

NVCFA General Meeting
Thursday, September 10th, 2020 @ 12:30PM via Zoom
Host: Kristie Iwamoto, NVCFA President
Co-Host: John Kincheloe, Secretary

Meeting Minutes

1. Negotiations

a. Budget

- i. Lead negotiator covers numbers meeting with District Negotiators
 1. 6 months worth of finances get postponed for another 6 months. We need to work as though we are getting reimbursed for budget for the next 6 months. The budget is extremely tight right now, but this is a deferral of our budget, and the District is confident that money will be reimbursed.
 2. The Chancellor is being careful with allocating funds to colleges who need it, and only funding colleges up to 83% of their operating budget. Therefore, our “Basic Aid” distinction will affect our distribution of funds, as the Chancellor’s office has indicated that all “Basic Aid” districts are capable of achieving that 83% threshold without state funding help.
 3. Related Note: The Chancellor’s Office has created a new name for “Basic Aid” or “Community Funded” districts (like us): “Excess tax”
- ii. All salary negotiations are tabled for the time being.

b. Office hours

- i. The Contract currently states in Article 6.2.1.2.: Five hours of Office Hours per week to be scheduled with the approval of the VPAA
 1. [The VPAA confirmed](#): Office hours don’t have to be held like in-person; they can be scheduled on an appointment basis and we don’t have to wait for students to show up if no appointments are scheduled with us.
- ii. 6.7.6: Number of office hours for full-time faculty members shall be proportional to the percentage of DE courses taught as part of load. Part-Time members who teach any courses in a DE format may offer approved OHs online.

1. NVCFA has expressed that there should be consideration of permanent change to Office Hours policy that allows for flexibility of time and medium of Office Hours. This includes a consideration of optional combinations of in-office and Zoom office hours, as well as hours “by arrangement.”
- iii. Faculty should submit feedback and options for Office Hours to NVCFA to add any elements to Office Hours debate they deem necessary or important.
- iv. Concerns:
 1. Student contact is changed with flexible office hours structure.

2. Ed. Code 44922 (Info Item)

- a. STRS Reduced Workload Program (Willie Brown Act) allows you to reduce your workload from full-time to part-time, defined as 50% of FT, according to Ed. Code and Contract.
 - i. It is important to note that 50% means HALF of a normal full-time workload, all aspects of work being part of that.
 - ii. NVCFA is considering how to define what 50% entails, either on a personal basis or in contract language.
 - iii. Concerns:
 1. There is no clear policy for this related to Committee Assignments, but is rather on a personal choice basis in terms of Faculty choosing to commit to committee work or not.
 2. The policy is written specifically for teachers, so there is no clear equivalent for CalPERS
 3. Instructors are not allowed to work FT and take the next semester off under Willie Brown Act, due to past issues with this.
- b. EMAIL KRISTIE with questions or concerns about this.

3. [COVID MOU update](#)

- a. This MOU will expire at the end of Fall 2020, so we need to negotiate a new one.
 - i. Policy specifically applies to Faculty on campus.
- b. Faculty should reach out to NVCFA with edits or adds, or questions.

4. Part-Time Faculty Issues

- a. Expansion of Part-Time Office Hours
 - i. Currently, ENGL and MATH receive compensated Office Hours per class load. However, NVCFA strongly desires to expand office hours to all classes and instructors.
 - ii. [This issue will be the focus of NVCFA report at 9/10 BoT meeting](#)

- b. NVCFA considers adding to contract a one-time payment for Part-Time instructor who is bumped from course in favor of Full-Time Faculty.
- c. Ancillary pay for training for Part-Time Faculty (Keenan Online Trainings)
 - i. NVCFA considers option of creating ancillary pay structure for all required trainings (State-mandated and otherwise).
 - 1. At this point, this pay will not include Flex Day scheduling issues.
 - 2. There is consideration that this pay will also include trainings that were completed at other colleges, as long as they are state-mandated trainings.

5. Treasurer's Report

- a. NVCFA Balance is \$97,606, which is heavier due to lack of in-person meetings and events.
 - i. Treasurer reports that internal safeguards are in place and working. Money is flowing well.

6. CCA FALL CONFERENCE

- a. October 7-10th, 2020
- b. Will be held ONLINE
- c. FREE Registration! No limit on Faculty!
- d. If you'd like to be a delegate, please let Kristie know
- e. Agenda is currently being built, and will be published on website and sent to membership when ready.

7. Michelle Washington, CTA Staff Report

- a. Prop 15
 - i. CTA is endorsing Prop 15 on November ballot. For more information, please visit YES15.org

8. Q&A

- a. Compensation for utility expenses of Faculty working from home is an open question right now
 - i. It does have ed. Code support
- b. Ownership of Canvas
 - i. Contract indicates that published Canvas material is owned by District.
 - ii. NVCFA will revisit this issue with NVC Academic Senate leadership to consider possible push for ownership by Faculty.
- c. No Full-Time Load renegotiations happening currently
 - i. However, class sizes is being discussed
 - ii. Some indication that reduction of load for DE instructors was a positive move.

- d. No salary reductions
 - i. 6% raise was postponed to later