job. You also are not supposed to answer that you are an education employee - it speaks to the K-12 system, not ours.
         2. Some resources: <https://caselaw.findlaw.com/court/ca-court-of-appeal/1758049.html>; <https://contingentworld.com/unemployment/unemployment_overview.php>
   4. Treasurer’s Report—Frank Gonzalez
      1. See attached budget
      2. If you would like to contribute to the PAC, you can do so at any time! Please use this link to the form: . You can send the form to Frank ([fgonzalez@saddleback.edu](mailto:fgonzalez@saddleback.edu)), who will send it to the Payroll contact.
      3. This is Frank’s last term (2024-2026) as treasurer, so anyone interested should reach out to him so they can start shadowing him to learn the role. The compensation is 4 LHE per semester with something in summer.
   5. Negotiations Report—Claire Cesareo
      1. Meeting this week to finalize the contract in it’s entirety. We dont have a signed version yet. We approved all the TAs and changes. But, no we are double checking the reference numbers as well as the grammar, spelling, etc. Claire, Robert, and Cindy are meeting this week. Once that is done, there will be a signed version online. The evaluation form is simplified and will be in the contract still. We can also incorporate the changes from the MOU for the new sport (flag football). The new evaluation tool will go into effect spring 2025.
      2. Q: Are PT or FTs losing money if we are getting equal pay for equal work? If PTs receive parity, will the FTs be losing money?
         1. A: We are negotiating for the full parity (100% of equal pay for equal work). We are making movements towards that but the district is not working with us. When we negotiated in the previous contract, the FT did lose a little of the raises for FT for the PT wages increase. This time, we did not have that as part of the wages increase. So, no, we try not to reduce the wages from anyone.
      3. Q: Why can we not reach parity? What is the issue?
         1. A: We are fighting for that in all the negotiations. We are trying to move towards rectifying negotiations. We have made some headway for parity but still have a lot to do. We have been working years, fighting tooth and nails, to get movement towards parity. The district fights us for this a lot. We get the best we can with what we have.
      4. Q: Do you have a PT rep on your negotiations team?
         1. A: We normally have a PT person on our team and will make sure there is someone on the next team to represent PTs.
      5. C: Working with other schools unions, our FA negotiations team is very powerful and has made good strides.
   6. Membership Report—Jenny Langrell
      1. Membership Advisory Committee
      2. See attached list
      3. Jenny will send your PT membership list to each Rep so you can review to see who is a member.
      4. Q: How should I represent the School of the Arts? Do I have the freedom to email everyone (all the faculty) in my school? IVC seems like a very hierarchical institution, so I want to be mindful of obeying all the rules/updates/etc. I feel like I should be able to reach out to everyone.
         1. A: Jenny will send an email with the list of the members for your school. You have the right to email all the faculty. If anyone gives you grief or issues, connect with Kathy. It’s in the contract that our Reps are supposed to communicate with their members.
         2. From AR 7121: As a position is opened, it will be announced by HR with sufficient time to advertise the position. This should normally be a minimum of 20 calendar days, unless otherwise requested by the Chancellor or college president.
      5. Q: How long can someone be an interim dean? And, how long does the job need to be posted?
         1. A: It can vary depending on the administration. Some positions have limitations (like a year). Robert is following up with VPI from IVC to see what the plan is for changing the way some interim roles are placed. It can feel very secretive and happens without any notice.
      6. Q: How many faculty can be on a hiring committee for a dean?
         1. 2 - a representative from AS and a representative from FA. For the School of Arts, there could be a case to request more representation because there are so many departments/areas that could need more representation. There is no procedure/processes to ask for more faculty but it would probably help if there was a leader.
         2. AR7121: The Search Committee shall consist of no more than eleven (11) and no fewer than five (5) voting members. A majority of the appointees to the Search Committee will be management team members.
      7. Q: How can we change/challenge the board policies?
         1. A: There’s a committee that reviews the BPs or ARs. It goes through both senates and other committees for their opinions. Work with your senate reps to add any additions, updates, etc. Now we have a lot more report outs versus open discussions for the BP/ARs. But, you can report out to and connect to the people in Senate to help the discussions related to working conditions, etc.
         2. If there are any ARs/BPs that you want to revise, RJ at IVC would probably be more than happy to hear from you. They all have a scheduled review of about 4 years.
   7. Grievance Committee
      1. Please continue to bring things to the grievance committee
      2. Q: How often should I remind the PTs to bring you their grievances?
         1. A: Whenever there are problems, beginning, middle, end of the semester.
      3. Kathy will be going on sabbatical for spring 2025; we are still looking for someone to serve in her space.
   8. PAC Report – Robert Melendez
      1. Election Updates
         1. There were 4 different seats up on the board. We were supporting individuals in each seat. 3 of our incumbents were seated again. Lisa Bartlett won (we were supporting the opposition, Rocky). We are going to stay connected, especially if he plans to run again.
      2. New Board Member [Lisa Bartlett](https://www.bartlettforcollegeboard.com/)
         1. Robert will reach out and start building bridges with her to try to get our faculty voices heard and represented. If anyone has any comments/questions, please let Robert know.
      3. Lessons Learned & Next Election
   9. CCA/CTA Regional Report – Sam Abbas
      1. Had a meeting on Nov 22nd and 23rd. Three things they were asked to share with the locals:
         1. Members are urged to use the NEA link to send a letter to our senators supporting the passage of the WEP/GPO: <https://www.nea.org/advocating-for-change/action-center/take-action/repeal-unfair-social-security-penalties>
         2. Request members to sign the NEA letter of opposition for the plans from elected president to Project 25.
         3. December 9th - CCA is hosting a zoom workshop on unemployment from noon to 1 pm: register here: [https://www.calendarwiz.com/calendars/calendar.php?crd=calendarforcca&jsenabled=1&winh=737&](https://www.calendarwiz.com/calendars/calendar.php?crd=calendarforcca&jsenabled=1&winh=737&winw=1470&inifr=false)
         4. Please attend the CCA conferences! We are one of the largest memberships in the state. We need to have more people attend and present for these.
   10. CCA/CTA/NEA Conference
       1. Upcoming CCA Conference - let us know if you plan to attend as a delegate! We have 17 delegate spaces. Delegates do have certain sessions they need to attend to vote on certain measures on behalf of the district. <https://cca4us.org/conferences-2/>
          1. Winter 2025: February 7-9, 2025 - Sheraton Universal Hotel, Los Angeles
          2. Spring 2025: April 25-27, 2025 - Marriott, Irvine
   11. FACCC Webinar on AB 1705
       1. December 10th at 6pm
       2. FACCC is in negotiations on the back-end with the Legislature on what bill language could look like to fix AB 1705; will discuss more about the removal of the prep courses like trigonometry and precalculus.
       3. [Sign Up Link](https://us06web.zoom.us/webinar/register/WN_bhTndu0lQjCK_xXWK2TR6g#/registration)
       4. Frank will attend and can provide more information at the February 2025 meeting
   12. Extra Duty Day MOU for Flag Football Passed
4. Announcements/ Misc.
   1. If you have any agenda items you would like agendized, please send us the information and we can add it to the agenda.
5. SOCCCD FA Spring 2025 Flex Week Session - Virtual
   1. Tuesday, January 7, 2025 from 11am-1pm - <https://ivc-edu.zoom.us/j/85481806529>
      1. Planned Presentation by Emily Haraldson - Southern California Ambassador, Faculty Association of California Community Colleges (FACCC). Planned Topic: Upcoming Legislative Changes to California Community Colleges
6. Next Rep Council Meeting: Monday, February 3, 2025

Adjourned: 4:45pm

**Meeting Attendance**

| President | Robert Melendez | X | President Elect | Deanna Scherger | x |
| --- | --- | --- | --- | --- | --- |
| Past-President | Lewis Long | x | Chief Negotiator | Claire Cesareo | x |
| Treasurer | Frank Gonzalez | X | Membership Chair | Jenny Langrell | X |
| Secretary | Marianne Wolfe | X | Part-Time Faculty Chair | Danelle Huggett | X |
| Grievance Chair (IVC) | Kathy Schmeidler | X | Grievance Chair (IVC) | BIll Etter |  |
| Grievance Chair (SC) | BIll McGuire |  | Grievance Chair (SC) | Mark Blethen |  |

| Arts (2) | Gokce Kasikci | x |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Business Science (2) | Rick Boone | x |  |  |  |
| Guidance & Counseling (3) | Javier Valdez | X | Guidance & Counseling (Alt) | Parisa Soltani |  |
| Humanities (3) | Lisa Alvarez | X | Humanities (Alt) | Daniel Vernazza |  |
| IDEA (1) | Massimo Mitolo | X |  |  |  |
| Kinesiology, Health, & Athletics (1) | Jovan Stojanovski | X |  |  |  |
| Languages & Learning Resources (3) | Keith Gamache | x |  |  |  |
| Life Science & Technology (1) | Pierre Nguyen | X | Life Science & Technology (Alt) | Kathy Schmeidler | x |
| Math, Computer Science, & Engineering (2) | Carlo Chan | x |  |  |  |
| Physical Sciences & Technology (2) | Amy Stinson | x |  |  |  |
| Social and Behavioral Sciences (1) | Adam Ghuloum | X |  |  |  |

| Arts, Media, Performance, & Design (5) | BIll McGuire |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Business & Industry (2) | Emily Quinlan | x | Business & Industry (Alt) | Kathleen Lunetto |  |
| Counseling & Special Programs (4) | Paris Peck | x | Counseling & Special Programs (Alt) | Mike Long |  |
| Extended Learning (1) | Jill Ibbotson | x |  |  |  |
| Health & Wellness (3) | Loretta Niccola |  | Health & Wellness (Alt) | Samantha Barrett | X |
| Humanities & Social Sciences (6) | Allison Camelot | x | Humanities & Social Sciences (Alt) |  |  |
| Kinesiology (2) | Matt Sherman | x | Kinesiology (Alt) | Jennifer Rohles |  |
| Instructional Support and Teaching Innovations (1) | Jenny Langrell | x | Instructional Support and Teaching Innovations (Alt) | Lydia Tamara |  |
| STEM (6) | Kia Shafe | x | STEM (Alt) | Sam Abbas | x |

| Part Time Representative (1) | Nancy Allah | x | Part Time Representative (1) | Noushin Seddighzadeh |  |
| --- | --- | --- | --- | --- | --- |
| Part Time Representative (1) | Jean Proppe | X | Part Time Representative (1) | John Terranova | x |