

ATTENDANCE

Name	Div/Term		Name	Div/Term		Name	Div/Term
Dan Kernler (President)	2024-2026		Les McTighe	LVPA 2023-2025		Tom Limberis	SBCT 2024-2026
Stacey Shah	ARIT/ABEC 2024-2026		Susan Robinson	LVPA 2023-2025		Terri Birch	UA2, LVPA 2024-2026
Liddy Hope	CABS 2024-2026		Michelle Kershner	MSE 2024-2026		Tammy Ray (Webmaster, 3rd VP)	UA2, SBCT 2023-2025
Ryan Kerr (Chief Negotiator)	CABS 2023-2025		Chris Cunningham (Parliamentarian)	MSE 2024-2026		Katherine Fletcher (2nd VP)	UA2, MSE 2024-2026
Ruby Sanny	CABS 2023-2025		Luis Martinez (1st VP)	MSE 2024-2026		Ali Malik	UA2, MSE 2024-2026
Josh Thusat	CABS 2024-2026		Dave Reich	SBCT 2023-2025		Lisa Del Giudice (Comms. Liaison)	UA2 2023-2025
Lisa Hodson	HP 2024-2026		Patrick Gordon	SBCT 2024-2026		Kimberly Tarver	HP 2024-2026
Clark Hallpike	SBCT 2024-2026						
NON-VOTING							
Alison Douglas (Secretary)	2024-2025		Steve "Woody" Wood (Treasurer)	2024-2025			

VISITORS

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ANNOUNCEMENTS

- The [November Sentinel](#) is live! Thanks again to Deyana Matt for her work on this, and to all those who contributed items. (A [PDF version](#) is also available.)
- **Congratulations to ECC's 2025 recipients of the National Institute for Staff and Organizational Development (NISOD) Excellence Award!** We have two faculty members who will receive the award this year:
 - Asha Raval, Professor II of Education
 - Colleen Stribling, Professor II of ESL
- **Congratulations to the ECC Center for Civic Engagement, led by our own Antonio Ramirez,** for receiving the [Elgin Area Chamber of Commerce's Image Award!](#)

According to the [Elgin Area Chamber of Commerce](#):

The Elgin Image Awards were developed to honor persons, projects, and organizations

who are making significant contributions to the community through their time, actions, talents, and dedication. The honorees selected should serve as role models for service and strive to make our community a better place.

- **We are seeking additional volunteers to represent ECCFA at the Elgin Trades Council.**

ECCFA has the ability to have up to 5 delegates on the council. We are seeking three additional volunteers to become a delegate the 3rd Monday of each month at 5:00 p.m. in the Elgin Professional Building, 164 Division Street, Suite 203, Elgin IL.

They always have Danny's Pizza!

OFFICER REPORTS

- **SECRETARY'S REPORT: ALISON DOUGLAS**

- Approval of minutes from October 23, 2024

- **TREASURER'S REPORT: STEVE "WOODY" WOOD**

- See emailed report.

- **PRESIDENT'S REPORT: DAN KERNLER**

- Met with Dr. Heinrich, interim President
 - External searches for CHRO and EDI Director will be coming soon. The intent is to start these this fall, then hire in the spring after we have a new President who can be involved in the decision-making process. Each search will likely contain two faculty members, so keep an eye out for the call for volunteers.
 - Brought up the ongoing issue of librarian office space.
- Met with VP of TLSD and CHRO.
 - Processing speed for special pay - there have been some cases where special pay (i.e. for a long term sub) have been
 - Progress is being made on the Faculty Evaluation Handbook. It is a complete rewrite, and the team is feeling positive about the final product. One big discussion still remaining is how to handle the rollout and transition to the new process, because it will be very different.

- **1ST VICE-PRESIDENT'S REPORT: LUIS MARTINEZ**

- Attended VP of TLSD/HRCO/ECCFA leadership meeting.
- Attended ECCFA officers meeting.

- **2nd VICE-PRESIDENT'S REPORT: KATHERINE FLETCHER**

- No report.

- **3rd VICE-PRESIDENT'S REPORT: TAMMY RAY**

- Attended the Elgin Area Chamber of Commerce Elgin Image Award celebration.

COMMITTEE REPORTS

- **Membership** - Kim Tarver
 - See [attached report](#).
- **Grievance** - Laura Haske and Peter Han
 - See [attached report](#).
- **COPE** - Antonio Ramirez
- **403b/457b Retirement Team** - Jessica Carpenter, via Lesia Gemelli
 - See [attached report](#).

ELECTIONS & COMMITTEE REQUESTS

Outstanding Committee Requests

- **403b/457b Team**
 - Seeking an additional faculty member to join Jessica Carpenter.
- **Search Committee for Chief Community and Government Relations**
 - Seeking one faculty volunteer.
This search should be launching sometime in November, and Dr. Heinrich has requested one faculty volunteer. This might be interesting for someone who serves on groups that discuss legislative matters. As a reminder, any potential search committee members must have completed the Cultural Competency Part 1 training prior to serving on a search committee
- **IBHE Faculty Advisory Council**
 - Seeking an alternate representative.
If this looks familiar, it is! It's back on the list because our current representative, Alison Douglas, has been elected by the current council as one of four statewide "standing members", and so the current alternate, Nicole Scherger, has taken her place as a representative of ECC. We now need an alternate representative, should Nicole be unable to attend. This will only be for the remainder of this academic year, as ECC's rotating seat on the council ends June 2025.

The Council meets across the state at host member institutions from September through June, ten times per year. Details about each meeting's location, hotel, and meal options are sent two or more weeks prior to the meeting. Each institution represented on the Council is expected to pay the expenses incurred by its representative for participating on the FAC during their terms. An option to join via Zoom to help keep travel costs at a minimum will be available.
- **HSI Strategic Plan Steering Team Request (October 2024 - June 2025)**
Chair: Dr. Garcia, Asst. VP of TLSD
 - Still seeking one additional faculty representative.

- **Strategic Enrollment Management (SEM) Committee**
Meetings: Once per month September 2024 through May 2025.
 - Still seeking one additional faculty representative.
- **Faculty Development** (Chair: Jessica Carpenter)
Meetings: Online recently: E/O Thursday 3:30pm
 - 1 HP
 - 1 CABS
- **Grievance** (Chairs: Peter Han and Laura Haske)
Meetings: E/O Wednesday 4:00-5:00 pm (virtual meetings)
 - 1 UAF2
 - 1 UAF1

Elections and Appointments

- **Elgin Trade Council Representative**
 - Marty Dwyer, UAF ESL
- **Search Committee for FT Faculty in HIS/POS**
Chair: Mary Perkins, Dean of LVPA
Three faculty requested.
 - Volunteers:
 - Vince Gaddis, FT History (training in progress)
 - Amy Brandolino, FT Art History (training complete)
There is much overlap in content between Art History and History/Political Science and I feel I could add real value to the committee.
 - Antonio Ramirez, FT History (training complete)
I am the senior member of the HIS/POS department and have served on the hiring and tenure committees of all current full-time faculty and the hiring committee for our division's dean. I have served as Instructional Coordinator for the department three times. I care quite a bit about this position. I understand that by serving on the hiring committee, I will likely be asked to serve on the hire's tenure committee, which I am prepared to commit to. Thanks!
 - Beth Hultman, FT Librarian (training complete)
As an instruction librarian, I work closely with History faculty to support students in navigating complex sources and developing research skills. With a strong grasp of the curriculum and assignment expectations, I am dedicated to creating an empowering environment for HIS students. As a MAGIC committee member, I am committed to promoting campus equity and advocating for student resources. I believe I bring a unique, outside perspective with a commitment to help choose the best candidate for ECC students.
 - Tina Ballard, FT English (training expired, but scheduled for January)
As a literacy specialist, I can provide insights into cross-curricular literacy needs or expectations that can help the committee with assessing

candidates. In addition, because I typically teach developmental courses, I can provide insights into the needs of that specific population.

OLD BUSINESS

- Librarian office space follow up

NEW BUSINESS

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ADJOURNMENT

ECCFA SENATE FALL 2024 MEETING SCHEDULE: 3:15-4:45 P.M.

- 11/20/2024
- 12/4/2024

ECC BOARD OF TRUSTEE MEETINGS

Faculty are encouraged to attend ECC Board of Trustee Meetings. Please sign up in [this form](#) and we'll send you an Outlook reminder.

- Finance Committee (2:00-3:30, E 100.01)
 - December 9
- Committee of the Whole (3:00-6:00, E100.01)
 - November 11
 - December 9
- Board of Trustees (6:30-9:00, Siegle Auditorium)
 - November 12
 - December 10

ADDENDUM - REPORTS

Membership Committee Report, November 6, 2024

10/06/2024 No Updates	Total Bargaining Unit Members	Total Signed ECCFA Members	Total Unsigned	Total % Signed
Full Time	153	151	2	98.7%
UA2	200	151	49	75.5%
UA1	72	19	53	26.4%
INA	28	5	23	17.8%%
Total	453	326	127	71.9%

1. HR Reports:

- a. reconciling October 2, 2024 Faculty Load Report and October 2, 2024 Seniority lists with membership forms on file to identify recent additions and any inactive status
- b. Anticipate regular monthly reports to assist with accuracy of dues revenue and expenses
- c. concern with possible underestimation of dues expenses for FY24-25 based

2. Next Steps: No Progress

- a. Follow up communication to Building K faculty.
- b. Membership Benefits Article submitted for Sentinel focus on Professional Expense and Faculty Development funds.
- c. Next Membership Events to focus on other departments/divisions. Will work on smaller scale personal contact due to smaller groupings.
- d. Continue to promote use of [Electronic Membership Form](#) on [ECCFA Website!](#)
- e. Work Group (Dave Reich, Kathleen DeMars, Brian Bohr, Kim Tarver, and other volunteers) Member Education Event Planning (**No Progress**)
 - i. Demystifying the Salary Schedule & Why Lane Movement Matters
 1. The Salary Schedule, Steps & Lane
 2. Moving Lanes with Credit
 3. Moving Lanes with Alternate Lane Credit
 4. Faculty Development Money & how to get it
 - ii. UPDATES: Include Jessica Carpenter specific to faculty development procedures.

Submitted by Kim Tarver, Membership Chair

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Grievance Report for 11/6 Senate Meeting

<u>Category</u>	<u>Number This Semester</u>
Active Files	5
Disciplinary Meetings	3
Formal Resolutions Reached	1
Informal Resolutions Reached	6
Recovered Compensation	\$108,945.00

Resolved Issues Since the Last Senate Meeting

- **Extra Hours & Seniority.** The committee provided a “no action” response to the faculty member, explaining why, with the information provided, it believed the administration’s practice was not a contract violation. This is related to staffing substitute librarians.
- **Special Pay Processing.** The committee worked with Interim President Heinrich to address a lagging payroll issue for long-term substitutes.
- **Block Scheduling MOA.** The committee reached an agreement with the administration, resolving several issues connected with a program director’s violation of load protocol and implementation of block scheduling.

New Issues

- Library Conference Room
- D2L Access by Advising

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403b/457 Retirement Team Report for 11/6 Senate Meeting

The IRS has released the 2025 contribution limits as follows:

403(b) contribution limits:

This is the maximum amount someone can contribute to a qualified retirement plan during the year, through pre-tax and/or Roth after-tax contributions combined.

2025: \$23,500

2024: \$23,000

457(b) contribution limits

This is the maximum amount someone can contribute to a qualified retirement plan during the year, through pre-tax and/or Roth after tax contributions combined.

2025: \$23,500

2024: \$23,000

Catch-up contribution limit:

This is the maximum catch-up contribution amount someone age 50 and above can contribute during the year.

2025: \$7,500

2024: \$7,500

To stop, start or change your contribution(s) to ECC's 403(b) and/or 457(b) plan, please log on to your account with ECC's single source providers for these plans, OneAmerica:

<https://pages.oneamerica.com/ECCRetirement>

It is important to remember that contributions to the SURS 457(b) plan(s) (or other 403(b)/457(b) plans) count toward the overall limit per plan type. Be sure to keep track of your contributions across any plans you may have.

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