



FEDERATION OF
HIGHER EDUCATION
FACULTY AND
PROFESSIONALS
AFT-IFT / AFL-CIO



ELGIN COMMUNITY COLLEGE FACULTY ASSOCIATION

Full faculty ECCFA meeting, Opening Day, August 20, 2009

Sarah Dye, ECCFA President, presiding.

Meeting called to order by Sarah at: 12:24 pm.

Greetings and Welcome by Dr. Sam

Dr. Sam said that the situation regarding money from the state was really bad. The state is behind by 2 quarters in funding. Fortunately only 9% of our budget comes from the state so we are still in good shape.

The construction is about to begin. He is going on the assumption that if we haven't contacted him, all is well. He wants the new buildings to meet our needs.

The Board of Trustees is trying to work on an agreement with the city regarding repair of Spartan Dr. If all goes well, repairs may start the first of September. Spartan Dr. would then be closed September through November. It would reopen from December through March and then close again until mid-summer while they finish the repair.

President's Report

Sarah Dye introduced Lynette Scalucca, our new IFT representative.

Lynette Scalucca said that she has met many of the executive board members and the grievance committee. She is meeting with Tony Spahr and other administrators in the near future. She taught high school English for 11 years and coached. She has been with the IFT for 5 years. She "inherited" us because of some shifts being made in IFT staffing. She has found that our grievance committee is a very hard-working group of people. She is pleased to be working with such a strong union.

Secretary's Report

Howard Russo moved to approve minutes from the Opening Day meeting on January 19, 2009. Marc Healy seconded. Minutes were approved.

Treasurer's Report

Linda Hefferin discussed the proposed dues schedule and budget. In terms of the dues structure she reminded us that we have no control over the amounts paid to AFT and IFT. She reviewed the AFT/IFT dues structure that distinguishes between adjuncts making more than \$12,000 (1/2 dues) and those making less than \$12,000 (1/4 dues). She reminded us that we had not been following that structure and when we discovered the error last year, we had to quickly come up with a new ECCFA dues structure to address the problem. AFT/IFT did not charge us back dues. The new structure proposes a percentage of base salary with minimums and maximums. It should generate enough revenue to cover the dues we owe AFT/IFT and cover our own budget. She has changed the budget report to reflect all money coming in and going out rather than just the money for ECCFA.

Roger Ramey moved to approve the proposed dues structure and budget. Bill Pelz seconded.

Dan Kernler pointed out that the honorariums paid to officer has changed. We got 9 more hours of release time in the last contract. This was allocated to the grievance co-chairs, VP's, etc. However, this was not adequate compensation for the work these people do. So the honorariums include the membership chair, secretary, webmaster and Sentinel editor to somewhat compensate them for their time since we can't change the release time until the next contract.

Sarah Dye said this was her idea. She realized the enormous amount of time the officer spend on union matters. She hopes that we can now argue for more release time in the next contract.

Linda Hefferin commented that the current budget puts us approximately \$300 in the hole but the number for dues has to be approximate. She is confident that higher number of hours for adjuncts will help to cover this.

Patrick Gordon asked for clarification. Dues will be 1.3% of the base salary capped at \$750 for full time faculty.

Linda Hefferin said this is accurate. Overload pay is not included in the calculation. However if adjuncts teach more courses and their pay goes up, they will be paying more.

Patrick Gordon said that the \$750 maximum kicks in at a base salary of \$58,000 so most full time faculty will be at the maximum.

Dan Kernler pointed out that the pay periods will be different.

Linda Hefferin explained that dues will be taken out of all pay checks, including summer for full time faculty. Adjunct dues will stop in May. We have already had 3 pay checks for this school year and no dues have been taken out but the deductions will start as soon as she gets an approved dues schedule to Human Resources. That will continue to be deducted until next year after Opening Day when a new dues structure is approved.

A question was asked about how much we have in checking and savings.

Linda Hefferin responded that she doesn't have the exact amounts and it changes on a regular basis because money is coming in from dues monthly and being paid out to AFT/IFT monthly. However, she does know we pay between \$12,000-16,000 in dues monthly and we have about \$80-100,000 in checking and savings.

Luis Martinez called the question.

Motion was approved.

Amendments Committee—Dan Kocher

Dan Kocher said that he and Sue Ford and Shawn Mikulay had been working on the changes. Basic areas of change:

1. They had instituted a structure that separated out union officers (President, Vice-Presidents, Secretary, Treasurer) from those filling staff functions (e.g., membership chair and webmaster).
2. They separated out Sentinel editor from Communication Liaison.
3. Some of positions are appointed by the President with approval by the Senate.
4. The duties of the officers have been streamlined.
5. Rearranged segments of the constitution so information on one issue is altogether.
6. They added in an option for electronic balloting.
7. They addressed some wording inconsistencies.

Miraslov Rezac moved to approve the new constitution. Dan Kernler seconded.

Sue Ford called the question.

Motion approved.

COPE—Ron Kowalczyk

Ron Kowalczyk said that when he was appointed as COPE chair, he didn't really know what COPE was.

He is still learning and is open to suggestions from the membership.

He is asking us for money. This isn't about him, it is about all of us and we all need to participate. COPE stands for Committee on Political Education and it addresses political issues that involve us as a union.

COPE has done a lot for us. It helped to get the referendum passed so we now have \$178 million. We volunteered our time and donated \$6,000 to the effort.

COPE donated \$9,500 toward two candidates for the Board of Trustees and one of these got elected.

We are also watching the pension issue in the legislature that was tabled in May. Pensions have been funded for now but this issue will come up again.

We have the 2010 Board of Trustees elections coming up.

He was shocked at how few people gave to COPE. At the IFT leadership conference they addressed this issue. They felt that there were two problems:

1. No one informs the membership of issues COPE is dealing with. That is his job and he will keep us informed.

Patrick Gordon asked if COPE is separate from ECCFA

Ron Kowalczyk said that by law we have to keep the political advocacy arm of the union separate from the leadership. So COPE is a separate committee, not just the Senate. Even when we have Senate meetings, we have to adjourn to COPE. Senators are on COPE but it is separate and issues are discussed outside of the Senate agenda. COPE needs our support. We can't use ECCFA money for

COPE.

2. Members weren't being formally asked to contribute and get involved. So he is asking us to contribute and get involved. Please donate money and if not money, then time and hopefully both. He has the payroll deduction forms. The standard amount is \$2 per paycheck. However, you can change the amount or make a one-time donation.

Before the referendum and Board of Trustees election we had \$29,000 in COPE. However we only have \$12,800 now. We need to build up our coffers again in preparation for the 2010 Board of Trustees elections.

Sick Leave Bank—Ellie Swanson

Ellie Swanson reminded us that this is a pool of sick days contributed by full time faculty that can be accessed by any ECC employee if that employee is sick and uses up all of his/her sick days. Please fill out the form and contribute.

Achieving the Dream—Linda Hefferin

Linda Hefferin reported that we are one of only 5 community colleges in the state of Illinois that was selected for this initiative. There are 100 schools nationwide. We have two consultants that will be working with us. The idea is to use data to look at student success. Success doesn't just mean completing a certificate or degree. We have defined it as completing a course, going from developmental courses to regular college courses and enrolling from one semester to the next and finally completing a degree or certificate.

Dr. Sam will be meeting with 6-8 of us at a time to discuss this initiative.

We've seen trends come and go but this is here to stay because it forces us to use real numbers to help understand real students and their success.

Patti Jachowitz asked how this initiative fit in with the Strategic Enrollment Management committee because that committee had put in years of hard work that was ongoing.

Linda Hefferin said that SEM will feed into this initiative and Achieving the Dream will help SEM to reach its goals. We have much of what we need in place but it is helter-skelter. Achieving the Dream will organize it under one umbrella.

Lynn Ducar asked about the role of the two committees.

Linda Hefferin said that the Core Committee would be communicating the findings of the Data Committee. The Data Committee will be figuring out what data we need to gather, producing the data and passing the data on to the Core Committee. This isn't designed to lay blame on us but to find the barriers to student success that currently exist at ECC. It will give us better information about how to prepare students to be successful.

Sarah Dye said we will be hearing more about this throughout the year. It is a 4 year initiative but the first year we will be very busy. We have two national coaches to assist us but we have done well so far. Dr. Folarin was at a meeting where she met Presidents from other Achieving the Dream colleges. From her discussion with these people, she reported that we are ahead of other colleges in the state.

Linda Hefferin said the two committees had already been meeting over the summer and there are community members involved as well.

Faculty Development—Beth Santell

Beth Santell thanked the academic areas that were willing to add classes.

Beth Santell said that the Faculty Development Committee has a wonderful secretary but about 50% of the materials turned in to her have to be returned because they weren't filled out properly. She asks that we read the Faculty Development Handout and recheck our forms before turning them in.

New Business

Stephen Gray reminded us that we have a new gmail-based student e-mail system and suggested that we all support that system by insisting that students use their student e-mail.

Cindy Hutman said that FERPA prevents us from e-mailing students at their home e-mail addresses so use of the student e-mail system is imperative.

Mary Peterhans warned us that when we log into the student e-mail system, we must log out otherwise our e-mail remains active on that computer even if we have closed down the window.

Dan Kocher moved to adjourn the ECCFA meeting, Luis Martinez seconded. Meeting adjourned at 1:32 p.m.

Respectfully submitted by:

Lucinda Hutman

ECCFA Secretary

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