

NVCFA General Meeting

Thursday, December 10th, 2020 @ 12:30PM via Zoom

Host: Kristie Iwamoto, NVCFA President

Co-Host: John Kincheloe, Secretary

Board Present: Carlene Coury, Part-Time Rep.; Sean McCann, Vice President & Grievance Officer; Terry Wegner, Treasurer

Negotiators Present: Forest Quinlan, Lead; Lisa Yanover; Michael Gianvecchio

Website: nvcfa.org

President's Report at December Board of Trustees meeting: [WATCH HERE](#) (report begins at 45:40)

Meeting Minutes

1. The YEAR IN REVIEW

a. MOUs signed (Click on MOU title to view PDF)

i. [Personal Necessity Leave MOU](#)

ii. [COVID MOU](#)

iii. [PT Office Hours MOU](#)

1. This MOU is good through Spring 2021, and NVCFA is hoping to extend.
2. This is a priority for extension regardless of situation for Fall 2021
3. *Program Coordinators and Faculty Chairs*: Please have PT Faculty please report to Faculty Chairs the usefulness of this time to make sure we have strong argument for extension.
 - a. Also, you can include in action plan for assessment how valuable your office hours have been for student success.

iv. [Unit Recognition MOU](#)

1. This was important to include vulnerable PT Faculty as part of the unit for protection purposes.

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

c. Where We Are

i. Expired Contract

1. NVCFA is letting the contract expires because it wants the option to escalate negotiations, instead of being locked into terms.
2. "Expired" means the entire contract is open to negotiation.
 - a. NVCFA is generally happy with progress of contract negotiations benefitting Faculty.

- 3. Progress on contract**
 - a. Hourly Ancillary Rate for FT Faculty**
 - i. Set at PT Schedule 2.**
 - b. Bereavement**
 - i. Set at 5 days overall, no distance restrictions**
 - c. Expanded Definition of Immediate Family**
 - i. NVCFA is still negotiating who counts as “immediate family”**
 - 1. Working on defining family as “household”**
 - d. Distance Ed. (DE)**
 - i. DE needs to be defined based on current situation, and not on “normal” circumstances**
 - ii. There is concern for DE to have release time in the prior semester for preparation to teach DE course. Other colleges are already doing this.**
 - iii. There is argument for compensation for transition in Spring 2020, but not Fall 2020 due to lack of transition.**
 - iv. There should be compensation for training for DE for PT Faculty**
 - e. Salary**
 - i. Quick Recap**
 - 1. The main fight has been over percentages in terms of raise increase and increments of increase**
 - 2. Last raise: 4% in 2015 after 7 years of no COLA/raise**
 - 3. NVCFA fought for 2 more years to get ~9% over 3 years**
 - 4. Result – No change in our position among the community college districts ranking statewide**
 - 5. Prior to the pandemic, NVCFA offered 6.5% each year for three years, District countered at 6% for one year, and negotiations were stalled at percentage for subsequent years**
 - a. Pandemic halted everything.**

ii. Proposal to the District

1. Resource Allocation Model

a. In layman's terms: Everyone gets slice of pie

2. NVCFA proposing to align the slices with what the other top 30 schools do for their budgets

a. Median percentage of the budget going to faculty salaries is well above ours at top 30 schools

b. NOTE: This percentage does not include benefits (they have higher benefits packages as well)

iii. Benefits of this model

1. GOAL: Match salary with COLA

2. No longer negotiating percentage increase

3. It is about a fair, guaranteed percentage of our budget

4. Goal is the same, approach changed to *Long Term Solution*

iv. Is District on board?

1. They have gone on record that they are interested in this approach

2. More data is being gathered on both sides

3. First thing to take up when we get back in Spring 2021

v. Bottom Line: *"We've been at the bottom for far too long, we need to be up where we belong!"*

vi. Other colleges have Resource Allocation Models, and like them.

vii. Our basic aid distinction allows for this model to work

1. There is concern that a downturn will affect us negatively

2. SPRING PLANNING

a. 16-week Calendar Workgroup

i. There is concern about increased flex days, but that would be negotiated

