

FACTS

Faculty Association Contract Tips Series

June 24th

On Thursday, June 24th the Faculty Association is offering a day of workshops focusing on a variety of benefits in your contract.

Visit the [POD Connect Calendar](#) to register for the workshops listed below.



9 a.m. – 10 a.m.

- Get Your Professional Growth Increment. It Makes More than Cents!
- Understanding Part-Time Rehire Rights and Seniority

10 a.m. – 11 a.m.

- All That Jazz! Tune in to Your CTA/NEA Member Benefits
- Professors' Leaves and Accommodation

11 a.m. – 12 p.m.

- Educator's Guide to a Successful Retirement
- Column Crossover for Part-Time Faculty

12 p.m. - 1 p.m.

- To Take or Not To Take a Sabbatical? That is the Question.
- Part-Time Health/Welfare Benefits

1 p.m. - 2 p.m.

- Column Crossover for Full-Time Faculty
- The Evaluation Process for Part-Time Faculty

2 p.m. - 3 p.m.

- Employee Rights: Representation, Human Resources, and Remedies
- Professional Development and Exceptional Levels of Service to the College – Opportunities Available to You

Get Your Professional Growth Increment. It Makes More than Cents!

9 a.m. – 10 a.m.

Intended Audience: Full-Time Faculty

Presenter: Tamra Horton, FA PGI Project Coordinator

All full-time faculty are eligible for the Professional Growth Increment (PGI), but many have not applied for this pay increase. The Professional Growth Increment adds \$3,736 to your salary per year, and it is included in your STRS retirement calculation, so it's never too late to earn it. PGI requires only 6 semester units of approved college work or 96 hours of approved on- or off-campus professional development activities. Many previously completed college courses and professional development activities count towards PGI. Many online professional development activities count towards PGI. Attend this workshop to learn more about how to earn and apply for PGI.

Understanding Part-time Rehire Rights and Seniority

9 a.m. – 10 a.m.

Intended Audience: Part-Time Faculty

Presenters: Herschel Greenberg and Judy Lawton, Mt. SAC Adjunct Faculty Advisory Committee Chairs

Join us as we learn what protections are available to part-time faculty in terms of class assignments once you have achieved rehire rights status. We will examine the contract in order to understand its language, including where to find the seniority list and check your hire date. In addition, we will explore how Mt. SAC compares with other local districts in terms of job security and seniority rights and where can we go from here in advocating for improvements.

Professors' Leaves and Accommodation

10 a.m. – 11 a.m.

Intended Audience: All Faculty

Presenters: Ryan Wilson, Human Resources Manager, Title IX & Investigations and Nerissa Uiagalelei, Human Resources Analyst Supporting Leaves & EEO/Investigations

This training will explain the different types of leaves available to professors and address the ADA interactive process. This fast moving presentation will provide an interactive guide and training through the use of realistic scenarios for professors. If you are a new professor or a professor who wants to better understand the various leaves options, this session is for you.

All That Jazz! Tune in to Your CTA/NEA Member Benefits

10 a.m. – 11 a.m.

Intended Audience: All Faculty

Presenters: Mindy Bartlett, CTA Member Benefits Consultant and Sean Mabey, NEA Member Benefits

Tune in to the wide array of benefits available through your union membership! In our informative Member Benefits session, you'll get an overview of the most popular benefits, including Educators Employment Liability (EEL), Disaster Relief Fund, voluntary insurance programs, financial services, student debt relief assistance, retirement savings, shopping and travel discounts, and more!

CTA and NEA Member Benefit programs are designed exclusively for educators and when members learn about these programs, they are excited to discover new ways that the value of membership can help them save money and find solutions to their personal and financial needs.

Column Crossover for Part-Time Faculty

11 a.m. – 12 p.m.

Intended Audience: Part-Time Faculty

Alexis, Carter, Director, Human Resources Operations & Employee Services

Understand the qualifications, documentation, and deadlines for column crossover on the salary schedule.

Educator's Guide to a Successful Retirement

11 a.m. -12 p.m.

Intended Audience: All Faculty

Presenters: Mindy Bartlett, CTA Member Benefits Consultant and Gary Allen, CTA Retirement Savings Plan

CTA wants you to have a long and happy retirement. CalSTRS/CalPERS generally covers only about half of your income at retirement, so it is essential that members consider a supplementary retirement savings plan as early as possible to make up the difference. There are a lot of plans offered to educators, but many have high fees or surrender charges. In this session, we help you get started toward a financially secure retirement, review how to avoid suboptimal plans, and discuss the basics of saving for retirement using easy-to-understand terms. We will highlight The CTA 403(b) Retirement Savings Plan which was designed by CTA for educators and the only plan endorsed by CTA. The CTA RSP has high-quality investments at a low cost and a simple "quick enrollment" process that makes saving for retirement easy.

To Take or Not To Take a Sabbatical? That is the Question.
 12 p.m. – 1 p.m.
 Intended Audience: Full-Time Faculty
 Presenters: Maya Alvarez-Galván, Department of English, Literature, and Creative Writing, Completed Sabbaticals in 2007-08 and 2019-20 and Cristina M. Hernández, Department of Art History, Completed Sabbaticals 2008-09 and 2019-20

One of the opportunities available to faculty through the contract is a sabbatical leave. The purpose of this presentation is to inform faculty of how a sabbatical leave works and to discuss the pros and cons of taking a sabbatical leave compared to other types of leaves. The speakers will share their own experience taking a sabbatical leave and how that year impacted their professional as well as personal life. They will highlight important contract language, the district’s obligation, and the faculty member’s responsibility. Finally, they will share practical advice for people interested in applying for a sabbatical. This workshop is ideal for instructors who are not sure whether they want to apply for a sabbatical and want to get information from people who have recently returned from their sabbatical leave.

Part-Time Health/Welfare Benefits
 12 p.m. – 1 p.m.
 Intended Audience: Part-Time Faculty
 Presenter: Alexis, Carter, Director, Human Resources Operations & Employee Services

Discover what benefits are available for Adjunct Faculty, eligibility, and processes to enroll.

Column Crossover for Full-Time Faculty
 1 p.m. – 2 p.m.
 Intended Audience: Full-Time Faculty
 Presenter: Alexis, Carter, Director, Human Resources Operations & Employee Services

Understand the qualifications, documentation, and deadlines for column crossover on the salary schedule.

The Evaluation Process for Part-time Faculty
 1 p.m. – 2 p.m.
 Intended Audience: Part-Time Faculty
 Presenters: Herschel Greenberg and Judy Lawton, Mt. SAC Adjunct Faculty Advisory Committee Chairs

Join us as we learn the differences in the evaluation process for those with rehire rights and those that have not yet earned rehire rights. We will examine the contract in order to understand its language and how it applies to the evaluation process, including what changes have been negotiated through side-letters during the pandemic. We will explore the student evaluation form, the H-8 evaluation summary form, and the online evaluation process. Finally, we will discuss where we go from here in advocating for an evaluation that is equitable, objective, and focused on professional growth and development.

Professional Development and Exceptional Levels of Service to the College – Opportunities Available to You
 2 p.m. – 3 p.m.
 Intended Audience: All Faculty
 Presenters: Emily Woolery, Faculty Association President and Tania Anders, Faculty Professional Development Coordinator, POD

All faculty are encouraged, and required by contract, to engage in professional development. All faculty have an opportunity to perform exceptional level of service to the college. Funding is available to you to support these efforts, e.g. financial support to attend conferences or LHE to perform special projects. Join us to learn more about how to apply for Conference and Travel funds or Temporary Reassigned Time. We will cover the application process, which rules you need to follow as you plan on submitting a request, and which limitations you need to be aware of.

Employee Rights: Representation, Human Resources, and Remedies
 2 p.m. – 3 p.m.
 Intended Audience: All Faculty
 Presenters: Robin Devitt, CTA – CCA Regional UniServ Consultant and Sokha Song, Human Resources Deputy Director & Title IX Coordinator

This fast moving presentation will provide an interactive guide and training through the use of realistic scenarios for professors. If you are a new professor or a professor who wants to better understand what options are available to address concerns from students, peers, and management, when best to bring in Faculty Association representation, and how to effectively communicate and document vital information to address these concerns, this session is for you. Emphasis is placed on open, honest, and precise information sharing to avoid misinterpretation and provide professors with clear direction on available options within an accountable and considerate working relationship with students, peers, and management.