



ALL FACULTY MEETING AGENDA
AUGUST 19, 2021
12:30 TO 2:00, ZOOM

CALL TO ORDER

WELCOME & INTRODUCTIONS (KIMBERLY TARVER)

- Acknowledge Retirees
- Welcome New Faculty Members
- Introductions: Officers, Senators & Committee Chairs

REPORTS

SECRETARY'S REPORT: DAWN MUNSON- APPROVAL OF JANUARY 14, 2021 MEETING MINUTES

TREASURER'S REPORT: STEVE "WOODY" WOOD

- Financial Statement, Addendum page 8
- Adjunct Dues Update: Jeffrey LaRocque
- Dues Proposal: Ultimate goal is to eliminate the caps for FT & UAF and decrease the % to achieve equitable rates for adjunct faculty members and full-time faculty to the left of the salary schedule. Goal: Ultimately to eliminate the cap in 2 years
 - **Current Structure:** FT 0.98% of base and \$935 cap; UAF 0.98% of base and \$325 cap
 - **Proposed Changes year 1:** FT 0.90% of base and \$1080 cap; UAF 0.85% of base and \$340 cap
 - **Proposed Changes year 2:** might be FT 0.88% with no cap; UAF 0.84% and \$360 cap
 - MODIFIED PROPOSAL to eliminate the cap in 3 years
 - Year 1 FT 0.95% of base and \$1045 cap; UAF 0.85% of base and \$340 cap
 - Year 2 FT 0.93% of base and \$1155 cap; UAF 0.84% and \$360 cap
 - Year 3 FT 0.90% of base and no cap; UAF 0.8% and no cap
- Budget Proposal, Addendum page 9

President: Kimberly Tarver

1st Vice President: Lori Clark

2nd Vice President: Terri Birch

3rd Vice President: Daniel Hernandez

COMMITTEE REPORTS

NEGOTIATIONS: LUIS MARTINEZ

SICK BANK: Heidi Eaton, Chair

Grievance Committee: David Reich & Peter Han, Co-Chairs

COPE (COMMITTEE ON POLITICAL EDUCATION): PATRICK GORDON

MEMBERSHIP: TERRI BIRCH (REFER TO PAGE 2 OF ADDENDUM)

Compete to Complete Scholarship Report: Tammy Ray, refer to report in addendum

HONORS COMMITTEE: Jason Kane, Refer to report in addendum

OLD BUSINESS

1. Proposed Bylaw Change Article 8, Section 3 (Tabled at January 14, 2021 Meeting)- Proposals are included at end of the agenda. (Refer to Addendum, page 4)

NEW BUSINESS

1. Constitutional Amendment Proposal, Article VIII Section 3 (Diane Flahaven, Jessica Carpenter, Terri Birch, Amanda Smothers and Luis Martinez)
2. Volunteers Needed!
 - a. ***Senators: HP/MSE (1), UA1 (2), UA2 (1)**
 - b. ***Curriculum Committee: SBCT (1)**
 - c. ***SLAAC: HP/MSE (10)**
 - d. ***Sick Bank: LVPA (1)**
 - e. **Insurance Committee: 1 Member**
 - f. **Administrative Procedure Cross Functional Review Team: 1 member needed**
 - g. **SSI Faculty Advisory Group: Tenure Seminar Development Initiative, up to 10 full-time faculty volunteers**

DIVISION ISSUES

ANNOUNCEMENTS

1. ECC Latinx Heritage Month Play: Baltimore
 - a. Seeking student actors; contact Director Susan Robinson at srobinson@elgin.edu for details

CLOSING REMARKS

ADJOURNMENT

Addendum

ECCFA Membership Report

PREPARER: TERRI BIRCH

AUGUST 15TH, 2021

	<ul style="list-style-type: none"> ● Total Faculty 	
Total	<ul style="list-style-type: none"> ● Total Members 328* ● NMDP 1 ● Total Non-members 71 ● Total Inactive 40 	440
Full-time	<ul style="list-style-type: none"> ● Members 134 ● NMDP 1 ● Non-members 1 ● New Unsigned* <u>6</u> ● Total 142 	142
UAF	<ul style="list-style-type: none"> ● Members 148 ● Nonmembers 23 ● Inactive <u>33</u> ● Total 204 	204
UA1	<ul style="list-style-type: none"> ● Members 40 ● Nonmembers 46 ● INA <u>7</u> ● Total 93 	93
Non-Eligible	<ul style="list-style-type: none"> ● ADJ 137 ● INA <u>23</u> ● Total 160 <p style="text-align: center; color: red;">NOT ADDED IN ABOVE TOTAL</p>	160

Compete to Complete Report (Tammy Ray)

Status of FY2021 Awardees (13 students of 17 finalists were awarded):

- 4 graduated in December 2020
- 6 graduated in May 2021
- 1 graduated in August 2021

FY2022 - We were able to award funds to all 24 qualified applicants, largely because we also received federal funds for these students.

Honors Committee Report (Jason Kane)

Honors Program Report

Our Honors Program worked throughout the past year to make changes to offer students more flexible pathways to engage in Honors and opportunities to be recognized by our program. In addition, we worked to make our program align with our college's values. Our Honors Program shares our college's values of equity and diversity, committing to creating an inclusive community that values diversity in all forms and perspectives. Our Honors Program believes in the potential of all students to learn and grow. Our goal is to increase the level of engagement in Honors, on campus, and in the community. Details about all Honors Program changes can be found in this shared Google Doc that can be accessed by signing into student email accounts: [Honors Program Google Document](#)

Highlights of the changes include:

- 1. We have revised our Honors Program outcomes to better reflect our shared values.** As a student in our Honors Program, through academic inquiry and community engagement, you will: Research, analyze, synthesize, and share your findings from a broad range of material. Independently and critically integrate cross-disciplinary knowledge. Explore perspectives different from your own that prepare you to learn and work in a diverse, global environment. Reflect on equity, inclusion, and social justice in order to develop empathy and understanding for others. Participate in learning experiences beyond the classroom that develop leadership skills, demonstrate service to others, and encourage personal growth.
- 2. Program Revisions that Impact *All Current and Future Honors Students*: Honors students are no longer required to become members of Phi Theta Kappa.** However, we will maintain our partnership through Honors in Action, and we will strongly encourage our eligible students to become active PTK members. **We have disbanded all probation and dismissal policies.**
- 3. Revisions to Admission Criteria. Current ECC or Transfer Students can be guaranteed admission into Honors with *only 6 credit hours of college level coursework and a 3.25 GPA*:** Our previous policy was that students needed at least 12 credit hours; by lowering to 6 credits, students can join Honors earlier in order to meet Honors course expectations to be recognized as an Honors Program Achiever or Honors Program Graduate. **Guaranteed admission based on high school scores has not changed this year; however, we did recently grant guaranteed admission to a student who met *either the high school GPA or the ACT/SAT score*, and this year we have updated our application process to encourage students who believe they will thrive in Honors to apply:**

We have revised our message to interested Honors students to include the following:

The ECC Honors Program invites all students who are motivated to learn, curious about the world, and who want to engage on campus and in their communities to apply. Our Honors Program shares our college's values of equity and diversity, committing to creating an inclusive community that values diversity in all forms and perspectives. Our Honors Program believes in the potential of all students to learn and grow. Although new ECC students, current ECC students, and transfer students can meet specified criteria to be guaranteed admission into the Honors Program, we encourage all students who believe they will thrive within our Honors community and who are committed to learning to apply. If you do not yet meet the specific criteria for guaranteed admission into the Honors program, we ask that in addition to completing the information requested on the application, you complete the essay section of the application that asks you to explain why you wish to be part of our Honors Program and what personal strengths will lead to your growth and success.

The updated essay prompt for any interested students: In

a 500-650 word essay, explain why you wish to be part of ECC's Honors Program and how you believe being in Honors will help you succeed at ECC and beyond. You might consider discussing what sparks your curiosity or describing what strengths, qualities, or successes may not be reflected through test scores or grade point averages.

4. Earning Recognition in our Honors Program: Program Revisions that Impact Honors Program Graduates and our New Honors Program Achievers: We have adopted a new "point system" for our academic (in class) as well for our campus and community (out of class) expectations. In addition, we are creating a process for some students' work experience to be counted toward out of class expectations to earn recognition in our Honors Program.

We have added a new level of recognition: Honors Program Achievers. We have added a level of recognition called Honors Program Achiever to recognize students who are engaged in Honors but may not be able to complete all the expectations of our Honors Program Graduates for a variety of reasons.

We have created Honors Inquiry Projects (HIP) and special topics Honors courses: In addition to our recently developed independent learning experiences (Honors Inquiry Projects) that students can develop with a faculty mentor in any discipline, as a result of last year's Honors in Action Project, a new special topics Honors course is in development for the Spring 2022 semester on Social Justice: Policy, Practice, and Perspective. *We hope to offer additional special topics courses from a variety of areas in the future.*

We have adopted a new "point system" for campus and community engagement that promotes leadership, service, and personal growth. Honors Program Graduates and Achievers can still meet this expectation through involvement in PTK through the PTK enhanced membership program, where each level in PTK equals 1 point toward this requirement. However, since we no longer require our students to join PTK, students can meet this requirement in a number of different ways.

1 **Amendments**

2 **1. Proposed Bylaw Change Article 8, Section 3, Submitted by Baudelaire Ulysse, Tabled at January 14, 2021**
3 **meeting.**

4
5 Current Language Reads:

6 “At the request of the First Vice-President, a Negotiations Chair and a negotiation committee will be elected.
7 The negotiating committee will serve until a new committee is elected. Membership of the Negotiation
8 Committee will consist of, but not be limited to the following: Negotiations Chair, First VP, Second VP, Third VP,
9 the Communications Liaison, one member elected from each division, and any other person the Senate deems
10 necessary.”

11
12 Proposed Amendment Language:

13 At the request of the First Vice-President, a Negotiations Committee will be elected. The
14 negotiating committee will serve until a new committee is elected. Membership of the
15 Negotiations Committee will consist of, but not be limited to the following: First VP, Second
16 VP, Third VP, four additional Full-time Faculty from any division, and three additional Adjunct
17 Faculty from any division in order to create and maintain a 5/5 balance between Full-time and
18 Adjuncts. The Senate shall nominate and approve the Chief Negotiator among the newly elected
19 Negotiations Committee members. Also, the Senate may, in case of a shortage, solicit and
20 approve nominees from the respective Units to maintain this balance. All proposals and offers of
21 a Tentative Agreement, and or changes in the language of the current ECCFA Contract must be
22 passed by a majority vote and must include at least one Full-time Faculty vote, one Unit Adjunct
23 1 vote, and one Unit Adjunct 2 vote. The Communication Liaison, Secretary, and any additional
24 supporting member must be appointed by the Senate. Individuals in these roles may participate in the
25 Negotiations; however, they may not vote on proposals.
26

1 2. **Constitutional Amendment Proposal** (Diane Flahaven, Jessica Carpenter, Terri Birch, Amanda Smothers
2 and Luis Martinez)

3 **Article VIII Section 3**

4 At the request of the First VP, a Negotiation Committee will be elected. The Negotiation
5 Committee shall serve until a new one is elected in the year the last negotiated contract or
6 contract extension expires.

7 The Negotiation Committee shall be comprised of the following:

- 8 • Five Full-time faculty members, one full-time faculty member elected from each academic division as defined
9 in the ECCFA Constitution.
- 10 • Three at-large faculty members elected from the UAFII, who are considered one division for election purposes
11 as per ECCFA Constitution.
- 12 • Two at-large faculty members elected from UAFI, who are considered one division for election purposes as per
13 ECCFA Constitution.
- 14 • First, second and third Vice Presidents of ECCFA.
- 15 • ECCFA President as Ex-Officio member of the committee.
- 16 • ECCFA Communications Liaison as Ex-Officio member of the committee.
- 17 • Any other person the Negotiation Committee deems necessary as Ex officio member.
- 18 • Lead Negotiator elected by the senate.

19
20 The Lead Negotiator should have completed Union Leadership Institute training on collective bargaining and
21 preferably, but not required, have previous experience in collective bargaining. In the rare case that no one with
22 the appropriate training volunteers as Lead Negotiator, the senate shall approve another member/individual
23 with experience in collective bargaining negotiations. All voices in the negotiation committee shall be heard and
24 considered during deliberation of matters related to negotiations. All decisions by the negotiation team must
25 adhere to the democratic procedures of voting and the committee should always aim for consensus in the
26 decision-making process. In the occasion where consensus is not possible, only decisions approved by a majority
27 of vote by the negotiations committee members shall move forward in the negotiation process. In the event of a
28 tie the union president will cast the deciding vote.

ECCFA Treasurer's Report, August 15, 2021

ECCFA 3791 Financial Statement: August 15, 2021					
	Proposed 2020-2021	Actual 2020-2021	Balance	Percent of Budget	
Income					
Dues ECCFA	\$ 159,247.00	157,078.38	2,168.62	98.94%	
Rebate	500.00	163.54	336.46	0.31%	
Interest	200.00	148.94	51.06	0.12%	
Donation - Operation Backpack		1,000.00	(1,000.00)		
Administrative Social Contributions	1,000.00		1,000.00	0.62%	
Adjustment from Savings	-		-	0.00%	
Miscellaneous		500.00	(500.00)	0.00%	
Total Income	\$ 160,947.00	\$ 158,890.86	2,056.14		
Expenses					
Internet (Web Hosting)	\$ 110.00	132.99	(22.99)	0.07%	
Constant Contact	250.00	216.72	33.28	0.15%	
Conferences AFT/IFT/AFL-CIO	2,500.00		2,500.00	1.53%	
Defense Fund	2,500.00	599.00	1,901.00	1.53%	
Gifts - Donations	1,000.00		1,000.00	0.61%	
Gifts - Retirements	-		-	0.00%	
Honorarium	11,100.00	9,950.00	1,150.00	6.77%	
Membership Meetings	2,000.00		2,000.00	1.22%	
Negotiation Expenses	5,000.00		5,000.00	3.05%	
Social	1,000.00		1,000.00	0.61%	
Supplies	100.00		100.00	0.06%	
ULI Workshop	4,500.00		4,500.00	2.75%	
IFT/AFT Dues	132,681.10	113,099.95	19,581.15	80.98%	
Elgin Trades Council	-	1,284.00	(1,284.00)	0.00%	
Printing	250.00		250.00	0.15%	
ECCFA Endowed Foundation Scholarship	-	1,000.00	(1,000.00)	0.00%	
IRS Accounting Fees	600.00		600.00	0.37%	
Misc	250.00		250.00	0.15%	
Total Expenses	\$ 163,841.10	\$ 126,282.66	37,558.44		
	7/15/21		7/31/21	8/15/21	
Checking 06/30/2021	\$ 8,005.23	Checking 07/15/2021	\$ 8,005.23	Checking 07/31/2021	\$ 8,005.57
		Dividend 7/31	0.34	Ck# 2049 IFT Dues (Jul) 8/02	4,459.21
				Transfer from Saving 8/03 (DUES REIMBURSEMENT)	30,000.00
Checking 07/15/2021	\$ 8,005.23	Checking 07/31/2021	\$ 8,005.57	Deposit ECCFA Dues 8/6	2,593.91
				Checking 08/15/2021	\$ 36,140.27
Savings 06/30/2021	\$ 68,487.85	Savings 07/15/2021	\$ 71,884.55		
Deposit ECCFA Dues 07/14	3,396.70	Deposit ECCFA Due 07/24	2,896.79	Savings 07/31/2021	\$ 74,781.34
Savings 07/15/2021	\$ 71,884.55	Savings 07/31/2021	\$ 74,781.34	Transfer to Checking 8/03	30,000.00
				Savings 08/15/2021	\$ 44,781.34
CD 06/30/2021	\$ 11,705.47	CD 07/15/2021	\$ 11,705.47		
		Dividend 7/31	7.46	CD 07/31/2021	\$ 11,705.47
CD 07/15/2021	\$ 11,705.47	CD 07/31/2021	\$ 11,712.93	CD 08/15/2021	\$ 11,705.47
Escrow Account # 1 06/30/2021	\$ 6,311.94	Escrow Account # 1 07/15/2021	\$ 6,311.94	Escrow Account # 1 07/31/2021	\$ 6,311.94
Escrow Account # 1 07/15/2021	\$ 6,311.94	Escrow Account # 1 07/31/2021	\$ 6,311.94	Escrow Account # 1 08/15/2021	\$ 6,311.94
Escrow Account # 2 06/30/2021	\$ 0.04	Escrow Account # 2 07/15/2021	\$ 0.04	Escrow Account # 2 07/31/2021	\$ 0.04
Escrow Account # 2 07/15/2021	\$ 0.04	Escrow Account # 2 07/31/2021	\$ 0.04	Escrow Account # 2 08/15/2021	\$ 0.04
	\$ 97,907.23		\$ 100,811.82		\$ 98,939.06

CONFIDENTIAL

ECCFA Proposed Budget (based on original dues proposal)

ECCFA 3791 Proposed Budget					
Income	Proposed 2021-2022		Proposed 2020-2021		Actual 2020-2021 to date
Dues ECCFA	\$	168,572.71	\$	159,247.00	157,078.38
Rebate		500.00		500.00	163.54
Interest		200.00		200.00	148.94
Donation - Operation Backpack					1,000.00
Administrative Social Contributions		1,000.00		1,000.00	
Adjustment from Savings		23,936.45		-	
Miscellaneous					500.00
Total Income	\$	194,209.16	\$	160,947.00	\$ 158,890.86
Expenses	Proposed 2021-2022		Budget 2020-2021		Actual 2020-2021 to date
Internet (Web Hosting)	\$	110.00	\$	110.00	132.99
Constant Contact		250.00		250.00	216.72
Conferences AFT/IFT/AFL-CIO		1,000.00		2,500.00	
Defense Fund		2,500.00		2,500.00	599.00
Gifts - Donations		500.00		1,000.00	
Honorarium		11,100.00		11,100.00	9,950.00
Membership Meetings		1,000.00		2,000.00	
Negotiation Expenses		2,500.00		5,000.00	
Social		500.00		1,000.00	
Supplies		100.00		100.00	
ULI Workshop		2,500.00		4,500.00	
IFT/AFT Dues		167,765.16		132,681.10	113,099.95
Elgin Trades Council		1,284.00		-	1,284.00
Printing		250.00		250.00	
ECCFA Endowed Foundation Scholar		-		-	1,000.00
IRS Accounting Fees		600.00		600.00	
Misc		250.00		250.00	
Operation Backpack		1000			
Accountant		1000			
Total Expenses	\$	194,209.16	\$	163,841.10	\$ 126,282.66