## 

**Representative Council Meeting Date**: **September 20, 2023**

**Hayden Hall and Zoom – 3:00 pm**

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| Officers Senya Lubisich, President (P)  Gerhard Peters, Vice President (P)  Stephanie Yee, Secretary (P)  Dave Ryba, Treasurer (P) | **Included on Executive Board**  Gordon McMillan, At-Large Representative (P)  Denise Kaisler, At-Large Representative (P)  Paul Swatzel, At-Large Representative (P)  Other Leadership  Dave Brown, Bargaining Chair (P)  John Fincher, CCFA/Senate Liaison (P)  Dave Ryba, Past President (P)  Michelle Plug, Engagement (P) |
| RepresentativesMathematics (P) Ralph Tippins & Business (P) Jesus Gutierrez Health Sciences (A ) Sonia Kibbe Career/Technical (P) Greg Lipp  Student Services (P) Rafael Herrera  (A) Elizabeth Cook    Visual & Performing (A) Cherie Brown  Arts | Representatives Kinesiology (P) Andrew Wheeler  Language Arts (P) Elisabeth Garate  (A) Anna McGarry    Physical Sciences (P) Denise Kaisler  Social/Behavioral (P) Gailynn White  Sciences (P) Brianne Levine Peters  Negotiations Team (P) Stephanie Yee  Members (P) Jesus Gutierrez |
| Other Faculty: Darren Hall, Jackie Boxley, Lisa Kolber, Shelly Hanh, Dawn Brewster, Nicole Ary | |

1. **Call to Order- Senya Lubisich**: Meeting called to order at 3:01pm by Senya Lubisich
2. **Minutes**: Dave Ryba motion to approve and Gerhard Peters seconded. Motion carries. Minutes from 5.17.23 approved.
3. Call for Announcements or Agenda Topics

John says in the past 72 hours the parking situation has been deteriorating and not improving despite ongoing discussions for months. One suggestion is no longer to contribute to the Foundation and symbolically it sends a message and withhold it for a minimum for three months after the fix has been resolved.

Senya encourages anyone with an issue with parking to send the citation or information to Greg Lipp who is chairing the work group in Senate. Senya says the president has sent apologies to students.

Paul suggests a vote of no confidence in Campus Safety. Gerhard presents the idea that we solicit from the faculty.

Ryba says we solicit from the student and survey them and see if they too are being “harassed.”

Anna says she is concerned that adjuncts are required to park in student spots and that FPA says we are charging guests to attend events on the weekend. Senya clarified that it is not a practice they will longer enforce and it is a problem since it might not be trickling down to those enforcing parking practices in the lots.

Denise recommends that we look at how these changes impact underserved students in special programs like EOP&S, CARE/CalWorks etc.

1. **Officer and Cabinet Reports** 
   1. **President’s Report – Senya Lubisich**

CCA: Fall CCA Conference is in October and we have one spot left for a Delegate position.

Enrollment: We also need to keep an eye on low enrolled classes and if there are policies for “seniority” when it comes to class assignment. Full timers are required to meet their load first, then overload assignments are given, and all members should be given that same opportunity.

* 1. **Vice-President’s Report – Gerhard Peters**

There are no grievances at the present time.

* 1. **Secretary’s Report – Stephanie Yee**

Stephanie updated the CCFA website with names of the new reps and added Jesus as our CCA District Director, CTA State Council Delegate, and NEA Delegate.

* 1. **Treasurer’s Report – Dave Ryba**

Ryba says if anyone is interested in the specific numbers he is happy to share via email. We have 161 faculty and 155 are in the CCFA. We have 3 new hires, and all have joined CCFA. However, we have five members that have not joined during the last hiring cycle. This is important because at this time we will be soliciting PAC contributions. Currently we hear that seven faculty will be retiring and FON is 151 and with retirees we will remain above FON for a couple years.

Account Balances

* 1. PAC = $20,661
  2. Checking and Savings = $39,064
     1. CD = $100,000 (+$823 unrealized)

Membership

* 1. The 3 2023 new hires have joined
  2. We still have a few from last year who have not
     1. Godoy, David  (English)
     2. Laicans, Albert  (EMT)
     3. Marquez, Gilbert  (Art/Gaming)
     4. Reyes, Tommy (\*) – wrong form ( Architecture/Drafting)
     5. Scheuermann, Angelique (Chemistry)
     6. And… Waddington, Brian (History)
  3. We have 161 faculty, with 155 in CCFA
  4. PAC participation…. Letter to go out in next few days.
  5. Rumor is 7 faculty planning to retire.
  6. **Bargaining Chair Report – Dave Brown**

We had a small salary augmentation in July 2022 and all sister institutions seem to be on the same schedule for salary adjustments as well. Brown shares a table of comparable salaries of our local peers (lowest to high earnable/non doctorate step 10). We presented this to the District’s team yesterday and in his option, was impactful. The last meeting was mid-June 2023 so our team made a list of priorities such as salary compression, decoupling, lab LHE, and unresolved issues such as how to deal with scheduling changes.

Brown says we may need to look at ways to manage that vs. maintain mutual agreement language. Brown shares that the District thinks we are already at agreement with just minor adjustments needed. In response, Brown shared this document which shows we are behind almost all our peers, and it was illuminating for the District. Brown emphasized that we need to wait for 35 years to reach highest earnable and they promised to cost out some changes and shared ideas how we may approach this. The District is to weigh these amounts and come back October 18th with a formal proposal. Brown now opens it up for questions.

Anna asks to explain the equivalent Citrus placement. Example: if you were at Cerritos making $166k, you would be at $144k at Citrus. At what their highest step/column = that is $ you would be making at the same place at Citrus.

Senya asks if we need a contract committee and Brown says we will need that assistance to vet any counter proposal.

* 1. **Past President’s Report – Dave Ryba**

No Report

* 1. **Senate Liaison – John Fincher**

None

1. **Standing Committee Reports**

1. **Contract Committee** – Dave Brown

See Bargaining Chair report

2. **Grievance Committee** –

No Report

3. **Political Action Committee** – John Fincher/Gerhard Peters

No Report

4. **Benefits Committee**– Terry Miles

No Report

5. **Newsletter Committee** - Stephanie Yee

No Report

6. **Membership Engagement Committee**- Michelle Plug

Michelle is trying to do more activities in the community and events that support our students. Michelle announces that Brew Nights are back, Lisa Villa and her band are performing at The Continental in Glendora, and there is a football game this Saturday on campus. Michelle asks if we have any activities, we would like to add to the calendar to let her know.

Senya mentions we had a “Legislation and Lunch” but she also suggests “pizza and paychecks” and addressing some issues for mid or late career faculty.

7. **Budget Committee**-Dave Ryba

No Report

1. **Ad Hoc Committee Reports**
2. **Old Business**
3. **New Business**

We had a couple requests for agenda items. First idea was welcome swag for new hires and another idea was workshops or establishing a retirement committee to discuss retirement issues.

**VIII. Public Forum**

**IX. Adjourn** 4:10pm