

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

Meeting Minutes

1. Negotiations

a. Salary Report

- i. NVCFA did not want to extend the contract. Negotiations will continue to determine which elements of the contract are being reopened.

b. Contract Updates

i. Part Time Office Hours

1. MOU ratified at the negotiating table.
2. Effective immediately, all part-time, hourly credit instructors and non-credit CDCP instructors will receive one paid office hour per semester for every unit taught. Hence, if you teach three units, you will get three paid office hours per semester. If you teach six, you will get six, and so on. These hours are **optional** and do not roll over from semester to semester. Currently, these hours will be held via Zoom.

- a. Program Coordinators and Faculty Chairs: Please implore part-timers to record their time spent in office hours and how they used that time to support student success to make for a better argument for inclusion of this option in the contract.

ii. Ancillary Hourly Pay Rate

1. MOU ratified at the table. The rate for any Full-Time Faculty's ancillary work is the same as their current step on PT Schedule 2.
 - a. This will be put into the contract permanently.
 - b. This new rate has the potential to be applicable to Accreditation Writers for Academic Senate. More information about this may come with more negotiation.

2. [ACADEMIC CALENDAR \(2021-2022\)](#)

- a. Calendar is confirmed and will be approved by The Board of Trustees soon.

Things of note:

- i. Fall 2021 semester starts on a Friday
 - ii. Wednesday before Thanksgiving is off
 - iii. Start of Summer is before NVUSD is finished.
- b. 16-Week Calendar Workgroup
 - i. *Faculty Reps*: Michael Gianvecchio, Dan Clemens, Iris Dunkle
 - ii. *Alternates*: Nadine Gravett, Cathy Gillis
 - iii. The focus of this workgroup will be on feasibility and research on logistics.
 - iv. This issue has been raised multiple times over the years, but has new life now due to the pandemic and District being willing to discuss it.

3. DE Instruction

- a. District has interest in opening Pages 9-10 of the Contract (Article 6.7)
 - i. NVCFA would like input on this Article from the membership in terms of what issues they see with the Article as written.
 - ii. NVCFA is in the dark on why this would be coming up now.
 - iii. District has indicated that this will be post-COVID consideration.
 - iv. Pres. Iwamoto is concerned that they would like to limit the amount of load Faculty can take in DE courses.

4. Catastrophic Leave

- a. Leave bank to allow for Faculty to take more time beyond their sick leave in emergencies
- b. Forest Slides
 - i. Catastrophic Leave is the ability to tap into a pool of hours after you have used up all other available sick hours in emergency situation.
 - 1. Typical timeline of usage up to Catastrophic Leave
 - a. First 5 months and 10 days is protected by Ed. Code
 - i. You must exhaust all forms of paid leave in order to qualify:
 - 1. including standard disability benefits,
 - 2. provision in ed code (too little sick leave) – Difference Pay
 - a. Difference Pay is your salary minus replacement costs (PTer)

- b. If taking time off for others: Kin Care, Personal Necessity, and Personal Business

2. Once all of these are exhausted, a Faculty member will qualify for Catastrophic Leave
3. To qualify for Catastrophic Leave you had to have bought in with 6 hours of sick leave.

ii. Why the new program?

1. Approx. 1/3 of the College participates the program and the pool has been severely depleted
2. In order to keep healthy pool of hours, new parameters needed to be set.

iii. New Catastrophic Leave

1. There will be a one-time buy-in at 6 hours.
 - a. Faculty who have already bought in prior to the change are “grandfathered” in by virtue of their presence in the prior pool.
2. If the Faculty member is just joining, there is a 12 month waiting period.
3. The pool will operate on a 3-year cycle – each Faculty member will donate 3 hours every 3 years (essentially an hour per year).
4. There will be a buy-in drive during open enrollment (as a reminder)
 - a. You can join at any time, however.
5. There will be additional drives if the Cat. Leave bank drops below 480 hours

iv. Concerns

1. There is no automatic withdrawal, but NVCFA will ask about it. Language in the contract indicates that it is the District’s responsibility to call for it.
2. There are no specific rules for PT Faculty, which doesn’t allow for equity.

5. Q&A

a. IT Concerns

- i. Pres. Iwamoto will complain at Board of Trustees meeting ([Click Here for Video](#)) about IT issues.

1. There is concern that it creates extra work, and has impacted Faculty's ability to do our work, uphold our responsibilities, and connect with students.
2. The major email issue presented a workplace concern from contract.
3. There is a concern about how our technology issues create student success conflict (see contract Article 3).
4. Welding was actively shut down and with no way to contact students, this created a major safety concern.

b. PT Office Hours

- i. MOU is new to whole PT Faculty, not just ENGL and MATH**

c. Pres. Iwamoto will meet with VPAA about PT Seniority schedule

- i. There is concern that this needs to be timely and worked out for evaluation purposes.**