Guild Membership Meeting
December 11, 2012
12:20-1:30 p.m.
Kreider Hall, SR 138

I. Call to Order: 12:30 p.m. – Quorum Established

II. **Approval of Minutes** – Minutes available online http://www.glendale.edu.guild
a. Consideration of Minutes from October 20, 2012
MSC (Stuart Nowinski/Kathy Flynn) Move to approve minutes as read.

III. Call for Additional Agenda Items
a. SLO/PLO Assessment responsibilities of Adjunct (Postponed until next meeting)

IV. Negotiations Update
a. Tentative Agreements Concluded
1. Removed an obsolete reference to the 35-hour on-campus presence formerly required of instructional faculty.
2. Clarified that an "assignment" for adjunct faculty with rehire rights, who are thus guaranteed an assignment (with certain exceptions), is a class, a library workshop, or a minimum of 3 hours per week for the semester for Student Services faculty.
3. Also added that adjunct faculty members with rehire rights shall not lose those rights if they decline an assignment due to the new 180-day CalSTRS work exclusion period for new retirees.
4. Signed a side letter raising to 67% contracts those 6 faculty who had contracts for less than 67%, starting in Spring 2013.
5. Agreed that, as of Jan. 1 2013, no future contract hires will be for less than 67% of a full load.
6. Clarified that partial contract faculty working beyond their contracted amount, but not exceeding 100% of load, are paid at their normal "load" rate (schedule A), rather than the much worse "overload" rate (schedule B)
7. Also clarified that faculty with partial contracts shall have the same opportunities to work beyond their contracted load as faculty with 100% contracts.

b. Likely to be Tentatively Agreed to this Afternoon:
1. Re-installing language to the contract and the online salary schedules which clarifies when adjunct faculty are to be paid from the B1 salary schedule (with parity) and when from the B2 schedule (without parity). Also, links to more information about how to adjunct faculty teaching courses can verify that their paychecks are accurate.
2. Academic calendar for 2013-14: Unless offered a “sweetener” of some sort, we will go with the “rollerover” recommendation from the Calendar committee. The one exception would be starting Summer 2013 on June 24 instead of June 17
3. Addressing the expiring TA on load in Media Arts and Kinesiology (which was for the current semester only).
4. Merging of the evaluation forms for contract and adjunct faculty.

c. Options for Short Session Instructional Faculty Pay
At the table, we are insisting on a return to 1200 teaching hours in the intersessions per year (the equivalent of 400 three-unit classes), starting with 2013-14. This benefits students first and foremost.

The District MAY consider this if we reduce short session pay to a new scale that tops out at $83 per classroom hour, and use the savings to increase base pay for instructors by an amount to be negotiated, but likely in the 2.2% to 4.5% range (or use the savings to increase the classroom hourly rate for both contract and adjunct faculty in short session, as well as adjunct faculty with and office hour obligation in Fall/Spring and overload teaching by contract faculty in Fall/Spring)

If instead we wish to preserve the existing "pro rata" pay system, we will only return to 1200 teaching hours by enlisting the support of others.

Facts about GCC short sessions
a. The existing "pro rata" pay system is only actually pro rata for instructors up to step 8 on the salary schedule (lowest entry point is step 4)
b. For other instructors, it is up to 30% less pay than true pro rata (i.e., paid like Fall/Spring)
c. District reduced short session offerings, pocketed all the savings from faculty paychecks, but resisted giving us credit for these savings
d. Now they say faculty have to cut short session pay rates again to restore these offerings, rather than being funded by the District in general

V. Guild Exec Update

a. January meeting may be cancelled unless something important comes up
b. An individual is retiring (Steve Marsden) and he has agreed to stay on the Negotiating Team as a “Consultant” for the fee of $1.00 for the Spring Semester.

VI. **Adjournment**

Adjourned: 1:22 p.m.
Minutes prepared by: Elizabeth Kronbeck