***VVC Faculty Association Meeting Minutes***

Thursday, September 20, 2018

Administrative Services, Building 10, Room 8, 3:30 pm

**CALL TO ORDER** – Meeting called to order @ 3:30 pm

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Area |  | Area Representatives |  | AT LARGE Area Representatives | Members/Guest |
| **1** | √ | Burg, Ed |  | Contreras, Fernando | Augustine, Jacqueline |
| 2 | √ | Portillo, Silvia |  | Vila, Martha | Jennings, Patti |
| 2 |  | Visser, Sandy |  |  |  |
| **3** |  | Adell, Tim |  | Executive Officers |  |
| **3** | √ | Ruiz, Maria |  |  |  |
| 4 |  | Davis, Tracy | √ | Ellis, Lisa, President |  |
| 4 | √ | Golder, Patty | √ | Butros, Michael, Vice President |  |
| 5 | √ | Huiner, Leslie | √ | Rubayi, Khalid, Secretary |  |
| **5** | √ | McCracken, Mike | √ | Cerreto, Richard, Treasurer |  |
| 6 | √ | Heaberlin, Ed |  |  |  |
| 7 | √ | White, Christa |  |  |  |
| **8** |  | Gibbs, Jessica |  |  |  |
| **8** | √ | Gibbs, David |  |  |  |
| **9** |  |  |  |  |  |
| **9** |  | Oliver, Claude |  |  |  |

1. **Action Items**
   1. Approval of the May 17, 2018 minutes; Approved as presented
2. **President’s Report and Announcements**

Room Change, the association meeting will be held at the CFIE room instead of building 10, room 8 because there is a class scheduled at the same time as our monthly scheduled association meeting.

Bargaining, two sessions so far, the district canceled a session to review our proposal and the district changed bargaining time from 3 hours to 2 hours. We are bargaining for the following so far:

Article 8; Compensation, we asked for COLA which is funded, and we also asked for an additional 7% increase to start. With the new funding formula, the district is getting additional money for this fiscal year. The district countered offering 1.71% which is not even full COLA, and 2% next year or 75% of COLA next year which ever greater.

We asked for an increase in hourly pay, and to do away with the two teared system for faculty pay. We also requested based on the “me too” clause if adjunct faculty negotiate a higher rate we should get the same rate for full time faculty. The district struck out the hourly raise, but they agreed to raise the pay faculty hired after 2015 to the same rate of faculty hired before 2015. We asked the district for longevity pay, it was crossed out by the district. We countered with a compressed salary schedule (16 steps + 4 steps longevity).

We asked 85% for Summer and Winter compensation, the district rejected and today we countered with 80%.

Article 9; The district wants to remove us from a composite rate for health insurance and put us on a tiered rate, they want each person to have a different amount. We countered with if the district considers the compressed salary schedule and longevity, and if in 2022 the “Cadillac tax” is instituted, then we can consider paying 2% of our benefits cost. We asked for retirement benefits, in the year we retire, life insurance for the retiree will stay for life, also once you retire and after the 6 month waiting period, when faculty come back to teach, they can teach 1 class at full salary for two years, we asked to extend it to 5 years, they countered to extend to 3 years. We asked the district for a retirement incentive, 100% of current salary if faculty retire this year, next year will be 80% and third year 60%.

Article 12; Faculty requested unlimited load to teach, currently we have a limit of 160% load, and it can be modified to 167%. Some faculty allowed by district to teach over 160%, we asked the district to make it equitable to all faculty to teach over 160%, we also asked the district to increase load to 200%, the district struck the language out. We also provided the district with new load sheets better to understand and cleaner than the current ones available in the contract, the district came back with their own load sheets with no much difference than the ones already in the contract.

Online instruction; added language for hybrid classes.

Article 19; Hiring committee activities, we struck out “Hiring” and left it as “Committee Activities”, added to the contract, faculty will be paid hourly rate during the summer time for any hiring committee work, also added the temporary chair MOU to the contract. We asked department chair compensation to increase by 10%.

1. **Negotiations**

Included in the President’s report

1. **Executive Officer’s Reports**

**Vice President:**

**Secretary:**

**Treasurer:**

Richard presented members a financial handout showing the net worth and account activity as of this period.

**Committee Reports or Special Reports**

**Social Activities committee:**

**Political Action Committee:**

**Other:**

**ADJOURNMENT** - Meeting adjourned @ 5:00 PM