***VVC Faculty Association Meeting Minutes***

Thursday, September 21, 2017

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 |  | Holloman, David | Contreras, Fernando |
| 2 |  |  | √ | Davis, Tracy | Johnson, Eartha |
| 2 | √ | Thibeault, Sally |  |  | Ripley, Richard |
| **3** | √ | Adell, Tim |  | Executive Officers | Yvonne, Reed |
| **3** |  | Ruiz, Maria |  |  | Smith, Mike |
| 4 | √ | Tomlin, Karen | √ | 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** |  | Jennings, Patricia |  |  |  |
| **9** |  | Kuhns, Troy |  |  |  |
| **9** | √ | Oliver, Claude |  |  |  |

1. **Action Items**
   1. **Approval of the May 18, 2017 Minutes – Approved as presented**
2. **President’s Report and Announcements**

Bargaining update, latest district demand are two 3-hour in-service days for free (no compensation) because they believe it would be part of the 175 days calendar, which we said no and reminded the district about the definition of working days for instructional faculty and the hours they obligated to work, the in-service days will add additional hours to the working week. The district offered 1% raise, we tried to add raise in other forms such as hourly pay and summer teaching, they did agree for a $1 raise on the hourly pay, right now the district verbally offering 1.26% - 1.56%, but with the extra in-service days, which is not acceptable for us without extra compensation for the extra hours. Our focus is to have raise applied to the salary schedule so it will contribute to retirement. Two more bargaining dates, but we are not very optimistic, we might get around 1% raise, and no in-service days without extra compensations for the extra hours.

Also in bargaining, we are looking at the scheduling process, we still have some disparities in the scheduling process for summer/winter and fall/spring, such as how classes are selected, rollover timeline, when the chairs get the materials, we are trying to find the best language and make it the same in both areas.

Vote of No Confidence; I have been approached by some faculty from the STEM division regarding issues with Dean Hamid, such as a letter of reprimand for a faculty in his department for not giving out an authorization code, which resulted in a grievance against dean Hamid. In response to the grievance he wrote that he does not agree or support that VVCFA has the right to represent or bargain working conditions or compensation to full time faculty. Also dean Hamid send an email asking faculty for an opportunity to go to someone’s classroom, observe the instructor teaching, write some reflection about it on a form he has, the evaluator will get paid and get professional time and the reflections will stay with dean Hamid in a file in his office, of course VVCFA had to intervene immediately and send an email to tell faculty not to participate because this issue deals with faculty evaluations, compensations that has not been negotiated and having files on faculty outside of HR. VVCFA executive team voted unanimously to bring the vote of confidence to the rep council for a vote to proceed with asking faculty to vote on a vote of confidence on dean Hamid

Lisa called for a motion to proceed with the vote of no confidence on dean Hamid, first by Claude Oliver and seconded by Christa White. Discussion followed, Lisa called for a vote, the motion passed unanimously to proceed with asking faculty to cote on a vote of no confidence on dean Hamid.

Lisa mentioned that Tracy Davis has been attending state wide meetings for membership chairs, it appears that many colleges has membership chair, a person who recruit faculty for membership and provides faculty with information regarding the benefits of membership and programs available to members. We want to consider a membership chair at VVC, we would like to create this position and compensate faculty for the position.

Lisa called for a motion to approve the new position of membership chair, first by Tracy Davis, seconded by Richard Cerreto, discussion followed. Lisa called for a vote to create the position membership chair and to compensate the position $499 a year, motion passed unanimously.

1. **Negotiations**

Included in the President’s report

1. **Executive Officer’s Reports**

**Vice President:**

VVCFA as an organization, we have an approved bylaw but we are missing standing rules, we have a standing practice but not on paper, we are in the process of establishing a document of standing rules which will deal with day to day operations such as how to compensate faculty attending conferences, we will be looking at the statewide rules and try to incorporate some of them in our standing rules. If you have any suggestions please send them to Michael.

VVCFA executive team has been discussing extending the term served by area reps from 2 years to 3 years, we would like the rep council and members to think about it and give us your feedback if we should proceed with an action item to change terms served for area reps that in the near future.

**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