

Thursday, January 9, 2014

Call to Order at 1:10 PM: Luis Martinez, ECCFA President

RECOGNITION OF VISITORS & GUESTS

Welcome new faculty members!

Antonio Ramirez, Laura Hauche, Helen Wong

SECRETARY'S REPORT: KIMBERLY TARVER

Review and approve the minutes dated August 15, 2013.

Susan Timm moved to approve and Marc Healy seconded the motion to approve the minutes. The motion passed.

Treasurer's Report: Gary Norden-

The Treasurer's report was accepted.

OFFICER'S REPORTS

PRESIDENT'S REPORT: LUIS MARTINEZ

Luis welcomed new faculty members and current faculty members to the opening day luncheon. Due to contract ratification, officer reports are embedded in the Negotiations Committee discussion.

1ST VICE PRESIDENT'S REPORT: HOWARD RUSSO (NA)

2ND VICE PRESIDENT'S REPORT: MARCIA LUPTAK (NA)

3RD VICE PRESIDENT'S REPORT: CASSANDRA WATSON (NA)

COMMITTEE REPORTS —

GIST Infusion Initiative- Clark Hallpike distributed information about an upcoming infusion workshop to clarify the process for infusion. Applications will be accepted and stipends are associated with the proposal.

Negotiations Committee Report (Howard Russo)

Chief Negotiator, Howard Russo and team members, Cassandra Watson, Marcia Luptak, Lori Clark, Ellie Swanson, IFT Rep Lynnette Scalucca, Susan Timm, Michele Brynelsen, Jessica Carpenter, Sue Ford, Arturo Vazquez, Luis Martinez, Pat Brutchin, and Mary O'Sullivan.

The team was introduced and recognized. Lynnette Scalucca was not able to be in attendance.

Members were encouraged to participate in the process in the future. They found it be a valuable and rewarding experience.

Contract Review Items with Changes:

1.2 Regarding retirees, the college will no longer hire retirees.

4.8 Load assignment protocol chart is included in the contract.

4.11 Distance learning is referred to as "Online Learning."

Telecourses will no longer be offered.

Online course development requires written approval; faculty must submit a written proposal.

"Canned Courses" are not associated with any development money.

Load: online may not exceed 60% of load without approval; new language clarifies.

Similar changes for Hybrid instruction.

Online and Hybrid course development: co-ownership of the course belonging to faculty and the college.

ACADEMIC CALENDAR:

Length of Academic Year: Opening Day is mandatory attendance; if you miss any part of the day, you must take sick time.

On campus shooter- video will be required; we will have to watch it every semester if there is an update or new training; it will be offered in multiple modalities so faculty will have online options.

RELEASE TIME:

ECCFA President is allotted 7 hours, VPs, Secretary, Treasurer, Webmaster, Social Media, increase to 15 hours total to share, an increase from 9 hours to share.

TENURE & EVALUATION: choosing online or face to face courses, the college may choose the modality, faculty choose the class.

DISCRIMINATION, HARASSMENT AND RETALIATION: just don't do this; there is a timeline added to this section.

COORDINATORS:

There is now distinction between light and heavy lab, based on # of hours per week.

Faculty may choose release time for lab.

SABBATICAL LEAVE: written request must be approved if the employee will be working on campus at any time during the sabbatical.

6.2 Health & Dental

1% = \$100

Every year, it will increase, 11%, 12%, 13%; Dependent care, 20 %, 21%, 22% increases

GROUP LIFE INS: group term life at 2x annual base salary, minimum 100K and maximum 350K; they added a cap that really doesn't have much impact

PROFESSIONAL EXPENSE

\$750 per year for duration of agreement

25% of FT do not spend professional expense account money, faculty are encouraged to spend this money for professional development and supplies.

EQUIPMENT: Faculty must get written approval

Tuition Reimbursement: must submit within 90 days to request money.

INDEPENDENT STUDY: special circumstances allow special consideration for students; same rate; it is NOT a rate of pay

THE CONTRACT DOES NOT APPLY TO THE SUMMER SEMESTER. Summer stipend increased.

403b 457b: changes to allow catch up guidelines for folks over 50

Voluntary Overload increase: \$898, \$918, \$941; counselors & librarians \$56, \$57, \$59

Longevity Step: \$1K, Lane X Step 20 \$1500; make a choice of putting in 403b or 457b

Safety & Security Training: 15 days to have Violence Prevention Plan Training; can be done during office hours

UNIT ADJUNCT II

UAII Workload: 10 day minimum to choose classes

Working Hours: The college will not permit adjunct faculty to exceed the maximum number of working hours per week – which is about 29 hours – and includes any hours spent in the classroom, office hours, etc.

Office Hours: 25 minutes per credit hour/contact hours; this is easier 10 hours = 250 minutes of office hours

Professional Expense & Development for UAII- \$200 per person for the roll over

8. XX Sabbatical Leave for Adjuncts!!! Woo Hoo!!! 2 per year; must come back and teach for one year after sabbatical; pay depends on average individual's past 3 year pay

UA I FACULTY (Same as UAII items)

Job Descriptions & Salary

Teaching & professional development in alignment with college's goals

MEMORANDUM of AGREEMENT (this applies to people who are currently SURS Annuitants- SURS Annuitants- up to 35% of highest annual salary; August 2013- August 2014, You must suspend your pension or you must quit the job.)

Limited Base increase .5% of your base pay

1.75% with a .5% one- time payment. (This is not considered part of SURS) 2.25%; 2.5%

UA II & UAI- 2.25%, 2.25%; 2.50%

Step & Lane is intact.

Joyce Fountain moved to ratify the contract and Elizabeth Becker seconded the motion.

The motion passed with majority support.

ADJOURNMENT

Keith Lewis made a motion to adjourn 2:55 PM; David Zacker seconded the motion.

Keith Lewis moved. Dave Zacker seconded.