



E-BOARD MEETING

SCCFT 1950

DATE	Monday Nov. 20, 2023	TIME	4:00 PM	NOTES TAKER	Torrey Stenmark
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IN ATTENDANCE				
Kristine Petesch	DuValle Daniel	Torrey Stenmark	Trevor Pelletier	<i>Lauren Bryant</i>
<i>George Beckley</i>	Emily Howerter	<i>John Tankersley</i>	<i>(italic absent)</i>	

TIME	AGENDA	OWNER
4:00 PM	Welcome	Kristine
4:05 PM	Review and Vote to Approve Previous Minutes	All
4:15 PM	Treasurer and/or Bargaining Updates	Trevor
4:25 PM	JUMC Update	Torrey
4:40 PM	President Updates A. ARC updates. B. The climate survey. C. Participatory Governance. D. VPI search. E. Advising Restructure (Groups A, B, C) F. FSC collaboration updates. G. Topics of concern: - early tenure requests/pressure to agree to them - process for assigning classes to different faculty in different positions including PA & Pro-rata. - process for step increase evaluations for current employees.	Kristine
5:10PM	Other New Business	Anyone
5:25 PM	Asks?	Kristine
5:30 PM	Adjournment (We can continue until 6:00 pm if we would like to use more time)	Kristine

Meeting Minutes:

Topic 0: minutes

how detailed should they be?

we need a secretary

motion to approve: emily, trevor PASSED

Topic 1: Treasurer Update (Trevor)

- met with auditor/passed off files; should take until January or so
- mistakes had been made in percaps over the summer/fall; talking to AFT-WA to correct
- did they calculate the FIP? will get in touch

Topic 2: Bargaining Updates (Trevor)

- TP went to all-campus community meeting and asked Jack WTH is going on with his team?
- College has provided several dates between now and dec. 15; TP aiming to get at least two of those
- TP met with advisors; complicated situation; skeptical; plan to see college response to proposal, then respond to that re advising restructure project; TP ready to talk to legal if necessary
- Everything is on the college's plate now, waiting for their responses.
- take care of COLAs ahead of time? temporary stopgap MOU?
 - TAS: admin in JUMC was skeptical about referencing current bargaining topics in JUMC
 - DD: should create a separate mini-bargaining team, not do it in JUMC
- Class caps? difficult to make much movement
 - maybe get hybrid and online caps equal??
- Admin uninterested in SCCFT's sabbatical, FPC proposals
 - admin trying to use cola to pay for FPC? is it a pot of money vs individual per-person amount?
 - what can COLAs be used for, besides salaries? anything??
- EH: unequal distr of money didn't go well in nursing; this looks like the college really isn't bargaining in good faith; this reflects the college's lack of engagement in the process
- TP reports DD: yes we want a contract but we want them to do the right thing; loss of COLA is a practical and political pressure tool
- recapture of money when t-t faculty leave vs when PTF leave (turnover savings)
- keep in mind how the Nursing HDF MOU was bargained and how it has played out
- adjustment of various salary steps/increments between different contracts and faculty types
- DD: this catch-up is only for the people who were left behind (on the salary scale)?
- TP: apply all the COLAs equally across the board as increments
- KP: how do we get faculty re-placed and moved up the scale on a regular basis?

- DD: depending on hire date, folks were placed using different criteria and moved up steps on different criteria
- TP: trying to remove the lower steps so all new placement is higher (4+, ish)
- TP: feeling optimistic we can make some progress
- Do we want to press on an MOU re COLAs in advance of our full contract?
 - political power of the college holding back our colas to rile up the membership
 - getting a win for our members by getting our colas early
 - what's our messaging strategy/recruitment tools/etc
 - how do we reach divisions/faculty
 - recruiting Scott ... after his q's to TP on Ransomware bargaining
- have we missed deadlines about sabbaticals?
- TP: asking LR who is lead, him or the lawyer John
 - John is "the lead" and LR is the "subject matter expert lead"
 - what does that mean practically; who is TP interfacing with at the table
 - KP to check with Jack Kahn about it at their mtg tomorrow
- TP gathering avail from SCCFT team

Topic 3: JUMC Updates (Torrey)

-  JUMC Meeting Agenda 14Nov2023
- FPC info from the college:
 - https://drive.google.com/drive/folders/1AvMDMPfbjly_vZ8eYjRw7ltYjMGU32is?usp=drive_link
- https://drive.google.com/drive/folders/1ZUicyVhBZ13XSJSArkrvSa8UXCGGWHdu?usp=drive_link
- administrator or designee vs faculty evaluators
- FPC conflicts
- tenured availability: LR has an incorrect interpretation of the contract
 - they're contradicting their own interpretations
 - MATH pro-rata hiring someone who is tenured at Edmonds.

Topic 4: President Updates

- arc updates: nursing, MLT vacancies remain
 - encouraging the arcs to recruit for themselves
- discussion about early tenure requests
 - arcs feeling pressured to agree
 - rumors of t-t faculty steamrolling all 15 2nd-year arcs into granting everyone early tenure
 - how do we support all of the faculty?
 - TP discussed; explored the TAd language around the proposed early tenure
 - why are folks trying to get early tenure? what does that say about them vs what it says about the contract
 - KP to put out individual feelers

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Topic 5: New Business

- Extend official meeting time to 2 hours

Topic 6: Asks

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meeting adjourned TAS/TP at 5:59 pm