

# southwestern college **SCEA** education association

## SCEA Rep Council Minutes Date Thursday, October 9, 2025 Time: 11:45-1:00

Zoom: <https://swccd-edu.zoom.us/j/jettazoomroom33>

Peter Bolland	Pete Herrera	<del>Katherine Ness Santana</del>	<del>Jenny Sabas</del>	Liliana Tolson
April Brenner	Sophia Jimenez	<del>Diana Newberry</del>	<del>Mohamed Sharif Idris</del>	Cem Tont
<del>Rocio Casco</del>	<b>Geoff Johnson</b>	Jamie O'Conner- Florez	<b>Bruce Smith</b>	Naomi Trapp-Davis
<del>Victor Chavez</del>	Kim Keach	Maria Olivas	<del>Liza Smith</del>	Marie Vicario
<del>Allen Chu</del>	Grazyna Kubis	<del>Jacquelyn Penhos</del>	<del>Michael Speyrer</del>	Jennifer Vo
Alba Constenla Torrado	<b>Emily Lohorn Carpenter</b>	Justin Pinelle	Gail Stockin	Ryan Wash
Russ Corpron	<b>Eric Maag</b>	<b>Jessica Posey</b>	Kevin Sweeney	Ruff Yeager
Sylvia Garcia-Navarette	<del>Ashley Majoros</del>	John Rieder	<b>Candice Taffolla-Schreiber</b>	
Veronica Guaracha	Yasmin Mossadeghi	<del>Rosa Runcie</del>	Lisa Tiedmann	

**Guests:** Antonio Barquilla Pandero, Erika Behrman, Erica Chaleune, Meg Eckles-Estrela, Errys Frondarina, Marina Laneri Schroeder, Caree Lesh, Yvonne Lucas, Alejandra Lucero Canaan, Brian Palmiter, Sandra Peppard, John Pickelle, Pablo Quintana, Andrea Schnitz, Rob Shaffer, Jacqueline Simon, Yolanda Yslas-Thompson, Sarey Torres Kirby, Yalila Vega, Ken Yanow

No	Item:	Presenter:	Status:	Time:
1	<b>Approval of Agenda</b>	<b>Taffolla-Schreiber</b>	<b>Action</b>	<b>2 min</b>

Approved by consensus.

2	<b>Approval of Minutes (9-25-2025)</b>	<b>Taffolla-Schreiber</b>	<b>Action</b>	<b>2 min</b>
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Approved by consensus.

3	<b>Academic Senate President's Report</b>	<b>Lesh</b>	<b>Information</b>	<b>3 min</b>
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**Item 1: The Academic Senate is finalizing a proposal for a faculty led AI Committee.**

4	<b>SCEA President's Report</b>	<b>Taffolla-Schreiber</b>	<b>Information</b>	<b>3 min</b>
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**Item 1:** A thanks was given to the elections committee for running a special election for several rep positions, and welcome to the newly elected reps! **Item 2:** Thanks to the grievance committee for their work and support. **Item 3:** Evaluations are in progress, so please be sure to follow the process, and timelines for meetings and paperwork submission. **Item 4:** Two social events are planned; one is the next Dinner Club prior to the October 20th Governing Board meeting, and the second is the "We All Scream for Ice Cream" on the Chula Vista Campus where SCEA leadership will deliver ice cream to faculty in their workspaces.

5	<b>SCEA By-Laws</b>	<b>Maag &amp; Posey</b>	<b>First Read</b>	<b>15 min</b>
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SCEA is very strict about their by-laws structure, so a template was used to create an updated version of the bylaws that was accepted by CTA. SCEA will now be working on “Standing Rules” that will provide more detail about the specific processes and procedures of the SWC faculty union. It was also recommended that a Bylaw committee should be formed in order to keep the bylaws and standing rules up to date. Please review the draft of the bylaws and be prepared to vote to ratify the bylaws at the next Rep Council meeting scheduled for 10-23-25.

<b>6</b>	<b>2025-2026 SCEA Budget</b>	<b>Smith</b>	<b>Action</b>	<b>15 min</b>
SCEA is seeking approval for a \$71 thousand budget outlined in the Treasurer’s budget presentation. A motion was made and approved. The motion was approved by consensus.				
<b>7</b>	<b>Grievance Report</b>	<b>Shaffer</b>	<b>Information</b>	<b>10 min</b>
<p><b>Item 1:</b> Vermin continues to infest the library. While there are steps being taken to address the issue, if additional issues arise or if communication is not taking place effectively, please reach out to the Grievance team. <b>Item 2:</b> Medical accommodations are not a negotiated item; however, the SCEA Grievance Team has been able to help attend meetings between faculty and the District to assist with questions about the contract. Please reach out to Grievance Chair Rob Shaffer with questions or if assistance is needed. <b>Item 3:</b> Scheduling is complicated, especially related to remote teaching, overload, and vesting. Please reach out to the grievance team with any questions. <b>Question:</b> Can SCEA assist with worker’s comp issues? <b>Answer:</b> Yes, reach out to the grievance team. <b>Comment:</b> I have noticed there are some big differences across Deans, in the way they approve/deny FT faculty schedules. Response: Deans have right of assignment, and there is nothing in the contract that iterates that each Dean must schedule the same way. SCEA can be involved in conversation to assist when situations arise, however, if disparate treatment is occurring the Grievance team can be more involved to ensure the contract is followed. <b>The Grievance Team:</b> Kohdadad Sharif (ksharif@swccd.edu); Geoff Johnson [Part time Rep] (gjohnson@swccd.edu); or Rob Shaffer [chair] (<a href="mailto:sshaffer@swccd.edu">sshaffer@swccd.edu</a>) (Rob’s cell: 619-552-7065)</p>				
<b>8</b>	<b>Upcoming Organizing Events</b>	<b>Lohorn Carpenter</b>	<b>Information</b>	<b>10 min</b>
<b>Item 1:</b> October Dinner Club will take place Monday 10/20 from 5:00-6:00pm. SCEA will host at Market on 8th at 41 E 8th st, National City 91950. Your meal choice up to \$15 will be covered by SCEA.				
<b>7</b>	<b>Bargaining Survey Results</b>	<b>Eckles</b>	<b>Information</b>	<b>15 min</b>
<p>The Bargaining Survey received an impressive percentage of the faculty who participated. Being in the third year of a current agreement, SCEA still cannot address compensation such as cola, step in column, lab-lecture equity, reassign time, spreading pay over 12 months, and golden hand shakes. While these issues have been raised in the survey, SCEA has gathered the feedback to understand priorities for the beginning of the next bargaining cycle. There was a comment section on the survey and those comments have been gathered to address priorities, and also to clarify misconceptions. For example on misconception centered on the 67% rule and the SCEA’s ability to change this rule. The 67% rule indicates that each part time faculty member can teach 67% of a full time load at each district. This is a state mandated rule that was established by AB951. Another example is that some people feel that bargaining for one constituent group could harm another constituent group– such as full time vs. part time issues. The SCEA bargaining team is comprised of both full time and part time representatives to ensure robust conversations take place for equitable representation. <b>What will be sunshined:</b> The articles that will be reopened are Article IV: Workload, Article XV: Part-timer faculty, and Article VIII: Health and Welfare.</p>				
<b>9</b>	<b>Adjournment</b>			
<b>Next meeting: Thursday, October 23, 2025</b>				