

Part-timers meeting

March 2, 2013

I. Introductions:

Phyllis Eckler won't be running in the next round, and encouraged people to get involved. Both positions of Garfield steward and 2nd VP are paid positions (3 hours per week at the non-instructional rate),

Nominations for Guild office close March 20 at 1:30p.m..

Everyone pays dues, but membership to the Guild allows faculty to vote in Guild elections and run for guild office as well as many other perks.

II. State budget:

Thanks to the passage of Prop 30, no jobs have been lost

In next year's budget, a 1.65% COLA and 2% growth have been proposed. Also, adult education is slated to move entirely to community colleges, but at half the amount reimbursed by the State than in the past.

Governor is looking to only account for students at CC's later than the current census day. This could be problematic, as we would lose funding for those students who enroll but would drop early in a semester than the new accounting period.

The budget looks good for the next seven years, thanks to Prop 30.

III. The GCC budget

GCC has been losing significant amounts of money in recent years. For a couple of years, we took students over our enrollment cap (set by the State), and therefore educated them for free.

We had a 1percent pay cut this year (collected at the rate of 5 percent over a two-month period of Nov-Dec 2012).

The district is asking an additional 0.25% for the year.

The district wants to create another reserve, up to 7 percent of the unrestricted budget, to stabilize salaries in the event of another economic downturn.

We are in the process of hiring the next superintendent/president

The current interim superintendent/president, Dr. Riggs has explored some avenues to reduce our expenditures by downsizing some categorical programs and administrative reorganizations.

IV. Negotiations update:

- new evaluation form would be the same for full and part-timers. There is also a self-evaluation form which you are encouraged to fill out before any evaluation.

-Phyllis distributed a handout comparing fulltimers' pro-rata pay in short sessions vs. adjunct pay during short sessions.

-the Guild has asked for a 4.5 percent pay hike for instructional full-time faculty only in exchange of reduction of pro-rata pay which full-time faculty received during intersessions. A second option is to increase the intersession pay for adjunct faculty and have a "super hourly" rate for short session pay for full timers.

A survey will go out to all faculty on March 22 to seek faculty input on whether to change pro-rata pay for intersessions and how to allocate the monetary savings.

V. Rehire rights:

Faculty who are on the list were emailed earlier this year.

VI. CalSTRS:

There are some changes to the Defined Benefit (pension) Plan: there is now a 180-day sit out period from CalSTRS pension benefits if one works in CalSTRS covered employment during those first 6 months after retiring. The Guild has signed an agreement with the district that if an adjuncts chooses not to work at the college for the 180 days post-retirement their rehire rights will not be affected. Faculty may earn up to \$41,000 within CalSTRS covered employment after retirement. They may also college EDD benefits during breaks intersessions if they do not have work. New employees (hired after January 1, 2013) will be subject to a new version of the CalSTRS Defined Benefit (DB) system.

There is a power point presentation on the Guild website www.glendale.edu/guild under "Adjunct Faculty" on the subject of CalSTRS retirement plans for adjuncts.

Faculty in the Defined Benefit plan will receive a pension after being vested (vesting occurs upon completion of five years of. Full-time equivalent work).

A law was passed recently that affects adjunct faculty, in CalSTRS DB, teaching in areas with loads other than 15. Final compensation calculations for retirement purposes used to be based on a load of 15. The new computation will lower service credit for higher load areas, but larger annual compensations will be reported to CalSTRS which helps the final benefit formula.

VII. Ancillary Pay:

The Ancillary Pay account has been increased from \$10,000 to \$15,000.

Adjunct faculty are strongly encouraged to apply; amounts awarded are in increments of \$250-\$500-\$750-\$1,000 increments. The application for ancillary pay is on the Guild's website www.glendale.edu/guild .

VIII. Medical benefits:

Faculty who work a combined amount of 40 percent of full time load in all districts are eligible for medical benefits. The district subsidizes up to \$3,000 of the annual cost. Menchie Braza mbraza@glendale.edu in Payroll has details.

IX. Work environment issues:

- a tentative agreement was reached yesterday allowing adjunct faculty (after ballot ratification) to hold all their office hours online if they use a district approved online site such as Moodle or CCC Confer. See Connie Lantz clantz@glendale.edu for details.
- an adjunct faculty member from Social Sciences complained that his division chair does not reply to email or phone calls.

X. Guild officers:

-faculty are encouraged to apply to serve on the negotiating team or Guild office.

Officer Positions:

- a. President 70% release time**
- b. Vice President 10% release time**
- c. 2nd Vice President(adjunct) 10% release time (3 hours/week at non-instructional rate)**
- d. Secretary 10% release time**
- e. Operations Officer 50% release time**
- f. Public Information Officer 10% release time**
- g. Grievance Officer 30% release time**
- h. Garfield Steward 10% release time**

Guild Exec meetings are at 12:20p.m. every Thursday (AD249) and membership meetings are the third Tuesday of each month at 12:20p.m.(Kreider Hall)