Guild Membership Meeting

November 20, 2012 12:20-1:30 p.m. Kreider Hall, SR 138

I. Call to Order: 12:30 p.m. – Quorum Established

II. Approval of Minutes – Minutes available online http://www.glendale.edu.guild

a. Consideration of Minutes from September 18, 2012
MSC (Steve Marsden/Peter Stathis) Move to approve minutes as read.

III. Call for Additional Agenda Items

a. Health Fair is November 27, from 1:00 p.m.-5:00 p.m. in the Student Center

IV. Negotiations Update

a. Tentative Agreements Concluded

- 1. Removed an obsolete reference to the 35-hour on-campus presence formerly required of instructional faculty.
- 2. Clarified that an "assignment" for adjunct faculty with rehire rights, who are thus guaranteed an assignment (with certain exceptions), is a class, a library workshop, or a minimum of 3 hours per week for the semester for Student Services faculty.
- 3. Also added that adjunct faculty members with rehire rights shall not lose those rights if they decline an assignment due to the new 180-day CalSTRS work exclusion period for new retirees.
- 4. Signed a side letter raising to 67% contracts those 6 faculty who had contracts for less than 67%, starting in Spring 2013.
- 5. Agreed that, as of Jan. 1 2013, no future contract hires will be for less than 67% of a full load.
- 6. Clarified that partial contract faculty working beyond their contracted amount, but not exceeding 100% of load, are paid at their normal "load" rate (schedule A), rather than the much worse "overload" rate (schedule B)
- 7. Also clarified that faculty with partial contracts shall have the same opportunities to work beyond their contracted load as faculty with 100% contracts.

b. Likely to be Tentatively Agreed to Next Week:

- 1. Re-installing language to the contract and the online salary schedules which clarifies when adjunct faculty are to be paid from the B1 salary schedule (with parity) and when from the B2 schedule (without parity). Also, links to more information about how to adjunct faculty teaching courses can verify that their paychecks are accurate.
- 2. Academic calendar for 2013-14: Poll results revealed that a majority of respondents preferred neither the "Early Fall" nor "Early Spring" alternatives, so we will go with the Calendar Committee's recommendation, which is essentially a rollover of the 2012-13 calendar. The one exception would be starting Summer, 2013 on June 24 instead of June 17.

A Non-Binding Straw Poll was taken of the membership present regarding preferences as listed in #IV,B,2.

Keeping the Status Quo 36 Yes Beginning Spring immediately after Winter 9 Yes Beginning Spring 2 weeks after Winter 36 Yes

c. Other Survey Results

- 1. Majority of respondents were against paying part of their health insurance premium out of their paycheck at this time, matching what CSEA decided
- 2. One major issue with going forward with this idea was that the District only wanted to pocket this money, or as they put it, address the college's alleged "structural deficit"
- 3. Similarly, the District approached us a few weeks ago about reducing counselors' work year and ending the "increment" paid to them, but wanted to pocket the savings. They have since withdrawn this proposal.
- 4. However, the District did want to end the system of "pro rata" pay for contract instructors in short session and WAS NOT seeking to pocket the savings. Hence the survey asked about redirecting that money.

d. Options for Short Session Instructional Faculty Pay

- 1. Reduce short session hourly rate to a maximum of about \$83 per classroom hour...class offerings could return to about 270 classes in Summer 2013 and 105 classes in Winter 2014...increase base pay for instructors by an amount to be negotiated, but likely in the 2% to 5% range
- 2. Same as c, but use the savings to increase the classroom hourly rate for both contract and adjunct faculty in short session, as well as adjunct faculty in Fall/Spring and contract faculty overload in Fall/Spring
- 3. Return to 80% of pro-rata pay...could probably get the District to increase Summer 2013 offerings to around 160 classes under this scenario
- 4. (Status quo) return to full pro-rata pay...Ron Nakasone says he has budgeted enough to schedule 120 classes in Summer 2013 at this rate

V. Program Cuts/Additions in the Aftermath of Prop 30

Dr. Riggs is holding a Town Hall Meeting on November 27 at 12:20-1:30 p.m. in the Auditorium to discuss the impact of Prop 30 and other important college issues.

VI. Need Volunteers for PQE Committee

Kathy Flynn Paul Mayer Jeanette Stirdivant Glenn Gardner Phil Kazanjian

VII. Guild Exec Update (Postponed until next meeting)

VIII. Adjournment

Adjourned: 1:22 p.m.

Minutes prepared by: Elizabeth Kronbeck