

**SOCCCD FACULTY
ASSOCIATION
LUNCHEON AND
ORIENTATION FOR NEW
FULL-TIME FACULTY**

Fall 2018





WHAT IS THE FACULTY ASSOCIATION?

- The Faculty Association is a labor union.
- It represents the faculty in—
 - ❑ wages
 - ❑ hours of employment
 - ❑ health and welfare benefits
 - ❑ leave, transfer and reassignment policies
 - ❑ safety conditions
 - ❑ class size
 - ❑ procedures used for evaluation
 - ❑ layoff of probationary faculty
 - ❑ any other matter determined to be in the scope of negotiations, and covered by the contract
- It has the right to consult on—
 - ❑ definition of educational objectives
 - ❑ content of courses and curriculum
 - ❑ selection of textbooks



WHAT DOES THE FACULTY ASSOCIATION DO?

- negotiates and protects the faculty contract and the rights and privileges therein
- protects the rights of individual faculty members through the grievance process
- represents the faculty in matters of working conditions and safety
- informs the faculty about matters relevant to working conditions at the state and local level
- represents the interests of faculty through political advocacy and the elections process
- coordinates activities with other labor organizations

CURRENT OFFICERS OF THE ASSOCIATION

- Kurt Meyer, Irvine Valley, president
- Lewis Long, Irvine Valley, vice-president/president-elect
- Parisa Soltani, Irvine Valley, secretary
- Frank Gonzalez, Saddleback, treasurer
- Jenny Langrell, Saddleback, membership chair
- Beth Clary, part-time faculty chair, Saddleback
- Mark Blethen, Saddleback, past-president
- Lewis Long, Irvine Valley, chief negotiator

GRIEVANCE CHAIRS

- Kathy Schmeidler, co-grievance chair, IVC
- Dan DeRoulet, co-grievance chair, IVC
- Margot Lovett, co-grievance chair, Saddleback
- Claire Cesareo, co-grievance chair, Saddleback

OTHER POSITIONS WITHIN THE ORGANIZATION

- Maddie Hernandez, administrative assistant
- Representative Council Representatives
- Political Action Committee Representatives

TWO LOCAL ORGANIZATIONS

- As a faculty member in the SOCCCD, you are represented by two local organizations:
 - **SOCCCD Faculty Association (districtwide)**
 - **Your College's Academic Senate**

WHAT IS THE DIFFERENCE BETWEEN THE FACULTY ASSOCIATION AND THE ACADEMIC SENATE?

Faculty Association

- Established by the Educational Employees Relations Act (EERA)
- Responsible for:
 - ❑ wages
 - ❑ hours of employment
 - ❑ health and welfare benefits
 - ❑ leave, transfer and reassignment policies
 - ❑ safety conditions
 - ❑ class size
 - ❑ evaluation procedures
 - ❑ layoff of probationary faculty
 - ❑ anything in the contract

Academic Senate

- Established by Title 5, Education Code, §53200
- Responsible for “10+1” academic and professional matters:
 - ❑ curriculum
 - ❑ degree and certificate requirements
 - ❑ grading policies
 - ❑ program development
 - ❑ standards and policies related to student success
 - ❑ faculty roles in governance structures
 - ❑ faculty roles in accreditation
 - ❑ faculty professional development
 - ❑ program review
 - ❑ institutional planning and budget development

OTHER AFFILIATIONS

- When you are a member of the SOCCCD Faculty Association (the local), you are also affiliated with three other organizations:
 - CCA
 - CTA
 - NEA

WHAT ARE CCA, CTA, AND NEA?



- Community College Association
- Community college arm of CTA



- California Teachers Association
- Largest public employee association in California



- National Education Association
- Largest public employee association in the US

WHAT DO CCA, CTA, AND NEA DO?



- Political advocacy and representation on issues affecting education, teachers, and teacher's rights, including—
 - education funding
 - retirement benefits
 - intellectual property rights
 - fair hiring and due process protections
 - opposing anti-teacher legislation
- provide support for local school board elections
- provide support for contract negotiations
- provide legal representation and support to local affiliates
- provide legal representation to individual members
- offer benefits to members
- provide educational and professional development opportunities to members

WHAT IS FACCC?



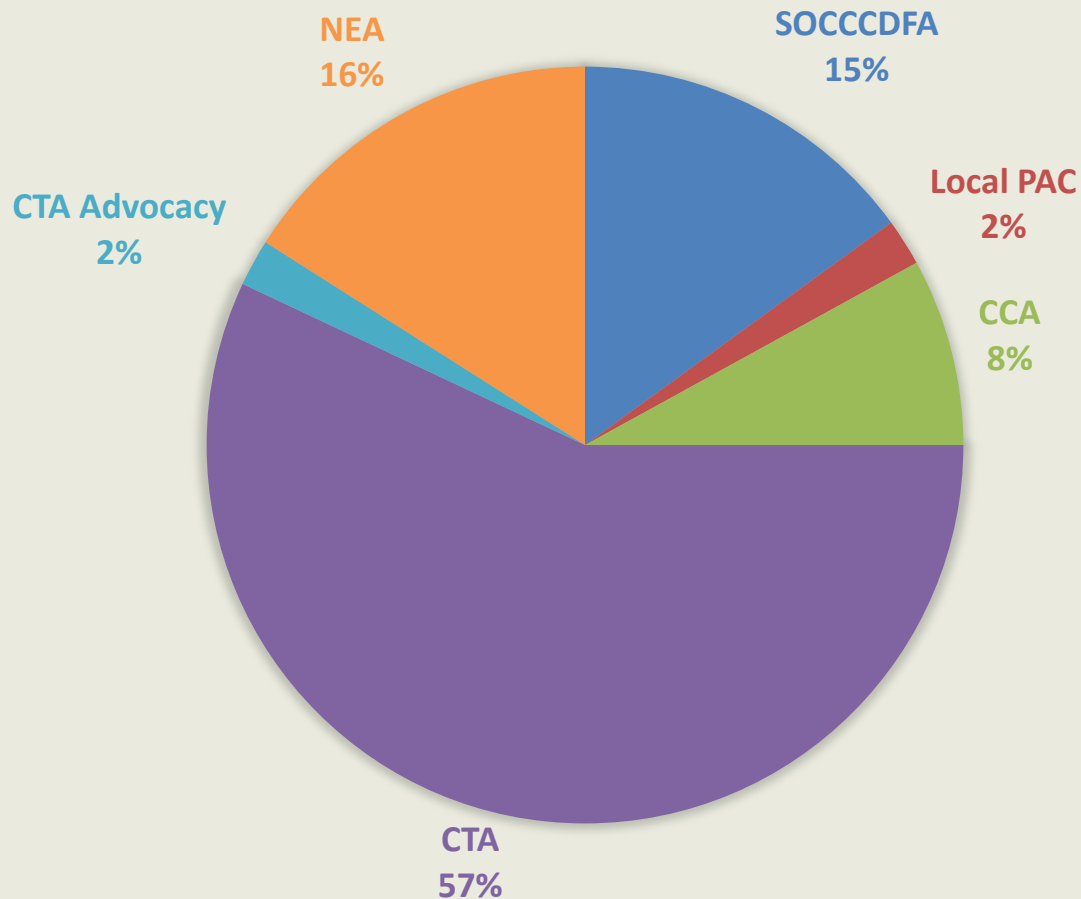
- Faculty Association of California Community Colleges
- Political advocacy organization promoting legislation supporting faculty—
 - academic freedom
 - funding
 - retirement benefits
- NOT affiliated with the SOCCCD Faculty Association
- <http://www.faccc.org/>

FACULTY ASSOCIATION DUES 2018-2019

2018-2019	Full-Time	
	Annual	Monthly
SOCCCDFA	\$200.00	\$20.00
CCA	\$99.00	\$9.90
CTA	\$700.00	\$70.00
NEA	\$192.00	\$19.20
TOTAL	\$1191.00	\$119.10

WHERE DOES YOUR MONEY GO?

FULLTIME FACULTY DUES



BENEFITS OF MEMBERSHIP

WHY JOIN YOUR FACULTY ASSOCIATION?

- **Strength in numbers! The larger the membership, the stronger we are at the negotiations table!**
- **Becoming a member gives you a vote in all of the below.**
- **SOCCDFA negotiates your compensation and working conditions.**
- **SOCCDFA directly assists all faculty in filing contract related grievances.**
- **SOCCDFA represents faculty interests in election campaigns for the Board of Trustees. Election outcomes have a direct effect on overall work environment, compensation, priorities, culture and morale in the District.**
- **SOCCDFA is affiliated with NEA, the largest educational organization in the world, plus CTA & CCA.**



WHY JOIN YOUR FACULTY ASSOCIATION?

- NEA & CTA membership includes \$1 Million Educators Employment Liability Insurance. It also entitles you to legal counsel and representation in work-related matters.
- NEA & CTA memberships each include limited life and accidental death and dismemberment insurance.
- NEA & CTA membership includes travel, entertainment and major purchase discounts as well as optional financial services.
- NEA (National Education Association), CTA (California Teacher's Association) & CCA (Community College Association), actively pursue legislation to promote fair practices for faculty in public educational institutions.

**FACULTY ASSOCIATION
ORGANIZATION**

WHO RUNS THE FACULTY ASSOCIATION?

You do!

As a member you:

- vote in officer and representative elections
- approve negotiated contracts
- can run for officer or representative positions

THE REPRESENTATIVE COUNCIL

- elected representatives from each division or school and from the part-time membership
- meets monthly
- duties include:
 - establishing Association policies and objectives
 - adopting the annual budget of the Association
 - directing the bargaining activities and grievance processing of the Association, subject to the Executive Committee
 - approving Committee and Bargaining Team appointments
 - adopting the Standing Rules of the Association
 - exercising all of the business and organizational powers and duties for the Association as prescribed by law and the bylaws
 - conducting constant and on-going liaison between the Representative Council and the members

THE EXECUTIVE COMMITTEE

- coordinates the activities of the Association
- acts for the Representative Council when school is not in session
- directs the bargaining activities and grievance processing of the Association, subject to policies set by the Representative Council
- recommends a budget for the Association to the Representative Council
- exercises all the business and organizational powers and duties for the Association as prescribed by law and these bylaws, subject to any restrictions that may be imposed by the Representative Council

THE POLITICAL ACTION COMMITTEE (PAC)

- interviews candidates and potential candidates for the Board of Trustees
- recommends for endorsement candidates for the Board of Trustees
- approves expenditures from the PAC fund

OTHER ASSOCIATION COMMITTEES

- Budget Committee
- Communications Committee
- Grievance Committee
- Membership Committee
- Part-Time Faculty Committee
- Organizing Committee

WHAT CAN YOU DO?

■ Stay informed

- read the contract
- know your representative and ask questions
- read Association communications

■ Get involved

- join one of the committees
- come to Association events, workshops, and gatherings

■ Become part of the future leadership

- rep council member
- PAC member
- officer



THE TENURE REVIEW PROCESS

2015-2018 CONTRACT

- **Four-year probationary period:**
 - 1st contract for year 1
 - 2nd contract for year 2
 - 3rd contract for years 3 & 4
- Letter of non-renewal must be received by **March 15th** of that year, or you are automatically renewed.
- **Four-step process:**
 - Self-Evaluation
 - Tenure Review Committee (TRC) Evaluation
 - Student Evaluations (can be used in evaluation report for probationary faculty only)
 - Faculty Performance Evaluation Report and Post-Evaluation Meeting

SELF-EVALUATION – A PORTFOLIO

- A way for you to demonstrate your accomplishments and strengths
- No required format or content
- Should include:
 - Report of committee work/college service
 - Accomplishments (publications, exhibitions, performances, paper presentations, etc.)
 - Awards and achievements
 - Professional development highlights (conferences attended, etc.)
 - Sample class materials (syllabi, assignments, exams, etc.)
 - Goals and objectives for next evaluation period
 - Anything else you would like to include
- Due November 1 of each year

THE TENURE REVIEW COMMITTEE

- The TRC includes:
 - The dean
 - At least two tenured faculty members from the department, division/school, or related discipline. Faculty members are appointed by the dean in consultation with the department chair. All appointments must be approved by the Academic Senate.
 - A non-voting mentor, selected by the probationary faculty member in consultation with the department chair.
- Should be the same TRC throughout the 4-year period

REVIEW PROCESS

- Scheduled classroom/worksites visits by all members of the TRC of at least 50 minutes.
- Must be a mutually-agreed upon time.
- For online classes, the class is presented to the member(s) of the TRC by the faculty member. Direct access to the class is not required.
- A joint evaluation report is prepared by the TRC, with recommendations for renewal or non-renewal.
- If the results of the TRC evaluation are unsatisfactory, you should receive a remediation plan.
- If a remediation plan is received, the TRC should meet with you and/or observe you during the following year to track progress on the plan.
- You can be evaluated in fall and spring semesters, if needed.

IMPORTANT POINTS

- The purpose of the evaluation process is for continuous improvement of the employee. You have a right to an evaluation and a discussion on the findings.
- The specific classes and dates of the observations must be mutually-agreed upon.
- No one can just stop by and observe your class without your knowledge.
- Nothing based on hearsay can be included in your evaluation. Everything must be documented.
- Read the contract and look over the evaluation form to see what items can be included in the evaluation.
- Non-renewal after 3rd and 4th year must be for cause and requires an arbitration hearing.

HOW CAN WE HELP YOU?

■ Contact us:

- socccdfa.org
- facultyassociation@socccd.edu
- 949-582-4988

**Thank you for
coming!**