



LBCCFE Rep Council Meeting

Friday, February 19, 2021

10:00 a.m. – 12:00 p.m.

Zoom Web meeting

Minutes

Call to order: The meeting started at 10:03 a.m.

MEMBERS PRESENT: Veronica Alvarez, Robyn Arias, Emily Barrera, Becky Black, Sara Blasetti, Ama Boakyewa, Megan Campos, Ryan Carroll, Christine Charles-Bohannon, Susan Chen, Vanessa Crispin-Peralta, Kimberly Davis, Sean Dinces, Nicole Evans, Christina Guillen, Jeanie Harris, Alex Hatlestad-Shey, Nicholas Herrera, Michael Hubbard, Jerome Hunt, Pierre Jues, Dele Ladejobi, Gerardo Monterrubio, Diana Ogimachi, Frances Outhwaite, Martha Pamintuan, Velvet Pearson, Laurie Potter, Rodney Rodriguez, Damon Skinner, Brad Wilson

MEMBERS ABSENT: Jeannie Bork, Barbara Jackson

CTA Regional Uniserv Staff: Angel Maldonado

VISITORS: Andrew Fuenmayor and Aisha Abedi,- Institutional Effectiveness, Janét Hund-Co Chief Negotiator

- I. Minutes approved as written.
- II. Approval of Agenda –M/S/U (Harris/Pearson) to approve agenda.
- III. Fall Student Survey results from Andrew Fuenmayor and Aisha Abedi,- Institutional Effectiveness. Andrew and Aisha discussed results of the recent Fall Student surveys. Some of the items discussed were:
 - a. It was a very large response to the survey in Canvas, over 5000.
 - b. Accessing software seems to be easier now.
 - c. Students found that some devices were not compatible with the software.
 - d. Students reported difficulty in focusing with online teaching.
 - e. Many students prefer in person teaching.
 - f. Students feel that there are some unrealistic expectations of students with this new way of holding classes.
 - g. Some students felt that faculty were not fully prepared for online teaching.
 - h. Other students felt that many instructors went above and beyond to help students.
 - i. Students are having problems meeting basic needs. Loss of income, many depend on help getting food.
 - j. 1 in 5 experiencing food scarcity and housing issues.
 - k. 2 to 1 are happy with counseling and financial aid help online and zoom meeting.
 - l. Canvas has made surveying students much easier and has much more participation than in past forms.
 - m. Lengthy Q and A ensued.
- IV. Committee Reports – none
- V. Department Reports - none
- VI. Chief Negotiator – Janét Hund
 - a. Article 7 – Working Conditions
 - i. Work place health and cleanliness is a concern. Trying to add Pandemic language in contract, but it will most likely be handled mostly with MOU's.
 - b. Article 10 - Hours of Employment/Service Load
 - i. Flex day obligations.

- ii. Addressing online maximum language.
 - iii. Minimum class size for CTE that involves safety and equipment issues.
 - iv. Counseling, DSPS re: non student contract hour.
 - v. Equity and ADA language.
 - vi. Language re: class cancellations. Send Janét ideas if you have an opinion. Also regarding bumping adjunct faculty.
- c. Article 11 – Salary
- i. Asking for COLA 1.5 next year
 - ii. Asking for a raise to salary schedule 1 and 1A
 - iii. The college budget looks better than expected.
 - iv. 3C salary schedule is stipends for various positions. FA would like to add Program Leads to this schedule, and different tiers.
 - v. Equity for faculty Head Coaches to match adjuncts.
 - vi. FA would like to add a Faculty Equity Facilitator, modeled after South Coast College, dealing with Faculty to Faculty issues. Conflict Resolution Facilitators.
 - vii. 5A hourly pay, raised to match adjunct faculty.
 - viii. Credit for advanced studies. FA is working with Academic Senate, as their support is needed.
 - ix. Lengthy Q and A ensued. Some items include:
 - 1. VN Director. Janét said that would be addressed more at a later date.
 - 2. Artistic Directors, as at Mt. SAC. Contact Janét to discuss in more detail.
 - x. District sunshined
 - 1. Article 9 – Faculty Evaluations,
 - 2. Article 10 – Hours of Employment/Service Load addressing large class stipend.
 - 3. District is not opening a financial article. FA Fringe Benefits are safe this round.
 - 4. Board of Trustees approval will be held at Feb meeting.
 - xi. Negotiations begin March 12th.
 - xii. Janét asked for creative ideas on how faculty could show their support when the Negotiations Committee goes into the meeting with the District.
 - xiii. Janét reminded Rep Council to be sure and submit the FA survey that just went out.
- VII. Presidents Report – Diana Ogimachi, report provided in packet. Diana touched briefly on each item.
- a. Rep Council Spring 2021 meeting dates: February 19, March 19, April 16, May 21
 - b. Diana thanked Katie Voukon and Gerardo Monterrubio for volunteering to be highlighted in the MMM.
 - c. Updates
 - i. Superintendent/President search will open March 2 – April 28th.
 - ii. Velvet Pearson and Diana will offer workshops on “How to Complete a Tenured Evaluation in the days of covid”. Zoom link will be in MMM. Wed Feb 24th 12-1pm, Th Feb 25th 1-2pm.
 - iii. On-site Deans will be available M-Th 7:30am – 6:30pm, and Fri 7:30am – 4:30pm.
 - iv. Vaccination appointment opportunities are being sent out to college employees. Link is in the COVID info in packet.
 - v. Police contract has been amended without any reductions until Sept 2021.
 - vi. Rep Council members should be taking information from these meetings and informing department members of these items. If there are things going on in your department it is your responsibility to bring that to FA attention.
 - vii. Faculty at PCC needs to use the parking structure, as there are many things going on in the parking lot, such as vaccinations and testing.
 - viii. Enrollment is flat, but other colleges are down by a much larger percent.
 - ix. Refer to the President’s report that was sent out for other information. The guest speaker is ready

- d. BOT
 - i. Diana demonstrated how to find BOT meeting information on the LBCC website.
- VIII. Guest Speaker – Uduak-Joe Ntuk, President, LBCC Board of Trustee. Some of the many items discussed were:
 - a. Uduak-Joe’s goals for the year:
 - i. Reforming the Board of Trustees.
 - ii. Working together collegially.
 - iii. Selection of the new Superintendent/President.
 - iv. Budget – state and college.
 - b. Uduak-Joe opened it up for a Q and A. Some items discussed were:
 - i. Superintendent/President search will be starting in March. Some of the things the BOT is looking for in the new President are:
 - 1. Education background with experience in the classroom.
 - 2. PhD or EDD.
 - 3. Diverse candidate, different from past Presidents, that can take the campus to the next level on equity.
 - 4. There will be virtual town halls with the finalists.
 - 5. 10 other nearby colleges are also looking for Presidents so it will be challenging looking for new talent.
 - 6. What the future looks like for the college:
 - a. STEM.
 - b. Partnering with LBUSD.
 - c. Satellite campuses.
 - d. How to address students of today.
 - e. How to serve FAFSA eligible students with more services.
 - f. Protocol plan for returning to campus.
 - g. VP’s contracts not renewed. They are on a one year extension. That will allow the new President to bring in a new team.
 - h. Discussed how to work through the “no” mindset from the past.
- IX. Vice President – Vanessa Crispin-Peralta, no report in packet.
 - a. Standing Rules and By-Laws reviewed by CTA and a few changes will need to be made.
- X. Secretary – Christina Guillen, no report in packet.
 - a. Announced that there will be closed session workshops presented by STRS, in Spring. More information to follow.
 - b. Discussed elections timeline.
- XI. Treasurer Report – Ryan Carroll, report in packet.
- XII. Grievance Report – Velvet Pearson, the report is in packet.
 - a. Review Regulation 3002.
- XIII. Communications Report – Sean Dinces, no report in packet.
 - a. Needs more faculty spotlights.
- XIV. Probationary Report – Ama Boakyewa, no report.
- XV. Equity Report – Jerome Hunt, no report in packet.
 - a. Email sent out regarding some FLEX credit opportunities.
- XVI. Membership Report – Michael Hubbard, report in packet.
 - a. 326 Faculty Association members. 327 FT faculty members
- XVII. PCC Report – Rodney Rodriguez, no report.
- XVIII. LAC Report – Nick Herrera, no report.in packet.
 - a. A workshop is being scheduled for March 26, at 1pm for faculty members not close to retirement. More information will follow.
- XIX. PAC Report – Damon Skinner, no report.
- XX. Uniserv CTA Report – Angel Maldonado, no report in packet.

- a. Vaccinations and whether they can required was discussed. Students can not be required to be vaccinated.
- b. K-6 and then grades 7-12 opening was briefly discussed.

XXI. Old business:

- a. Combining Canvas Shells was discussed.
 - i. Dr. Scott said combining is not being allowed.
 - ii. Faculty was not notified ahead of time that it wasn't allowed.
 - iii.

XXII. New Business

XXIII. Meeting was adjourned at 12:05pm.