NVCFA General Meeting
Thursday, December 9th, 2021 @ 12:30PM via Zoom
Host: Kristie Iwamoto, NVCFA President
Co-Host: John Kincheloe, Secretary
Board Present: Carlene Coury, Part-Time Rep.; Terry Wegner, Treasurer; Sean McCann, Vice President
Negotiators Present: Forest Quinlan, Lead; Lisa Yanover
Website: nvcfa.org

Meeting Minutes

1. CC Winter Conference
   a. February 11-13, 2022
   b. Doubletree Hilton San Diego, Probably

2. Academic Calendar
   a. Pres. Iwamoto sent out ‘23-24 draft in November. She did not see many comments or feedback, but would like more via email.
      i. Negotiator Gianvecchio suggested the idea of a poll to address concerns about the calendar.
      ii. There is some concern about the 16-week calendar being implemented, and how it is structured.
         1. Possible consideration of different schedules for different areas of study
         2. President’s Day issue
         3. 187 instructional days instead of 175

3. SERP (Supplemental Early Retirement Plan)
   a. Administered by Keenan and Associates—See linked Presentation
   b. Payment: 65% payout over various years of payment.
   c. Eligibility: 55 years old and 5 years service credit is the requirement to take this.
   d. Next Steps: College will contact eligible Faculty/Staff, and make determination about implementing or not based on interest.
   e. Stipulations:
      i. No involvement with STRS or PERS (no service credit)
      ii. Faculty can still be in STRS but can no longer work at NVC.
   f. Takeaway: it’s a “buyout” of your employment at NVC. You can work other places, and at NVC Part-Time (after half a year), just not at NVC full-time.

4. COVID MOU
   a. See Linked Draft of District Proposed Policy
i. CTA is advising that we don’t sign COVID policy to protect from liability and force District to enforce by themselves.

b. **NVCFA is submitting our own COVID MOU** (see linked document) that protects Faculty interests.
   i. Includes spacing considerations, physical space issues, rapid testing, increased sick days to cover COVID-positive quarantining, and issues regarding Faculty enforcement of the COVID policy.

5. **Negotiations**
   a. Program Coordinators
      i. Revisions are in progress, and current data based on PC survey was inconclusive in terms of the established JD items.
         1. There will be discussion of extra job duties listed on the survey.
      ii. There needs to be a “smoothing” of process and data.
   b. Administrative Evaluations
      i. All Admin evals will need to be standardized.
         1. Issue will need to be bargained. A demand to bargain has been issued.
      ii. NVCFA Exec. Board will connect with Academic Senate Exec. Committee concerning changes and implementation.

6. **Q&A**
   a. Cathy: Email issue has become concern in terms of how it affects overall work ability. There is not enough communication from IT about this, and the staffing in that area creates a concern in terms of whether these issues will be rectified in a timely manner.
      i. Canvas being tied to Single Sign-on is an issue because there’s too much reliability on an unreliable system.