



APPROVED Minutes, E-Board & Rep Council
Wednesday, February 9, 2022–3pm
Zoom virtual meeting

- I. Quorum—Call to Order, 3:02pm
- II. Public Comments:
 - A. FC AS President Erin Lacorte shared their endeavor in putting together a group of students for a symposium to have the district and campuses start real and respectful discourse on equity issues with students. Anyone wishing to be part of this group can email Erin directly: Elacorte(at)fullcoll.edu
 - B. Appreciation for faculty who speak up at Senate (and elsewhere) when they see irregularities and misconduct.
- III. Agenda: On motions duly made and carried (Estrada/Rosen), the agenda was approved.
- IV. Minutes: On motions duly made and carried (Estrada/Rosen), Jan. 26 minutes were approved.
- V. Racial Justice & Equity Committee Report: Committee Chair Ziza Delgado outlined the current priorities of continuing the push for equitable benefits, COLA, comparable pay, and parental leave, as well as working to establish protections in the faculty evaluation process for those who implement equitable teaching and grading practices.
- VI. Distance Ed Committee:
 - A. On motions duly made and carried (Pashaie/Rosen), establishment of the committee was approved.
 - B. On motions duly made and carried (Pashaie/King), appointment of Steven Estrada (CC) as committee chair, as well as Jen Oo (NOCE) and JP Gonzalez (FC) as committee members was approved. Appointment of another member from FC and one from CC remains.

VII. President's Report:

- A. Information for Reps to share with all full-time faculty: The District created new class advancement forms after an unfair labor practice charge was filed by UF. The two forms, one for lower-division and another for upper-division coursework can be found on MyGateway and at division offices.
 - 1. The District has made changes so that the upper division coursework towards class advancement **does not** require intermediate management supervisor (dean) approval.
 - 2. Lower division coursework, however, **does** require dean approval.
- B. The Collective Bargaining Agreement (CBA), aka the faculty contract can be accessed on the UF website (<https://ufnorthorange.com/contract.html>) as well as on the District HR site <https://www.nocccd.edu/union-contracts>).
- C. Rumors and misinformation, as those heard and shared by members of the Rep Council (e.g., campus shutdown or salary schedules changing if faculty continue to remain online) are disingenuous and groundless. In fact, while other comparable districts have reserves of up to \$40M, NOCCCD's current reserves are around \$111M and growing every year as they have been for the past decade. NOCCCD's Audit Reports stand as proof, available for 2009-2021 at <https://www.nocccd.edu/audit-reports>.

VIII. Negotiations Report: UF Lead Negotiator Mohammad Abdel Haq provided updates:

- A. The team has met to strategize with CTA staff Alan Frey for the upcoming mediation on March 4. They will meet for a second time as the date approaches.
- B. The District had been opposing an extension of supplemental sick leave, but the California governor signed an extension into a bill today so the District has to follow suit. The District had also been antagonistic in providing anything to faculty who had already used the supplemental sick time, but the governor's bill not only takes effect immediately, it is also retroactive to January 1, 2022. Again, the District must follow suit.
- C. Proposal for a \$1,500.00 pandemic compensation due to changing working conditions has been sent to the District with a request for a response by the next negotiations meeting on February 28.

Katie King shared an issue with management reticence to share division budgets even though by law, these must be transparent.

IX. Meeting adjourned at 4:33pm.