



Newsletter

October 2024

From the President



John B. Kincheloe
"Kinch"

Hello Wonderful NVC Faculty!

The goal of NVCFA is to support Faculty rights in whatever form they take. To that end, we are doing a couple things to make sure we are maintaining regular communication with our membership, and working accurately on your behalf: The first you are reading already! Our Newsletter will be a regular way for membership to get updates about the work of your Union. It will include general updates, and a "Backpage" section that goes in depth on one particular issue we think will be of interest to the membership. Please let me know if there's anything you'd like to see on it in the future!

The second is over the rest of the Fall semester and possibly into the Spring, you may be contacted by a Union representative to have a brief conversation about your experience at NVC, and your ideas/feelings about the Union's efforts and goals. I would encourage you to participate in these conversations, as they serve as the main way we can understand the needs and feelings of our membership.

As always, we stand unified in our rights as NVC Faculty, ready for challenges of the future, thankful for the lessons of the past, and passionately dedicated to the success of our students and the institution as a whole.

Bargaining Update

What we've accomplished:

- Willie Brown Act in Contract
- 2025-2026 Calendar
- Sabbatical clean-up

What we're working on:

- Salary
- Part-Time Office Hours clean-up

Upcoming Events

OCT

25-27

CCA Fall Conference

NOV

21

General Meeting & Potluck



Contact Info

Email: weareNVCFA@gmail.com Phone: 707-256-7477



Newsletter Backpage

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Frequently Asked Questions: Salary and Bargaining

Q: What does the union consider to be fair pay?

A: "Fair pay" means salary is aligned with the cost of living. Because Napa's cost of living is in the top 24 most expensive districts in California, NVC's salary should also be ranked in the top 24, which is the 66th percentile.

This goal has been included in our Collective Bargaining Agreement (CBA) since 2017.

Q: What is the District's position on achieving fair pay?

A: The district has agreed in principle. The 2021-2024 CBA language states: "The District and Association reaffirm that the objective shall be to bring the full-time and part-time salaries into the 66th percentile of the State of California."

Q: How is salary rank calculated?

A: Salary rank is based on (highest non-doctorate) Salary Step 20. It is published annually by the Santa Rosa Junior College All Faculty Association Statewide Study.

Q: What is NVC's salary rank?

A: For the 2023-2024 academic year, NVC was ranked 61st out of 72 districts (plus 1 online college district).

Q: Has NVC's salary rank historically been closer to Napa's cost of living?

A: In 1990, NVC ranked 36th. It subsequently dropped steadily for roughly two decades. Faculty did not receive a raise for a seven year period starting in the mid-2000's, and NVC hit the lowest salary rank in 2019-2020.

Q: What percentage increase is needed to reach the top 24 by 2027?

A: NVC would need at least a 6% increase, annually, over the next 3 years to bridge the gap. This is the basis for this year's Negotiations.

