

NVCFA
General Membership Meeting
8 October 2015
12:30-1:30pm

The meeting was called to order at 12:30pm.

1. President's Report

- a. President Dianna Chiabotti reminded the membership of the Faculty Association's use of off-campus emails to conduct union business. Members were encouraged to submit their off-campus email addresses to Kristie Iwamoto for inclusion on the list. Her email is KIwamotoNVCFA@aol.com. President Chiabotti's is nvcfapres@gmail.com. The rest of the Executive Board's emails will be made available soon.
- b. The recent faculty survey results are in. The Executive Board is planning an information session reflecting the membership's needs as indicated by the survey. Stay tuned for details.
- c. Regarding District Auxiliary Services (DAS): DAS apparently has significant monies from recent grants that would have previously gone into the general fund. This is concerning given the current budget situation and repeated recent claims by college leadership that the college is dire financial straits. A general discussion commenced concerning DAS and authority, purview, oversight, and process. Questions were raised regarding relationship of DAS to the general fund and the college's budget.

2. Grievance Officer's Report

- a. Student Complaint Process: The College's Student Complaint Process is accessible through the Student Services Website. According to Grievance Officer Karen Larsen, according to process if a student has a complaint she or he should go first to the faculty member. Consequently, if administration contacts faculty to discuss student a complaint, faculty have the right to insist that process is followed. Faculty should to insist on meeting with the student first. The two exceptions are complaints concerning sexual harassment and discrimination. Otherwise, follow process.
- b. Salary Advancement Project Appeal Process: If salary advancement proposals are turned down, BP 4510 contains an appeal procedure, but the matter is excluded from the grievance process. Instead the process is to appeal through the Professional Development Committee. Recently the Office of Instruction has turned down a number of proposals. The appeal process is outlined on the PDC website.

3. Budget Update

- a. Treasurer Diane Van Deusen presented information on the Faculty Association's current budget. [see insert below]

- b. Budget news: NVC receiving over \$3,000,000 as reported at Budget Committee by Jeanine Hawk.
4. Negotiations Update
- a. Program Coordinator Compensation: Negotiator Dave Ellingson reported on the willingness of the District to work on a proposed “scoring rubric” based on both qualitative and quantitative elements. A brainstorming workshop for the negotiating teams is planned for October 21, with the goal of making progress on all parameters. “Qualitative” components come down to identifying a set of “core duties” shared by all coordinators, each to be accorded “points,” with additional duties varying by position valued at varying point levels. The “quantitative” component would include using PEP-style data such as number of sections, FTF, PTF, and FTES in a given program. Points given in each category would reflect a range of values. Coordinator compensation would reflect the sum total of points, landing in a range of values. Proposed compensation would be stipend or release-time equivalent, tied to a percentage of a certain step on the salary schedule. Dave reports strong interest among all parties in getting this done soon. According to Association negotiators, Division Chairs positions are to be eliminated. Instead, coordinators would be under the super of a Dean. A discussion followed concerning potential cost savings to the college for Deans as opposed to Division Chairs, and the desirability of equitable distribution of potential savings.
 - b. Health Care Benefits: The District concerned with ongoing problem of funding high-cost benefits. According to District, the main factors influencing cost include:
 - i. Post-employment health care benefit. Suggested changes include:
 1. Changing the vesting interval
 2. Changing coverage and/or plans
 3. Implementing a benefits cap
 - ii. Plan parameters for current employees. Suggested changes include:
 1. Raising deductibles
 2. Changing co-pay
 3. Changing coverage
 - iii. Demographics of employee group, including:
 1. Age
 2. Active vs. retiree ratio
 - c. A discussion followed inviting membership to look at other area colleges to compare health benefits. Members were invited to inform the Executive Board of concerns and questions via off-campus email.
5. Weingarten Rights: President Chiabotti will distribute cards outlining basic rights of Association members. A PDF of the same is available on the Association website, NVCFA.org

Meeting was adjourned 1:27pm.

Budget Insert:

5:16 PM
10/07/15
Cash Basis

Napa Valley College Faculty Association
Balance Sheet
As of August 31, 2015

	<u>Aug 31, 15</u>
ASSETS	
Current Assets	
Checking/Savings	
CITI Bank Checking # 4230	45,924.14
Total Checking/Savings	<u>45,924.14</u>
Total Current Assets	<u>45,924.14</u>
TOTAL ASSETS	<u>45,924.14</u>
LIABILITIES & EQUITY	
Equity	
Fund Balance	45,445.55
Retained Earnings	-2,456.34
Net Income	2,934.93
Total Equity	<u>45,924.14</u>
TOTAL LIABILITIES & EQUITY	<u>45,924.14</u>

5:12 PM
10/07/15
Cash Basis

Napa Valley College Faculty Association
Profit & Loss
September 2014 through August 2015

	<u>Sep '14 - Aug 15</u>
Ordinary Income/Expense	
Income	
Chapter Dues Revenue	9,205.00
Faculty Dues	6,575.00
New membership grant	240.00
Reimbursement for conference	329.20
Total Income	<u>16,349.20</u>
Expense	
Adjunct Support Activities	
Adjunct expenses	110.48
Adjunct Faculty Rep Stipend	599.00
Total Adjunct Support Activities	<u>709.48</u>
Classified Union Appreciation	150.00
Conferences	
CCA Fall/Spring Conference	1,313.56
CCA Winter conference	3,341.23
Conf - Women's Inst of Negotiat	616.76
Total Conferences	<u>5,271.55</u>
CTA escrow	2,200.00
Faculty Meeting Expense	1,987.63
Faculty stipend	100.00
Grant	-49.72
Negotiator Stipend	1,098.00
Office Supplies	225.96
Scholarships	1,500.00
Vote Tabulation Expense	112.00
Website Registration	131.26
Total Expense	<u>13,436.16</u>
Net Ordinary Income	2,913.04
Other Income/Expense	
Other Income	
Interest Income	21.89
Total Other Income	<u>21.89</u>
Net Other Income	21.89
Net Income	<u><u>2,934.93</u></u>