



LBCCFE Rep Council Meeting
Friday, February 25, 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, Ama Boakyewa, Megan Campos, Kirk Canzano, Ryan Carroll, Susan Chen, Kimberly Davis, Sean Dinces, Suzanne Engelhardt, Nicole Evans, Leslie Forehand, Mitzie Garcia, Alex Hatlestad-Shey, Nicholas Herrera, Michael Hubbard, Janét Hund, Jerome Hunt, Barbara Jackson, Shaheen Johnson, Dele Ladejobi, Hayarpi Nersisyan, Stas Orlovski, Frances Outhwaite, Velvet Pearson, Natalia Schroeder, Brad Wilson,

MEMBERS ABSENT: Christine Charles-Bohannon, Vanessa Crispin-Peralta, Brian Garcia, Greg Ling, Martha Pamintuan, Damon Skinner, Kate Vokoun

CTA Regional Uniserv Staff: Angel Maldonado

VISITORS: Haley Nguyen for Pierre Jues

- I. Minutes: M/S/U (Dinces/Carroll) approved as read.
- II. Approval of Agenda –M/S/U (Dinces/Carroll) as presented.
- III. Committee Reports – no reports.
- IV. Department Reports – no reports.
- V. Chief Negotiator Report – Janét Hund
 - a. The Negotiation Team members are Veronica Alvarez, Robyn Arias, Sofia Beas, Christine Charles-Bohannon, and CTA Regional Uniserv Staff Angel Maldonado.
 - b. Negotiations with the District start Wednesday, March 16th.
 - c. Three articles opening: Article 7 Working Conditions, Article 10 Hours of Employment and financial Article 11 Salary.
 - d. Article 13 Retirement Options and Benefits came in a very close second to salary in the faculty survey, so keep that on the radar when the contract fully opens for negotiations.
 - e. The District only opened Article 10 Hours of Employment.
 - f. Janét reviewed Article 10.4.2 and how it has been used in the past. The team is working on improving the language.
 - g. Counseling language is being added.
 - h. Discussion ensued about in-person classes not filling up, then having to try and fill online classes and then those don't fill.

It was M/S/U to extend the negotiations report by 2 minutes. Motion carried.

- i. Discussion continued.
- VI. President's Report – Suzanne Engelhardt, report provided in packet.
 - a. Suzanne welcomed everyone back to the new semester.
 - b. Congratulations to all those faculty that reached tenure from 2020, 2021, 2022. The college will be sending information out soon as to where the celebration will be held.

- c. MOU Update-
 - i. Covid 19 Pandemic Response.
 - 1. 100% online through spring 2022. There is currently no extension on this MOU.
 - 2. Some faculty want to teach 100% online. More discussion will be held on this.
 - ii. Salary Schedule 5A-
 - 1. 2 steps and a column were added in 2021.
 - 2. HR reviewed all faculty and they are on the correct step going back to July 2021. If a faculty member thinks they believe they belong on a higher step, have them contact HR.
 - iii. Working on language to support Article 10.6.4 and 10.6.5.
 - 1. Faculty should contact VP Douglas to request more than 60% online teaching. Set the contract language to better understand how this is to be accomplished.
- d. Exemption & Accommodation Process-
 - i. No FA members were denied accommodation, religious or medical.
 - ii. A BIG thank you to Velvet Pearson for all of her time and effort working with faculty exemptions and accommodation requests this past Fall '21, Winter '22, and into the Spring '22.
- e. MFA (Multi-factor Authentication)
 - i. It's on hold for now, as the company didn't come through as agreed upon.
- f. Current Enrollment Numbers-
 - i. They are in the Board Document 5.11 and Suzanne will post it in the chat.
- g. FA office update-
 - i. FA is in the new office in the O2 building, room 236.
- h. Faculty Ombudsperson-
 - i. Congratulations to Barbara Jackson for being selected as our first Faculty Ombudsperson.
- i. Conflict Resolution Facilitators-
 - i. Congratulations to Tamiaka Hunter in Counseling & Student Support Services, and Alina Yang in Reading and Teacher Preparation for being the first two to be awarded to these positions.
 - ii. Sandra Sims in HR is the current contact person. If not comfortable contacting HR, then contact the Grievance Chair or Equity Chair until further notice.
- j. Return to Campus is on the college website for employees and students.
 - i. Please refer to it regularly and often
 - ii. Current language for fully vaccinated does not include a booster.
 - iii. Please read any school Communications, In The Loop, or Return to Campus emails for updates and clarifications as it relates to mask mandates.
- k. Safety-
 - i. Suzanne is following up on a few concerns that faculty have brought to her attention.
 - ii. In the Loop 2-22-2022 has a survey so please take the time to complete the survey.
- l. BIT Group-
 - i. Information is being dropped into the chat.
- m. Flexible Salary Advancement Committee-
 - i. Some faculty members have been successful in applying for salary advancement. See article 11.2.8. and 11.2.9 for more information.
 - ii. Information will also be in the MMM.
- n. A committee has been formed to address HyFlex instruction and technology.
- o. Reps –
 - i. Suzanne would like more input from Rep Council members.

- ii. Suzanne would be happy to attend a department meeting if requested.
- p. Evaluation process-
 - i. Read the article and forms related to evaluations.
 - ii. Be informed and be vocal on your own behalf.
- q. DH-
 - i. Keep up the good work and make it a habit to reach out to FA for clarity on Faculty Evaluations.
- r. Scheduling training – Scheduling is a collaborative effort. If you have any questions on the process or who is responsible for the various parts please reach out to FA for clarification.
 - i. It's not entirely the faculty member's job.
 - 1. We are the content experts and to some extent are collaborating with the DH in this process.
 - 2. Provide days and times to the AAA or DH for them to do the calculations.
 - 3. The DH can ask for help.

It was M/S/U (Pearson/Boakyewa) to give more time to the President's report. Motion carried.

- s. A few items discussed-
 - i. The district is concerned with persistence and the cohort of High School Students that will be matriculating in the Fall of 2022.
 - 1. This cohort has been attending school on campus and it is the belief of the District that we need to consider this when scheduling our Fall 22 schedule.
 - ii. Campus security – no police presence has been seen on campus.
 - iii. Full-time faculty have a lot of adjunct reviews to complete, typically.
 - 1. Each full-time faculty should be receiving 3 hour per part-time evaluation.
 - 2. Our Grievance Chair is following up on situations where faculty are only being paid 1 hour.
 - iv. I have heard that conversions for classes are time consuming. This is work that was completed by the department heads. Suzanne will be looking into this as there is a concern that this type of correction will have to be done next semester as well.
 - v. It appears that the district has emailed those employees that live out of state. Per the district, all LBCC employees have to have California addresses. It is not clear if that means a P.O. Box or a physical address.
 - 1. FA is looking into this. There is a concern that not all employees are being treated in a similar fashion and or per the state law that governs this issue.
 - 2. It was mentioned in the meeting that state laws supersede the faculty contract, so FA doesn't need to add that language.

- VII. Vice President – Vanessa Crispin-Peralta, absent, no report.
- VIII. Secretary – Robyn Arias, no report.
- IX. Treasurer Report – Ryan Carroll, report in packet.
- X. Grievance Report – Velvet Pearson, no report in packet.
 - a. Third of 4 in service meetings with HR and Grievance was recorded and can be viewed. Flex Credit will be given for watching it.
- XI. Communications Report – Sean Dinces, no report.
- XII. Probationary Report – Ama Boakyewa, no report.
- XIII. Equity Report – Jerome Hunt, no report in packet
- XIV. Membership Report – Michael Hubbard, no report.
- XV. PCC Report – Greg Ling, absent, no report.
- XVI. LAC Report – Shaheen Johnson, no report.
- XVII. PAC Report – Damon Skinner, no report in packet.

- XVIII. Uniserv – Angel Maldonado, absent, no report in packet.
- XIX. Old business – none.
- XX. New Business
 - a. Leadership Academies that can be used by faculty for training will be posted by Suzanne.
 - b. Spring Conference and WHO Awards April 29-May 1, 2022
- XXI. Faculty Member Comment or Questions while waiting for the Negotiations Chair to join the meeting.
 - a. A concern is that face to face don't fill and it is hard to reach 5 class obligations (underload) and how that will work moving forward.
 - b. Velvet explained that a potential grievance is an issue with the interpretation of the contract.
 - i. A fellow faculty member can not be done with the grievance committee. They will go to the Ombudsperson.
 - c. Dele Ladejobi gave her Library report at this time.
 - i. Food will be allowed in the Library.
 - ii. A list of who to contact in the Library to contact for what issue.
 - iii. No late fees on books and items.
 - iv. New signage all around the library.
 - d. Suzanne talked about the BIT Guide and showed it on screen.
 - e. The Bots that are enrolling in classes have become a real problem.
 - i. The enrollment numbers being updated to account for that?
 - f. Faculty would like more clarity on how much LBCC is following the LB Health Dept or is LBCC setting their own?
 - g. It was acknowledged that a clear consensus will never be reached on the issue of vaccinations and covid guidelines. The college should follow the UC, State Colleges, and other community colleges guidelines.
- XXII. Meeting was adjourned at 11:43am.