

## ATTENDANCE

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

## VISITORS

- Brian Bohr (for Liddy Hope)
- Kyle Witek
- Roxana Idu

## ANNOUNCEMENTS

- For future reference, here are [The ECCFA Personal Email Guidelines](#) (approved at our March 26th meeting) that will be used moving forward for any emails going to ECCFA members' personal email addresses.
- **2025 GREAT LAKES UNION LEADERSHIP INSTITUTE**  
The 2025 Great Lakes Union Leadership Institute, which will be held June 22-26 at Lake Lawn Resort in Delavan, WI, is a four-day training and leadership development program. It is co-sponsored by the Illinois Federation of Teachers and the AFT's Union Leadership Institute. The courses are designed to enhance local capacity for all AFT constituency groups. The purpose of the program is to provide hands-on learning of union skills, to further acquaint you with the AFT and our issues, and to give you a chance to exchange information with your union siblings in a relaxed, casual setting with wonderful resort amenities. The program is open to any AFT member but is designed with the needs of

the Great Lakes Region in mind.

Course registration is on a first-come, first-served basis; enrollment is limited and varies between courses. The courses for this year are:

- Effective Grievance Administration
- Introduction to Negotiations and Contract Campaigns
- Powerful Partnerships - Uniting Families and Educators to Build Strong Communities
- Union Leadership Skills to Build a Strong Union

**An all-member email will go out soon, but please inform members of this training opportunity. It's particularly valuable for newly elected members of the Negotiations or Grievance committees.**

Important: ECCFA will cover all registration and lodging costs, with members providing their own transportation to/from and any off site meals. Additionally, faculty teaching over the summer will be eligible for reimbursement for lost wages through ECCFA.

## OFFICER REPORTS

- **SECRETARY'S REPORT: ALISON DOUGLAS**
  - Approval of minutes from March 26, 2025.
  - Kim Tarver made a motion to approve the minutes and Dave Reich seconded the motion. The minutes were a
- **TREASURER'S REPORT: STEVE "WOODY" WOOD**
  - See emailed report.
- **PRESIDENT'S REPORT: DAN KERNLER**
  - Met with the VP and CHRO
    - We shared the outcome of the Faculty Tenure and Evaluation Handbook.
      - The admin would appreciate getting feedback as well.
      - The collaborative approach was valued.
      - Annamarie noted that the lack of CTE faculty did make certain aspects more difficult. This is something to consider when constructing the committee next year.
    - We brought up the issue of faculty concerns about accommodation requests. Annamarie is concerned that there may be faculty bias that accommodations are too easily given. The senate is curious if this concern is based on evidence. We also need clarification from a legal standpoint regarding accommodations that conflict with other safety regulations.
    - We shared concerns that there were candidates for the 2D lab coordinator position with no print-making experience, which would require

extensive training (which is not in the IC job description). Tonisha was concerned about this possibility and said she would look into it.

- Annamarie asked our input on the Orin G. Thompson award. The current policy is that an individual cannot receive it more than once in a 5 year period.
- There are reports of faculty outside of search committees sharing recommendations directly with those serving on a search committee.  
**Search committees are strictly confidential, and no information should pass in or out from the process.**
- Met with the Course Capacity Committee to discuss various courses.
  - One item for future proposals that came up was that it was helpful when data-driven rationale was included. It isn't always necessary, but it can be helpful as we make a decision.
  - In general, the administration has been reasonable in adjusting limits.
- Attended IFT dual credit task force
  - Significant pushback from HS teachers and IFT staff about taking a position that could potentially limit the ability of those currently teaching DC to continue to do so (i.e. those without qualifications but on a professional development plan).
  - Also concerns about any push to encourage alignment between HS and CC through programs like NACEP, which ECC follows. HS members felt this pushed a narrative that CC faculty were "supervising" HS faculty.
  - We spent a significant amount of time discussing the political reality that any resolution needed to be passed by the membership, where HS faculty significantly outnumber CC faculty.
  - Work continues, with more meetings scheduled in May.

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

- No report.

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

- No report.

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

- Attended VP/CHRO meeting.
- Attended ECCFA officer meeting.

## COMMITTEE REPORTS

- **Membership** - Kim Tarver
  - See [attached report](#).
- **Grievance** - Laura Haske and Peter Han
  - No report.

- **COPE** - Antonio Ramirez
  - See [attached report](#).
- **Social Media** - Jessica Carpenter

Results of the Social Media Survey:

- #1 Used Platform: Facebook (88.5% of respondents). Insta is 2<sup>nd</sup> at 48% (Obviously, many people use both)
- Best for ECCFA Content: Facebook (74%). Insta 2<sup>nd</sup> at 8%
- Where would you like to receive ECCFA Content: Facebook (79%). Insta (18%).

Given these results, we will continue to focus our presence on Facebook.

Thanks to everyone who participated!

- **Safety Committee** - Kim Tarver
  - Stairs in front of Building A are being modified
  - Eco burns are scheduled
  - Firearm discharged accidentally with minor injury

## ELECTIONS & COMMITTEE REQUESTS

### Outstanding Committee Requests

1. **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

- A. Search Committee for part-time EDN Placement Coordinator (Dean Robertson)
  - **Volunteer: Asha Raval**, FT Education  
*I currently serve as a professor and instructional coordinator for the EDN program. This position directly relates to serving our EDN students with the clinical placement process. In my position, I would directly collaborate with this individual who can support students and faculty with EDN programmatic needs (i.e. record keeping and tracking clinical experiences and completion, collaborating with school districts to place our students and monitoring student placement, addressing student concerns based on clinical issues/needs, etc.), EDN program review and advocate to maintain and continue to develop our partnerships with ECC and local school districts.*

**Tammy Ray made a motion to approve Dr. Raval for this committee and Michelle Kershner seconded the motion. Motion passed.**

## **OLD BUSINESS**

- Update from the AI and Academic Integrity Committee (Josh Thusat)
  - Dean of Students, John Long is running committee
  - First meeting the week before spring break
    - Determine what the faculty want to accomplish
    - Review of academic integrity policy
      - Faculty members were comfortable with revisions so far
      - Revisions will come to Senate before the end of the semester
    - Next area to consider:
      - College-wide software to help faculty identify violations
      - Working conditions?
        - Josh is not sure this is within the scope of this committee
        - May need to be a class cap issue?
- Faculty Evaluation Handbook discussion recap.
  - Reflect on [this survey of statements](#) based on previous feedback from Senators and members.
  - Send any additional items to Dan by 10 am on Friday, 4/11.
  - A final version will be sent via email with a window to respond, with a summary given at the next Senate meeting.

## **NEW BUSINESS**

- Confirming details for reimbursing members who attend IFT training over the summer
- Faculty who are absent during summer are not paid for that time, and ECCFA can easily reimburse them for that time.
- (librarians, in particular)
  - FT librarians may select up to 45 days of VO per calendar year at a rate of \$66/hr
  - Many do special projects over the summer and cover shifts, since PT librarians are also not required to work in summer.
  - Shifts are usually chosen by May, with dean approval.
  - Some faculty choose 7 hours a day 4 days a week.
  - Suggestions to make this work for librarians
    - Consider 21 hours at usual rate (as for adjunct librarians)
    - What is the usual rate for a typical summer teaching faculty member in the summer?
  - An overall “cap” to reimburse may be helpful
  - Note that training is also available during the year, on weekends.
- Need a volunteer to support a faculty member who has requested a meeting with their dean at 1pm this Thursday, 4/10.
  - Dean and multiple administrators will be present

- Task is to listen and take notes. Not disciplinary
- CHris Cunningham will be present to support this faculty member

## **FUTURE ITEMS FOR DISCUSSION**

- Approving funding for members attending summer ULI training.

## **ADJOURNMENT**

Dave Reich made a motion to adjourn the meeting. Michelle Kershner seconded the motion.  
Meeting adjourned at 4:12

## **ECCFA SENATE SPRING 2025 MEETING SCHEDULE: 3:15-4:45 P.M.**

- 4/23/2025
- 5/7/2025

## **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)
  - May 12
- Committee of the Whole (3:00-6:00, E100.01)
  - April 14
  - May 12
- Board of Trustees (6:30-9:00, Siegle Auditorium)
  - April 15
  - May 13

## ADDENDUM - REPORTS

### Membership Report for 4/9 Senate Meeting

4/8/2025	Total Bargaining Unit Members	Total Signed ECCFA Members	Total Unsigned	Total % Signed
Full Time	154	151	3	98%
UA2	186	144	42	77.4%
UA1	88	24	64	27%
INA	33	20	13	60.6%
<b>Total</b>	<b>461</b>	<b>339</b>	<b>122</b>	<b>73.5%</b>

3/11/2025	Total Bargaining Unit Members	Total Signed ECCFA Members	Total Unsigned	Total % Signed
Full Time	154	151	3	98%
UA2	186	144	42	77%
UA1	91	20	71	22%
INA	33	20	13	61%
<b>Total</b>	<b>464</b>	<b>33</b>	<b>129</b>	<b>72%</b>

1. Welcome to New UA2 Members! Roger Morales, Artemio Penalbert, and Cesar Tabares

Note: net change in UA2 members equals zero due to separation numbers and possible inconsistencies in HRIS reports.

2. More inconsistencies with HRIS reports that includes two former members who are now separated from the college; notably, they were not included on the March report. This creates a need to more carefully scrutinize the information provided and align list of members with dues deduction reports.
3. Sent meeting request to IFT Rep to discuss membership recruitment campaign.
4. Email sent to all members of bargaining unit who are not ECCFA members as follow up to elections notice to promote membership and [Electronic Membership Form](#)

Submitted by Kimberly Tarver

[Back to Agenda](#)