

NVCFA General Meeting  
Thursday, February 8<sup>th</sup>, 2024 @ 12:30PM via Zoom  
Host: Kristie Iwamoto, NVCFA President  
Co-Host: John Kincheloe, Secretary  
Board Present: Michael Gianvecchio, Treasurer; Greg Miraglia, Part-Time Representative  
Negotiators Present: Forest Quinlan, Lead; Lisa Yanover  
Website: [NVCFA.org](http://NVCFA.org)

### Meeting Minutes

#### 1. CCA Winter Conference

- a. Went great!

#### 2. Negotiations

##### a. Load Proposals

- i. Pres. Iwamoto shared situation concerning every FT instructor teaching at least one in-person or hybrid course per semester.
- ii. “Right of Assignment” Clarification: District has the right to create as many sections of in-person/hybrid courses as they want, but assigning a certain number of those courses to Full-Time Faculty should be bargained
- iii. VPAA has countered the proposal with expanded requirements that include FT Faculty working on campus three days a week (.4 minimum in-person load)
- iv. Pres. Iwamoto countered 9/26/23 with a considerably lower threshold:
  - 1. Required 1 in-person/hybrid course maximum per Faculty (proportional for reduced load)
  - 2. Beginning in Fall 2024, .3 of assigned load in-person/hybrid modality. (No number of days of week required)
- v. District countered 10/12/23 with new considerations:
  - 1. Required 1 in-person/hybrid course maximum
  - 2. Beginning in Fall 2024, .3 of assigned load in-person/hybrid modality. Faculty on reduced load will have .2 assigned load in-person/hybrid
  - 3. Faculty must be on campus at least 2 days per week.
- vi. Most recent changes concern the definition of hybrid courses as “in-person” or not, and how many on-campus days would be required.
  - 1. Negotiations are ongoing.

##### b. 2023-2024 Salary Reopener

- i. Due to various issues, the District is going to officially counter NVCFA’s offer of a 14% salary increase.
- ii.

### **3. Organizing Team Report**

- i. Organizing Chair: Michael Gianvecchio
- ii. Org. Committee is sending out a survey to gather information about the Faculty to gauge understanding, motivation, and interest in the work of the Union.
  1. Survey is about 20 questions long
  2. It is very important for ALL FACULTY to fill out the survey.
- iii. Organizing Committee Events
  1. All Thursdays
    - a. February 15<sup>th</sup> @ 3pm: Mid-Semester Hangout
    - b. February 29<sup>th</sup>, 12:30pm: Info Session
    - c. March 14<sup>th</sup> @ 3pm: Mid-Semester Hangout
    - d. April 11<sup>th</sup> @ 3pm: Mid-Semester Hangout
    - e. April 25<sup>th</sup> @ 12:30pm: Info Session
    - f. May 23<sup>rd</sup> @ 3pm: End-of Semester Party
  2. Please attend to find out more information and create unity!
- iv. Organizing Information Packet
  1. Info packet will contain FAQ, timeline of negotiations, events with salary implications, etc.
  2. Info packet will be distributed shortly.

### **4. Q&A**

- a. VPAA's office is planning to impose a 50% in-person requirement if agreement is not made in negotiation.