Guild Membership Meeting

October 15, 2013 12:20-1:30 p.m. Kreider Hall, SR138

I. Call to Order: 12:25 p.m. – Quorum Established

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

a. Consideration of Minutes from September 17, 2013
MSC (Carol Paxton/Allyn Glanzer) Move to approve minutes as read.

III. Call for Additional Agenda Items

a. Governance Workshop held on Wednesday 10/23/13 at CS177 at 12:30.

IV. New Guild Website

 a. <u>www.GCCGuild.org</u> – this is sponsored by CFT and has been created to host political discussions, etc. Through this link you can also join our Facebook page. Please "like us" on Facebook.

V. Chaparral

a. The Chaparral is now completely online (electronically) on our Campus Guides page hosted through the library website. We have cancelled the printing of the 50 paper editions in an effort to save time and money. All 50 individuals will receive an email from our email notification list that the Chaparral is posted. Please be sure and read the Chaparral.

VI. Volunteers for the PQE Campaign

MSU (Roger Bowerman/Inger Thompson) Move to approve Fabiola Torres, John Queen, Ramona Barrio-Sotillo, Osheen Keshishian, Phil Kazanjian and Roger Bowerman to serve on the PQE Committee

VII. Negotiations Update

a. Potential Salary Bump Sources

6.42% reserve

Incoming Source	<u>Amount</u>
COLA	1.57%
Growth	1.63%
HC Savings	240k
Retirement Incentive	500k
Other	1+ million

District added over 200 classes

Restored 1.25% paycut

Made good on 1% deferred salary increase

b. Our Proposal at the Table:

2%+ salary increase (proving to be optimistic)

Provide a fund for RT or stipends for some Division Chair tasks (SLO, PLO, ILO-related) to be delegated to faculty within the Divisions.

c. Solar Project

- District to construct 100,000 sf solar array in parking lot.
- This is an ideal time for this:
 - -We have the Measure G funds available
 - The price of solar panels has come down markedly
 - -Energy efficiency mandated by AB32-Global Warming Solutions Act
- Would generate approx. 1mW peak demand and at an estimated construction price of \$5 million.
- Should save at least \$400k per year in electricity costs (est.) which would then be negotiated at the table.
- d. Healthcare Aims (What we are Working Towards)
 - No 2014 HC premium contribution
 - HC 'Opt-out' extends through end of 2014
 - Adjunct HC Fund monetized through end of 2014 using small portion of Blue Shield Rebate (716k)
 - Promise to work on HC ideas for 2015 implementation
- e. Adjunct Retirement Options
 - Nearing agreement for access to better information when initially hired.
 - District wants to eliminate STRS cash balance. They appear willing to offer:
 - PARS Cash Balance
 - STRS Defined Benefit
 - Social Security
- f. Calendar Related Issues
 - There IS a 6-week Winter 2014 intersession Jan.6 through Feb.14
 - Still need to determine the future of winters 2015-
 - If we agree to keep the winter intersession from 2015 onward, we want no change to the contract length (190 days) for new hire counselors.
 - We need to find solution so final exams are scheduled on the same day as regular class days.
 - Expanded Calendar Committe. recommended

"...to keep Winter and attempt to align GCC's academic calendar to GUSD's academic calendars, and if needed to eliminate spring break and consider moving the fall semester a week earlier."

Challenge: Balancing calendar alignment with our own pedagogical needs to make sure we hit our growth targets and maintain quality.

Complete alignment of GCC and K-12 Calendars is not possible

- Partial alignment would:
 - Reduce dates when we're in session while K-12 student are at home
 - Allow for capture of new HS graduates in early June
 - Allow families to better coordinate summer holidays
 - Allow for increased time between end of Fall and start of holidays
- The Guild will survey options in coming weeks

g. Final Exam Schedule

- Working to resolve exam conflicts & having exams on same day as regular classes.
 - Conflicts with student work schedules
 - Conflicts with adjunct finals @ other campuses
- Adding exam days has been rejected
- Fitting more exam slots into each final exam day may be only remaining option
 - Awaiting Analysis & Senate Feedback

h. Other Items at the Table

- Evaluation forms for
- Instructional Faculty
- Counselors
- Librarians
- Division Chairs
- Division Chair responsibilities (+15)
- Division Chair evaluation
- Rehire Rights Language

i. What District Offered at Table

- District made first formal salary offer last Thursday.
- Want us to forego our share of Blue Shield Rebate
- In exchange will give:
 - \$500 to each insured contract employee
 - \$65,000 to the adjunct HC fund

VIII. Guild Exec Update

- a. Union Summer School: If you are interested in getting involved with Union Leadership, please consider attending Union Summer School. This year it is held at Cal Poly Pomona from June 23-27. If interested, please inform your Guild Exec.
- b. We are currently working with the District to secure more Adjunct office space.

IX. Adjournment

Adjourned: 1:20 p.m.

Minutes prepared by: Elizabeth Kronbeck