

southwestern college

SCEA

education association

SCEA Rep Council Minutes

Date Thursday, April 10, 2025

Time: 11:45-1:00

Zoom: <https://swccd-edu.zoom.us/j/82902856479>

Najah Abdelkader	Sylvia Garcia-Navarette	Katherine Ness Santana	Jenny Sabas	Candice Taffolla-Schreiber
Lisa Ballesteros	Veronica Guaracha	Jamie O'Conner-Florez	Marina Laneri Schroeder	Liliana Tolson
Darcie Bell	Pete Herrera	Maria Olivas	Mohamed Sharif-Idris	Cem Tont
Peter Bolland	Eleonora Innis	John Pickelle	Jacqueline Simon	Marie Vicario
Emily Lohorn Carpenter	Geoff Johnson	Justin Pinelle	Bruce Smith	Ryan Wash
Victor Chavez	Alana Lozada	Jessica Posey	Liza Smith	Ruff Yeager
Allen Chu	Eric Maag	Andrew Rempt	Michael Speyrer	
Russ Corpron	Michael Meehan	John Rieder	Gail Stockin	
Veronica Corral	Yahid Mohammadrezaei	Rosa Runcie	Kevin Sweeney	

Guests: Josue Arredondo, Bill Coe, Rebecca Johnson, Krystal Marshall Jones, Caree Lesh, Yvonne Lucas, Trishana Norquist, Natalie Petrasko, Annette Rempt, Alicia Rodriguez, Rebekah Stassinopoulos.

No	Item:	Presenter:	Status:	Time:
1	Approval of Agenda	Taffolla-Schreiber	Action	1 min

The agenda was approved by consensus.

2	Approval of Minutes (3-27-2025)	Taffolla-Schreiber	Action	1 min
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Approved by consensus.

3	SCEA President's Report	Taffolla-Schreiber	Information	3 min
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Item 1: Thank you to the Bargaining team for their excellent work. They are managing work on the article negotiations as well as MOUs. **Item 2:** The VERCOS (Voluntary Early Retirement Continuation of Service) committee meets to determine whether full-time faculty who are retiring are eligible to be in a program where up to seven years they can teach for 7 years up to 20% of their salary as part-timers. There have been a few years where this has been denied. The VERCOS committee recently met to approve two applicants; however, the Acting Vice President for Business and Financial Affairs was unprepared for the meeting and could not provide a financial breakdown. The committee is awaiting this information before casting its votes. The SCEA is monitoring the situation to ensure that faculty rights are upheld as the committee structure is imbalanced as voting members consist of two administrators to one faculty member. **Item 3:** The SCEA website is up and running. It includes information about application access for joining the union, benefits, leadership teams, as well as upcoming events. Please visit the website at swcscea.com. **Item 4:** The SCEA has an active social media presence that was set up by the Organizing chair. Please follow SCEA on Instagram at [@swc_scea](https://www.instagram.com/swc_scea) **Item 5:** Three more members have joined the SCEA since the last Rep Council meeting bringing the total of new members to 44 for this academic year, and this is just six away from the goal of 50 new members.

4	Academic Senate President's Report	Lesh	Information	3 min
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Item 1: The Academic Senate Exec thanks the SCEA Exec for their collaboration and support this Academic year. **Item 2:** Common Course Numbering information has been sent out to solicit participants for a work group in June, and/or to complete a survey to offer feedback. **Item 3:** Please consider working on updating a policy and procedure. Three more faculty members are needed to help complete these updates. Please reach out to president Lesh if interested (cllesh@swccd.edu). **Item 4:** BOTS continue to be an issue as the second 8-week fast track class has

begun. The BOT committee met last week; however the District response has left opportunities for improvement as their understanding of the scope of the problem does not align with faculty experience. Please consider attending the Governing Board meetings to let the board know about the BOT issues being experienced in your courses.

5	2025 SCEA Rep Council Elections	Herrera	Discussion	20 min
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The Cycle A elections are moving along steadily. Please send names of elected Reps by the end of April to the Chair of the Elections Committee Pete Herera(pherrera@swccd.edu). Disciplines are empowered to conduct their own elections, but are encouraged to reach out to the elections committee (Pete Herrera and Kevin Sweeney) with any questions.

6	Part Time Update	Johnson	Information	10 min
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Item 1: CTA/CCA Leadership is working to ensure that part-time faculty are granted their sick leave when they retire. **Item 2:** Some issues are arising due to inconsistencies with their date of hire, especially when it comes to break-in-service leaves. Please check in with Human Resources to make sure your date of hire is accurate. **Item 3:** A [recent report from the State auditor](#) indicates that the 10-year percentage increase (from 2013-2014-2023-2024) for FTE (Full Time Equivalent Employees) shows: support 7%, faculty 3%, and administration 45%. These numbers are especially relevant concerning the proposed changes to the 50% law that are being considered. The part-time rep asserted that he and his team at the state level are monitoring this situation and he asserted “This shit matters to me.” **Item 4:** A shout out was given to the English department for their recent survey about AI. The CCA policy committee is working on policy proposals for AI. **Item 5:** Work is being done on drafting policy proposals with CCA/CTA regarding Career Based Education and Credit for Prior Learning. If you have information on these subjects please reach out to Geoff Johnson (gjohnson@swccd.edu).

7	Organizing Update	Lohorn Carpenter	Information	15 min
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Item 1: Please join the SCEA for Game Night Sunday 4/13 at the Coin Haus in La Mesa from 2:15-6:15pm. Feel free to drop by or game the night away at this no-host event. Sundays are free play days at Coin Haus so all arcade games will be free. All SCEA members who attend will receive a free gift (a cross-body stadium bag!). [RSVP here.](#) **Item 2:** Fourteen delegates will be attending the Spring CCA/CTA conference. Please be sure to bring your SCEA t-shirt to the conference, and let us know if you need one. **Item 3:** Please follow SCEA on Instagram at @swc_scea

8	Bargaining Update	Tolson	Information	15 min
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Item 1: The District agreed to add more meeting dates to the calendar because of their concerns about the pace of negotiations. The new schedule includes meeting the district every Friday for over a month. The bargaining team showed up each week with new counters to present and new ideas to share. The district did their best to keep up, but then canceled meetings two weeks in a row, agreeing to spend a full day at the table next Friday to make up for that lost time. **Item 2:** The district has not been receptive to intercession and overload assignment language, but they have listened to feedback on sabbaticals and seem receptive to those changes. **Item 3:** The bargaining team is advocating for remote work for non-instructional faculty, and expect that will be a hot topic at the table next week. **Item 4:** Ken did a brilliant job advocating for increases to the district's premium coverage for healthcare, and the team is also requesting that dental coverage be provided for part-time faculty who participate in the part-time health and welfare program. The team hopes that the district sees the time is right to invest in the health of their faculty, especially considering how positive the budget reports from the VP BFA's office have been in the last few months. With any questions regarding the negotiations update, please reach out to Bargaining Chair meg Eckles (meckles@swccd.edu).

9	Investigations Language	Taffolla-Schreiber	Information	5 min
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The Human Resources Department has been diligently investigating all Title IX cases. (Title IX ensures equal opportunities for all and deals with issues including harassment, assault, inequities on campus, etc.) A **grievance** is initiated by SCEA anytime there may be a contract violation. When a faculty receives an **investigation notice**, it is an indication that some type of policy independent of the contract has been violated (e.g. campus policy or the law). If this type of notice is received, it will come from Human Resources and will indicate if you are a respondent or a witness. A **respondent** is the person who has been accused of wrongdoing. A **witness** is the person who has been identified either by the **complainant** (the person who has brought forth the investigation), or the respondent (the person who is accused) as somebody who was witness to the event or events this investigation is based on. The majority of investigation notices are witness reports. If you receive a notice please reach out to the grievance team (Rob Shaffer, Khodadad Sharif, and Pete Herrera) to set up an appointment to help you with representation. You are legally entitled to union representation, however please be clear that these Reps are Union Leadership that will be assigned to you, and not any faculty member who is serving on the Rep Council.

10	Adjournment			
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Next meeting: Thursday, April 24, 2025		
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