



Wednesday, November 14, 2018

Senate Meeting Minutes: Final

Name	Div/Term	Name	Div/Term	Name	Div/Term
Kimberly Tarver (President)	Pres., 2018-2020	Kris Campbell	HP/MSE, ends 2018	Diane Flahaven, (2 <sup>nd</sup> VP)	UAF2, 2018-2020
Ellie Swanson	LRIE/A/CEWD, 17-19	Ryan Kerr	CABS 2018-2020	Danielle Straub	UAF2, 2018-2020
Clark Hallpike	SBCT, 2018-2020	Pat O'Brien	CABS, 2017-19	Baudelaire Ulysse	UAF2, 2018-2020
Patrick Gordon (1 <sup>st</sup> VP)	SBCT, 2018-2020	Dawn Munson	CABS, 2017-19	OPEN	UAF2, 2017-19
George Rosa	SBCT, 2018-2020	Parul Raval	CABS, 2017-19	Tammy Ray	UAF2, 2017-19
Mary Arndt (Secretary)	HP/MSE 2018-2020	Susan McGrath (3 <sup>rd</sup> VP)	UAF1, 2018-2020	Mary Elfring	UAF2, 2017-19
Tim Malone	LVPA, January 2017-19	OPEN	UAF1 2018-2020	Terri Birch	UAF2 2018-2020
Les McTighe	LVPA, 2017-19	OPEN	UAF1	OPEN	UAF2, 2017-19
Luis Martinez	HP/MSE, 2018-2020	OPEN	UAF1	Open	UAF2
Nicole Scherger	HP/MSE, 2018-2020	OPEN	UAF2	Open	UAF2
		OPEN	UAF2	Steve Wood	Treasurer

**Meeting commenced:** 3:18 pm

**Recognition of Visitors & Guests:**

Absent: Mary Elfring, Ryan Kerr, Dawn Munson and Baudelaire Ulysse  
 Kris Campbell has resigned – a substitute will begin for her beginning next meeting.  
 Steve Wood substituted for George Rosa.

Secretary's Report: Mary Arndt

- Approval of October 31, 2018 minutes:  
 Pat O'Brien moved to approve. Luis Martinez seconded. Motion approved with 3 abstentions.

Treasurer's Report: Steve "Woody" Wood – No report.

President's Report: Kimberly Tarver: see end of the agenda

1<sup>st</sup> Vice President's Report: Patrick Gordon – No report.

2<sup>nd</sup> Vice President's Report: Diane Flahaven – Still awaiting a new list from administration; working off an August 2018 list for now. The IEA Adjuncts Presidents Council discussed dual credit at great length. They are also concerned about this procedure. Will meet again in February.

3<sup>rd</sup> Vice President's Report: Susan McGrath – Sent an email to her adjuncts and clarified the professional reimbursement benefit outlined in the contract.  
Susan brought up a discrepancy in wording between Curricunet and the administrative procedure for qualifications to teach certain courses. Kim Tarver and Ellie Swanson will compare the language and discuss in further detail with other ECCFA leadership members.

## **Committee Reports**

**Negotiations:** Patrick Gordon – The committee's table team met with the Board's team on November 9, 2018 to discuss updates to the supplemental assignment chart. Changes: improvement for the math lab compensation, along with some other minor issues. The Write Place change – 6 hours of release time changed to: 3 hours of release and 3 hours of overload. Adjuncts typically staff The Write Place so this change does not affect them because there is no set load for adjuncts. The change was made in anticipation of a full-time faculty possibly wanting to staff The Write Place, so the full-time faculty member would not go down to 9 credit hours of load.

**Grievance:** Ellie Swanson & Howard Russo – see below.

Members: Howard Russo—LVPA (co-chair), Ellie Swanson—LRIE/ESL/ABE (co-chair), Kris Campbell—MSE/HP, Jessica Carpenter—CABS, George Rosa—SBCT, Diane Flahaven—UAF

Grievance Committee has addressed the following issues since the last report:

- Mentoring payment
- Supplemental assignment discussions
- Dual credit issues
- Course capacity discussions
- Discipline matters

Please contact the Grievance Committee with any questions or concerns.

Respectfully submitted,

Howard Russo, Ellie Swanson

Grievance Committee co-chairs

## **Joint Board/ECCFA Compensation Committee (Patrick Gordon)**

The committee, which was established pursuant to Appendix C-5 of the ECCFA/Board contract, has completed its report. The report needs to be presented to the ECCFA Senate for review. See below for the report from Patrick Gordon.

## **Background**

The January 1, 2017 – December 31, 2019 Agreement between the Board of Trustees Community College District 509 Elgin Community College and the Elgin Community College Faculty Association IFT/AFT AFL-CIO Local 3791 included a provision for a Joint Compensation Committee, as follows:

### ***Appendix C-5 Letter of Agreement Joint Compensation Committee***

*A joint Board/ECCFA Compensation Committee will be established to study the salary schedules in the ECCFA collective bargaining agreement and current developments in the salary component of faculty compensation. The committee will consist of four persons appointed by the College President and four faculty members appointed by the ECCFA President.*

*The committee will begin meeting no later than December 31, 2017 and deliver its written report to ECCFA and Board by no later than December 31, 2018.*

### **Participating Members**

The Joint Compensation Committee was comprised of the following members:

- Kristen Campbell, Assistant Professor II of Mathematics
- Jessica Carpenter, Professor II of Psychology
- Mary Elfring, English Unit Adjunct Faculty
- Patrick Gordon, Associate Professor I of General Business
- Peggy Heinrich, Vice President of Teaching, Learning, and Student Development
- Sharon Konny, Vice President Business and Finance/Interim CHRO
- Wendy Miller, Dean of Health Professions, Math, Science, and Engineering
- Heather Scholl, Assistant Vice President, Business and Finance

### **Meeting Dates**

The Joint Compensation Committee held a total of four meetings, as follows:

- December 15, 2017
- April 6, 2018
- June 19, 2018
- November 5, 2018

### **Summary**

The Joint Compensation Committee feels it is important to note that nothing stated in this report is intended to represent the position, for the purpose of negotiations, of either the Board or the ECCFA, and nothing herein is intended to be a statement that may be used by, for, or against either party for the purpose of any current or future negotiations.

The meetings held by the Joint Compensation Committee provided a platform for discussing the underlying interests of both parties related to compensation methodology and structure.

The Board team expressed a continued interest in moving toward a salary band structure comprised of minimum and maximum salary levels based upon pay grade. Reasons cited included a desire to create a sustainable salary structure that would allow for greater flexibility when negotiating salary. For example, it would allow for the minimum and maximum salary to be negotiated separately, along with annual increases. The current step structure was felt to be limiting in that the percentage increase between steps is fixed. With the new 3% SURS limitation, the Board has even greater concern that some of the steps exceed the 3% limit, potentially forcing the college to pay penalties for any faculty within those particular salary cells in the event of a retirement. The Board team expressed that a visible salary table does little to guarantee future earnings potential, as there may be a need to negotiate a freeze for one or more years, which would prevent faculty from taking a step, for example. The Board team also contended that there is never a guarantee that future contracts would retain an unmodified or more favorable salary schedule, impacting the ability of a faculty member to predict their future earnings potential beyond the duration of the current contract.

Aside from moving to a salary band structure, alternatives cited by the Board include freezing the salary schedule, thereby preventing step movement, or adding steps to the schedule in order to reduce the percentage of increase between steps. Heather Scholl created a sample salary schedule for full-time faculty comprised of 30 steps (versus the current 20) in order to help the group further evaluate how such a schedule would function. The ECCFA were concerned that many people would never be retained long enough to make their way fully through the 30 years necessary to arrive at the final salary step. In looking at recent retirees, the group found that full-time faculty worked an average of 20

years and retired at an average age of 65. However, the model did allow for the creation of steps with less distance (lower percentage increases) between them.

The ECCFA team expressed a continued interest in maintaining the existing salary structure based upon step and lane movement. Reasons included a desire for new faculty or potential hires to be able to see and predict their future earnings potential. For example, a faculty member may accept a position at ECC at a lower pay rate than desired but may be more likely to accept the position if they are able to see what they would be earning in future years. The ECCFA voiced a concern, as well, over how new incoming faculty would be placed in a salary band scenario. The Board team, however, felt that this could be addressed by employing a similar placement methodology to that currently employed, linked to various pay rates based upon level of education and incoming experience.

In addition, regarding the Board's proposed salary band model, the ECCFA stated that it has a concern regarding flexibility in placement resulting in discrepancies in pay between otherwise equivalent faculty in terms of experience, including potential discrepancies in faculty of different genders, races, etc. Additionally, in the ECCFA's view, a structure with lack of certainty regarding raises between negotiation cycles would, over time, create a situation where faculty with the same experience will have different salaries simply based on when they entered and which years they happened to be present for. According to the ECCFA, this would not comport with the goal of equity. Moreover, the ECCFA expressed a concern that moving to the Board's proposed salary band model would likely result in potential difficulties attracting new faculty, as well as potentially lower retention rates for faculty.

The ECCFA also cited a philosophical difference regarding annual increases, indicating that newer faculty (who are lower on the step structure) should receive larger annual percent increases than faculty who have been at ECC longer. In this way, the percentage of increase between the steps varies and is larger for the lower steps in the structure. The salary band structure proposed by the Board team would make any increases uniform across the board. The Board team did acknowledge that faculty could be broken into multiple groups, with those at the lower end receiving a greater percentage of increase than those above the mid-point, for example, but the ECCFA felt that the current spacing was a more appropriate option. The ECCFA expressed an interest in discussing other methods of cost containment, including a retirement incentive. Additionally, they were interested in allowing retired faculty members to return to teaching on a part-time basis following retirement. They expressed a strong interest in increasing salaries for part-time faculty.

The teams were able to gain greater insight into each other's rationale and concerns, which should prove to be helpful in entering the negotiation process in the fall of 2019. However, any further work on the part of this committee in terms of preparing models and "supposals" was felt to be moving into the realm of negotiating, so further discussion will now be tabled until the official contract negotiating process begins in the fall.

#### **Emergency Management Advisory Board Meeting** (submitted by John Karnatz)

11/5 This meeting was, essentially, a regrouping because there were a number of new members - including ECCFA. We reviewed current tactical and strategic plans. Tactically, the group is looking at weather and fire evacuation procedures. Strategically, the group is beginning a 12-18 month plan to prepare an Emergency Management Plan.

The Board is diverse and wide ranged in talent and experience. They were delighted to have faculty input. There were no critical issues or votes.

The next meeting is 12/5/18.

#### **Student Success Infrastructure** (Dan Kernler)

The Student Success Infrastructure is actively supporting a variety of initiatives across the college, including professional development around Crucial Conversations, a Critical Engagement Series, and more. We recently formed an additional task force focused on how to implement training for faculty on Culturally Responsive Teaching. Look for details in the coming months. Thanks to Susan Timm for helping to lead this effort!

Additionally, we are also advocating for the creation of a new position to support undocumented students on campus. We will be presenting details regarding the position at an upcoming Cabinet meeting, as requests for new positions are already being discussed.

Many of the proposals we're discussing at the moment are administrator-driven. This is fine, but it would be nice to see more proposals from faculty. As a reminder, our Target Outcomes for FY2019 are:

- Research, identify, implement, evaluate, and scale effective student success initiatives and strategies, particularly ensuring equity for African-American students, undocumented students, and other populations
- Support and incentivize efforts that expand and institutionalize equity at ECC

We still have funds to support initiatives in these areas. If you have an idea, please feel free to reach out!

Dan Kernler, Professor of Mathematics, Student Success Infrastructure Equity Coordinating Council Co-Chair

#### **COPE (Chair: Luis Martinez)**

Pat O'Brien moved to adjourn to COPE. Ellie Swanson seconded. Motion approved.

Kim Tarver met with a candidate for the BOT. Kim let her know that ECCFA will vet candidates before endorsing them.

She asked for help with getting signatures for candidates.

Here is the new email that can be used for Kim Tarver for ECCFA business:

eccfa3791@gmail.com

Pat O'Brien moved to adjourn from COPE. Ellie Swanson seconded. Motion approved.

#### **ELECTIONS & COMMITTEE REQUESTS**

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ECCFA Openings:

1. Grievance Committee Vacancy: UAF1 (1)
2. Senate Vacancies: UAF1 (3), UAF2 (5), Sub for Kris Campbell MSE/HP
3. Communications Chair: (1)

#### **OLD BUSINESS**

Luis Martinez stated that Carmina's has been reserved for the End-of-the-Semester Party on 12/14/18, beginning at 4:30. Kim Tarver will send out the information to members.

Howard Russo's retirement party will be at Danny's Pizza on Douglas, in Elgin, Saturday, 12/29 /18 at 4pm. There is a cover of \$20 at the door. The money will cover a gift for Howard and a donation to a charity to be determined.

Kim Tarver sent an email on 11/6/28 with a link to the site to RSVP.

Susan McGrath will donate her printer to the ECCFA office tomorrow.

#### **NEW BUSINESS**

#### **DIVISION ISSUES**

#### **ANNOUNCEMENTS**

#### **ADJOURNMENT**

Luis Martinez moved to adjourn. Les McTighe seconded. Meeting adjourned at 4:20 pm.

Senate Meetings for AY 2018-2019: 11/28, 12/12, 1/9, 1/16, 1/30, 2/13, 2/27, 3/13, 4/10, 4/24, 5/8

### **President's Report (Kimberly Tarver)**

- Attended ULI: I found it to be refreshing and affirming; I learned a few new things.
- Attended Committee of the Whole and Board of Trustees Meeting. At the Committee of the Whole, interesting sabbatical presentations were given by faculty.
- Leadership Meeting at Grumpy Goat – discussion of relevant topics.
- Reached out to Anna Moeller and Christina Castro to discuss Q & A session; specific questions regarding Dual Credit legislation and 3% cap rule for SURS retirement purposes.
- Met with potential BOT candidate
- Drafted support letter for Champaign Unit 4 Local 1925. This Teacher's union is now in the mediation stage.
- Kim Tarver and Diane Flahaven attended the BOT meeting last night. The police officers' contract was approved. Other topics were reported.
- We the People is a new student life group.
- IFT Dual-credit committee task force: Kim Tarver nominated Howard Russo to this position. Kim Tarver also volunteered to join this task force.

### **ECCFA Leadership Theme Updates:**

- **Retiree Membership and Retiree Council-** bylaws language revisions to be presented to senate for review
- **Discipline Rep Team-** talked with Ellie Swanson and Lynnette Sculuca to present a workshop for senators and interested members in January on the topic of "Contract Enforcement." Open to suggestions for dates and times.
- **Dual Credit** – IFT is requesting nominations
- **Communication** –
  - Password protected website- no action
  - Facebook (brief discussion with Jessica Carpenter, re: block comments, consider private page)