

The Board of Trustees of Everett Community College held a special meeting on June 25, 2019 in the Olympus Building Room 205 at Everett Community College.

Board Chair Mike Deller called the meeting to order at 3:06 p.m.

**Roll call**

Board Chair Mike Deller attended via conference call and called the meeting to order. Present for the meeting via conference call were Trustees Vickie Norris, Toraya Miller, and Betty Cobbs. Trustee Bob Bolerjack was absent. Also present via conference call was Assistant Attorney General Scott Wessel-Estes. The following were present in Olympus 205: President David Beyer, Recording Secretary Kelly Berger, Jeri Pourchot, Denise Gregory Wyatt, John Bonner, Sharon Lewis, Shelby Burke, and incoming president Daria Willis.

**Review and Take Action on AFT (American Federation of Teachers) Ratified Contract and Resolution**

Denise Gregory Wyatt, vice president of administrative services, presented the AFT ratified contract and resolution.

The College and AFT reached a tentative agreement on June 10, 2019 for a three year agreement. The AFT members ratified the contract with a vote that ended on June 20, 2019, with an announcement of the results on June 21, 2019.

**Article 1**

- Contract format complies with American with Disability Act (Article 1.10) – The college and AFT agree to reopen Appendix A between January 1, 2021 and June 30, 2022
- Reopener for wages for 2020/2021
- Reopener for wages for 2021/2022
- Reopener for Article 15 and other advising related contract language

**Article 2**

- Union membership requirement/Agency Shop/Religious exemption (Articles 2.30/2.32/2.33) – Removed per Janus decision
- Increase in fees AFT is charged for office equipment

**Article 4**

- Diversity in Hiring added (Article 4.15) – Reflect shared commitment to diversity and changes to the hiring process at the college

**Article 5**

- Compensation (Article 5.20) – Remove old Salary Schedule references, and clarification of faculty returning to the bargaining unit
- Remove requirement to fill vacancy related to turnover (Article 5.41)
- Guaranteed Turnover for the 3 years of the contract.

**Article 6**

- (Article 6.30) Bereavement leave increased from 5 to 7 days.
- (Article 6.100) Personal leave available for associate faculty working .666 load or higher (was .933).
- College will pay employee portion of WA Paid Family Medical Leave for part time faculty.

**Article 7**

- Senior Associate Faculty (Article 7) – Restructure of the Senior Associate Faculty application process.

**Article 8**

- Tenure (Article 8) – Updates to Appointment Review Committee process.

**Article 10**

- Seniority (Article 10) – Name change of “R List” to “Seniority List”.

**Article 12**

- Professional Development (Article 12) – Rename “Professional Leave” to “Sabbatical Leave”.
- Faculty will need to submit a report upon return from sabbatical, but will not need to do an interview.

**Article 14**

- Faculty Responsibilities (Article 14) – Reorganization of responsibilities list, addition of Advising faculty member responsibilities.

**Article 15**

- Professional Opportunities (Article 15) – Department head election open to all faculty.
- Senior Associates with seven (7) years experience can be a faculty mentor

**Article 16**

- Language so that faculty members can work an alternative calendar

**Article 17**

- Mode and Load (Article 17.00) – Load for Counseling is 19.50 student contact hours; added load for advising of 30 student contact hours.

**Appendix A**

- 2019/2020 – \$1476 to the base of Fulltime and Associate Faculty\*
- 2020/2021 – 1% wage adjustment with a wage reopener
- 2021/2022 – wage reopener
- \$144,463 for signing bonuses

\*This does not apply to Nursing Instructors who would be eligible for the Nursing Allocation as provided in the State Budget (HB 2158). The parties are obligated to bargain the wage increases for those faculty.

- As of July 1, 2019 all employees covered by the AFT collective bargaining agreement will not be charged for a gym membership.

#### **Appendix B**

- Increase in salary to Senior Associates and Associates as per Appendix A
- Increase Senior Associate rate from \$1,500 to \$1,600 time load

#### **Appendix C**

- Remove names of faculty who are no longer here.

#### **Appendix D**

- Add a new form
- Prepare updates to student evaluation forms for Transitional Studies

#### **Appendix E**

- E.6.A will go to CAC

#### **Appendix F**

- F.2 will be edited to match Article 12

#### **Appendix H**

- Will go to CAC to correct names of departments

#### **Appendix I**

- New appendix will be finalized in CAC

#### **Appendix J**

- New appendix to be finalized in CAC to add Senior associate process documents as described in Article 7

#### **Other**

- Agreement not to reduce the number of counselors during this contract.  
A study will be done around the counselors and advisors regarding their contact numbers.

#### **MOTION 08-06-19**

Trustee Vickie Norris moved to that the Board adopt Resolution 2019-06-04 authorizing the Board Chair and President Beyer to confirm the ratification of the new collective bargaining agreement. Trustee Betty Cobbs seconded the motion and the motion passed unanimously.

#### **Review and Take Action on 2019-2020 Board Meeting Dates with addition of Board Retreat date**

President Beyer presented the 2019-2020 Board Meeting Dates with the addition of the Board Retreat date.

Board of Trustees Meeting Minutes  
June 25, 2019

2019-2020 Board Meeting Dates:

July 16, 2019 – Regular Meeting

August 17, 2019 – Board Retreat

August: no scheduled Board meeting

September 17, 2019 – Regular Meeting

October 22, 2019 – Board Study Session

November 12, 2019 – Regular Meeting

December: no scheduled Board meeting

January 21, 2020 – Regular Meeting

February 25, 2020 – Board Study Session

March 17, 2020 – Regular Meeting

April 21, 2020 – Board Study Session

May 19, 2020 – Regular Meeting

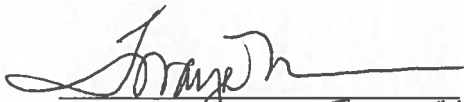
June 16, 2020 – Regular Meeting

**MOTION 09-06-19**

Trustee Vickie Norris moved to approve the revised Board Meeting Dates for 2019-2020 to include the Board Retreat and to correct the November Board meeting date to November 12, 2019. Trustee Toraya Miller seconded the motion and the motion passed unanimously.

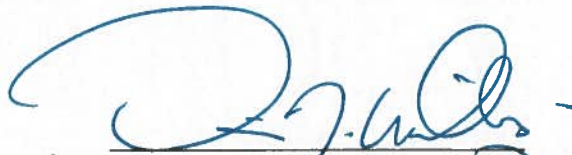
**Adjournment**

The meeting was adjourned by Board Chair Mike Deller at 3:16 p.m.



Betty Cobbs, Chair  
Board of Trustees

Toraya Miller, Vice Chair



David N. Beyer, Secretary  
Board of Trustees

Darica Willis