

South Orange County Community College District Faculty Association (SOCCCD-FA)

Your Voice Matters!

Get Involved with the Faculty Association!



What Does the Faculty Association Do?

- ▶ **The Contract (CBA):** negotiates and protects the faculty contract and the rights and privileges therein
- ▶ **Grievances:** protects the rights of individual faculty members through the grievance process
- ▶ **Working Conditions:** represents the faculty in working conditions and safety
- ▶ **Information:** distributes information about matters relevant to working conditions at the state and local level
- ▶ **Political Action:** represents faculty interests through political advocacy and the elections process
- ▶ **Collaboration:** coordinates activities with other faculty and labor organizations

Faculty Association Executive Committee (Officers)

- ▶ The Faculty Association Executive Team represents faculty in negotiations, labor relations, and shared governance across the district.
- ▶ These positions are elected or appointed under FA bylaws.

CURRENT OFFICERS OF THE ASSOCIATION

Robert Melendez, President

Deanna Scherger, President Elect/Vice President

Danelle Huggett, Part-time Faculty Chair

Lewis Long, Past President

Frank Gonzalez, Treasurer

Marianne Wolfe, Secretary

Caroline Gee, Membership Chair

Lewis Long, Chief Negotiator

GRIEVANCE CHAIRS

Irvine Valley College

- ▶ Rebecca Kaminsky
- ▶ Bill Etter

Saddleback College

- ▶ Bill McGuire
- ▶ Allison Camelot
- ▶ Claire Cesareo

President

Serves as the chief executive officer and official representative of the Faculty Association, providing leadership, direction, and advocacy for all faculty members within the South Orange County Community College District.

The President embodies the collective voice of the faculty, ensuring fair treatment, transparent communication, and strong representation in all district-wide decision-making processes.

President

Key Responsibilities

- ▶ **Leadership & Representation:** Serves as the official spokesperson of the Faculty Association, representing faculty at all District-level meetings, consultations, and negotiations with administration and the Board of Trustees.
- ▶ **Governance:** Chairs the Executive Committee and oversees implementation of Faculty Association policies, decisions, and strategic priorities.
- ▶ **Labor Relations:** Leads discussions and collaborates with the Chief Negotiator to ensure the integrity of the CBA and address emerging workplace or contractual issues.
- ▶ **Operational Oversight:** Manages the overall operations of the Association, including scheduling meetings, delegating responsibilities to Executive Team members, and ensuring organizational accountability.

Vice President/President-Elect

The Vice President/President-Elect serves as both executive officer and future leader of the Faculty Association. As President-Elect, the position is entrusted with learning, supporting, and ultimately continuing the FA's mission of strong faculty representation, transparent governance, and collaborative leadership across the district.

Key Responsibilities

- ▶ **Leadership Support & Representation:** Assist the President in representing faculty interests at the district and college. Lead the actions of the FA Organizing Committee
- ▶ **President-Elect Role:** Serve as President-Elect during their term, preparing to assume the presidency after two years. Gain comprehensive knowledge of Faculty Association operations, governance structures, and district-level negotiations to ensure a seamless transition of leadership.
- ▶ **Governance & Oversight:** Collaborate with the President and Executive Team to implement Faculty Association goals, enforce the Collective Bargaining Agreement, and coordinate the work of the FA.

Part-time Faculty Chair

Serves as the representative and liaison for all part-time faculty within the FA Executive Committee. This role ensures that part-time faculty have a voice in governance, policy, and professional matters.

Key Responsibilities:

- ▶ Serve as the official advocate for part-time faculty, communicating their concerns, needs, and interests to the Executive Team, membership, and the District.
- ▶ Attends Executive Committee and Representative Council meetings
- ▶ Responds to part-time faculty questions and concerns
- ▶ Plans part-time member activities in consultation with the Executive Committee
- ▶ Collaborate with the Membership Chair and Secretary to ensure part-time faculty receive appropriate information and updates
- ▶ Serve as a resource for part-time faculty regarding grievance rights and contract interpretation

Secretary

The Secretary serves as the official recordkeeper and administrative officer of the Faculty Association, ensuring the accuracy, transparency, and accessibility of all Association records, communications, and proceedings.

Key Responsibilities:

- Maintains official agendas, minutes, documents for executive team and representative council.
- Coordinates the dissemination of FA communication to membership.
- Updates the official FA website.
- Assists in coordinating general membership meetings, schedules, materials preparation, and agenda development.
- Maintains organized archives of FA documents and files.

Treasurer

The Treasurer serves as the chief financial officer of the Faculty Association, responsible for the transparent, accurate, and ethical management of all FA funds.

This position safeguards the financial integrity of the FA by maintaining detailed records, overseeing budgetary operations, and ensuring compliance with fiscal policies and reporting requirements.

Key Responsibilities:

- ▶ Manages Association budget, dues accounting, and expenditure oversight.
- ▶ Coordinates with the District payroll office regarding deductions.
- ▶ Prepares financial reports for the Executive Board and general membership.
- ▶ Submit federal and state financial filings and reports.

Membership Chair

The Membership Chair serves as the primary coordinator of member engagement, recruitment, and retention within the Faculty Association.

This position is responsible for maintaining accurate membership records, promoting participation among faculty, and ensuring that all eligible faculty understand their benefits and opportunities in the Association.

Key Responsibilities:

- ▶ Maintains records and outreach for new members.
- ▶ Leads efforts to recruit new members, particularly among newly hired faculty. Develops and implements onboarding processes to introduce new faculty to the Association's purpose, benefits, and structure.
- ▶ Collaborates with the FA Secretary to ensure timely dissemination of membership information and updates.

Representatives Council Members

Acts as the voice of the membership, approves Association policies, ratifies Executive Committee recommendations, and ensures transparent governance on behalf of all faculty members across the South Orange County Community College District.

Positions are elected every two years.

Key Responsibilities:

- ▶ Attends monthly Representative Council meetings (first Monday).
- ▶ Voting on Association motions, resolutions, and policy changes.
- ▶ Serves as the primary liaison between the faculty in their area and the FA leadership. They communicate issues, concerns, and feedback from faculty to the Council and report FA updates back to their areas.
- ▶ Adopts the annual budget and committee appointments

Political Action Committee (PAC) Council Members

Serves as the FA's political and advocacy arm, responsible for developing and executing the FA's political strategy to protect and promote the interests of SOCCCD faculty.

All schools and divisions shall be entitled to one representative and one alternate to the PAC. Positions are elected every two years.

Key Responsibilities:

- ▶ Evaluate and recommend endorsement of candidates for the SOCCCD Board of Trustees.
- ▶ Provide campaign support and organization (i.e. text banking, precinct walking, putting up lawn signs)
- ▶ Coordinate efforts with CTA and CAA.
- ▶ Provides campaign budgets and oversight to candidates.

Non-Elected Positions

President Appointment Positions

Past President

Serves as an advisor, mentor, and institutional resource to the Faculty Association Executive Committee, providing leadership continuity and historical perspective.

The past president can be any former FA president but is often the president who just completed their term.

Key Responsibilities:

- ▶ Senior advisor to the current president and executive team, offering guidance on past practices, institutional history, and precedent to inform decision-making and planning.
- ▶ Represents the Association at meetings, events, or committees.

Chief Negotiator

The Chief Negotiator serves as the lead contract negotiator and principal architect of the Faculty Associations collective bargaining efforts.

This position plays a central role in shaping, protecting, and advancing faculty working conditions, compensation, and professional rights through effective contract negotiations and ongoing communication with the District.

The Chief Negotiator ensures that all bargaining activities align with the Faculty Association's mission, legal requirements, and the priorities established by the president, executive team, and representative council.

GRIEVANCE CHAIRS

The Grievance Chairs are responsible for ensuring that faculty rights under the CBA are protected and enforced.

Key Duties:

- ▶ Serve as the primary contact for faculty on understanding the contract.
- ▶ Advise and assist members in understanding grievance procedures and options.
- ▶ Investigate complaints, gather documentation, and determine whether a formal grievance should be filed.
- ▶ Represent faculty in grievances or other meetings with the District, often in collaboration with the FA President, CTA, or legal counsel.
- ▶ Maintain confidential records of all grievances and outcomes.
- ▶ Work proactively to resolve issues at the lowest possible level while ensuring due process for members.

Other Ways to Get Involved

Committees

- ▶ Organizing Committee
- ▶ Communications Committee
- ▶ Budget Advisory Committee
- ▶ Membership Committee
- ▶ Part-Time Faculty Advisory Committee
- ▶ Elections Committee

Other Opportunities

- ▶ CCA Delegate
- ▶ Speaking at Board Meetings
- ▶ Attend town halls and other events to speak directly to district leadership and board members

Spring 2026 Elections

February/March 2026 - Election Committee Formation

March 2026 - Call for Nominations

April 2026 - Elections Take Place

April/May 2026 - Announcement of Official Results

These are estimated timelines. Bylaws state election must take place by the end of April.



QUESTIONS

The image features a central white rectangular card with the word "QUESTIONS" written in a black, handwritten-style font. This card is surrounded by several smaller, colorful sticky notes in shades of yellow, light blue, light green, and light orange. Each sticky note has a large, hand-drawn black question mark. The sticky notes are pinned to a blue background with white polka dots and geometric shapes like triangles and diamonds. The entire composition is framed by a thick yellow border.