

NVCFA General Meeting  
Thursday, October 8<sup>th</sup>, 2020 @ 12:30PM via Zoom  
Host: Kristie Iwamoto, NVCFA President  
Co-Host: John Kincheloe, Secretary  
Board Present: Terry Wegner, Treasurer; Carlene Coury, Part-Time Rep.  
Negotiators Present: Forest Quinlan, Lead; Lisa Yanover; Michael Gianvecchio

## Meeting Minutes

### 1. Negotiations

#### a. Budget

- i. Lead negotiator covers numbers meeting with District Negotiators
  1. We are headed along as though the budget is solvent, even though there will be no negotiations on salary in the immediate term.
  2. NVCFA is working on establishing post-Covid triggers for Salary increase.

#### b. Office hours

- i. Office hours in the Covid Era (and beyond): NVCFA is interested in revising Office Hour policy in the contract to reflect instructor flexibility and options for different office hour modalities.
- ii. Part Time Office Hours
  1. Currently only some Math, and all of ENGL and ESL have Part-Time Office Hours in contract.
  2. NVCFA and District workgroup has been formed to come up with plan for this issue.
  3. There is some concern that the pay for Part Time Office Hours should be per unit rather than per hour.

#### c. Ancillary Hourly Pay Rate

- i. The official hourly pay rate for Full-Time Faculty's ancillary work was never codified.
- ii. HR has presented a "memo" from 2011-2012 academic year that had 38/hour.
- iii. NVCFA is proposing a rate based on PT hourly rate to be commensurate with what other colleges pay (Chabot pays 50/hr)

#### d. Consolation Prize for Part-Time bumps

- i. NVCFA wants a \$750 "consolation prize" for any Part-Time Faculty bumped from teaching a course by a Full-Time Faculty.

- ii. Question from NVCFA: Is there interest in a more formalized method of informing Part-Time Faculty of their situation so that they can plan ahead? (Please contact Pres. Iwamoto with responses)
- iii. Consolation prize payment would be only for bumps, and not for low enrollment
- iv. This consolation prize is not an isolated practice: It matches practice at other colleges

**e. Faculty Chairs and Retirement**

- i. Faculty Chair reassign time previously did not go to retirement calculation.
- ii. CalSTRS said the language concerning this issue in the contract did not appear equitable.
- iii. District is returning to the negotiating table with language to rectify so that Faculty Chair reassign goes to base salary for retirement.

**2. ACADEMIC CALENDAR (2021-2022)**

**a. Concerns:**

- i. Starting the Fall 2021 semester on a Friday is agreeable if we get the Wednesday before Thanksgiving off
  - 1. There is some concern that a Friday start confuses students.
- ii. The 16-week semester structure creates a major issue for District, and they are not motivated to make the change because of that. It is a major huge change that includes all constituent groups
  - 1. Diversity in concerns with implementing 16-week academic calendar
    - a. Student fatigue is argument in favor 16-week
    - b. Transfer consideration is better in 16-week
    - c. Winter session is possible with 16-week
    - d. Rushing material is argument against 16-week
- iii. There is interest in tying academic calendar to NVUSD schedule
  - 1. Concern extends to keeping local K-12 in mind when building calendar.

**3. CCA FALL CONFERENCE**

- a. Right now!
- b. Registration still available
- c. Lisa and Forest are Official Delegates

**4. Michelle Washington, CTA Staff Report**

- a. **Vote Yes on 15!**

## **5. COVID update**

- a.** Moving to Face 2 Face
  - i.** When in doubt, ask your supervisor if this will be a possibility.
  - ii.** Possible meeting with Dean, NVCFEA rep. and Member
  - iii.** Easier to not do than to undo

## **6. Q&A**

- a.** Course Roster Caps
  - i.** Coordinators can agree to change in caps with administrator
  - ii.** In theory, Faculty can connect with their coordinator to request a cap change, then coordinator will argue to administrator
  - iii.** Caps are a local decision
  - iv.** Concerns:
    - 1.** From a pedagogical perspective, caps are tied to student success
    - 2.** From an institutional perspective, caps are tied to Equity in terms of the value of Student-Instructor Relationships
    - 3.** There is interest in Unit Load Reduction rather than pursuing roster cap changes.