



Cuesta College Federation of Teachers

AFT Local 4909

Strength Through Unity

All Member Meeting

Adopted Minutes

September 29, 2016, 3:00-3:30 p.m.

Number of members in attendance: 16

1. Budget Updates.
See attached power point.
2. Results of negotiations survey.
The results of the survey were shared in the meeting.
3. Discussion for goals.
4. What articles to open.
See attached power point.
5. Grievances.
See attached power point.
6. Trustee races.
The Council endorsed Mary Strobridge.
7. Open discussion on communications.
Suggestions included:
 - *twice a semester newsletter*
 - *a union “hot sheet” – hot button issues.*
 - *“action alert” emails*
 - *Email was generally considered the best form of delivery, with newsletters archived on the web site.*
 - *AFT will pay us if we put an AFT Plus add on our site for member benefits.*

All-Member meeting September 29, 2016

Budget information

- **STATE BUDGET**

- **a) 2016-17 Enacted Budget**

- i. 0% COLA
- ii. 1.31% Base Allocation Increase
- iii. 2% Growth
- iv. P/T Faculty Office Hours Restoration
- v. STRS/PERS Rate Increases
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- **b) 2017-18 Budget Proposal**

- i. 1% COLA
- ii. 2% Base Allocation Increase
- iii. 2% Growth
- iv. \$100 Million New F/T Faculty
- v. \$25 Million P/T Faculty Categorical Restoration

FTES ASSUMPTIONS
 8300 FTES 2015-16 through 2018-19
 8360 FTES 2019-2020 through 2020-2021

	2014-2015 Actual	2015-2016 Unaudited	2016-2017 Projection	2017-2018 Projection	2018-2019 Projection	2019-2020 Projection	2020-2021 Projection
REVENUES							
Beginning Balance	\$5,913,843	\$5,260,574	\$8,359,206	\$7,473,443	\$6,018,598	\$4,334,309	\$2,775,037
Prior Year Apportionment	\$814,461						
8100 TOTAL FEDERAL REVENUE	\$6,728	\$7,178	\$4,700	\$4,700	\$4,700	\$4,700	\$4,700
8600 TOTAL STATE REVENUE w/o General Apportionment (Lottery, Mandate and Part-time prorata)	\$1,754,793	\$3,064,838	\$3,124,682	\$3,124,682	\$3,124,682	\$3,124,682	\$3,124,682
8800 TOTAL LOCAL REVENUE w/o Property Tax and Enrollment Fees	\$2,181,930	\$2,175,340	\$1,617,709	\$1,617,709	\$1,617,709	\$1,617,709	\$1,617,709
General Apportionment + Prop. Taxes + EPA + Enroll Fees	\$43,108,941	\$43,273,211	\$46,113,064	\$46,728,002	\$47,428,922	\$48,440,356	\$49,166,961
COLA	\$365,433	\$382,292	\$0	\$700,920	\$711,434	\$726,605	\$737,604
Base Allocation Increase		\$2,082,073	\$614,938				
Full-time Faculty Hiring		\$453,772					
Deficit Factor	-\$137,953						
8900 Other Financing Sources (surplus sales)	\$17,472	\$17,286	\$0	\$0	\$0	\$0	\$0
TOTAL REVENUE	\$48,482,763	\$55,399,552	\$52,239,440	\$52,176,013	\$52,887,447	\$53,914,052	\$54,651,557
TOTAL REVENUE AND BEGINNING BALANCE	\$54,396,606	\$60,660,126	\$60,598,646	\$59,649,456	\$58,906,045	\$58,248,361	\$57,426,593
EXPENDITURES							
Certificated (1000)	\$21,645,327	\$23,677,929	\$22,948,634	\$23,048,834	\$23,148,834	\$23,248,834	\$23,348,834
Savings from efficiencies				-\$336,846	-\$336,846	-\$336,846	-\$336,846
Classified (2000)	\$10,279,225	\$11,066,236	\$11,560,411	\$11,660,411	\$11,760,411	\$11,860,411	\$11,960,411
3000 TOTAL STAFF BENEFITS	\$7,599,407	\$9,439,327	\$10,457,617	\$10,414,837	\$11,077,860	\$11,740,883	\$12,392,283
STRS/PERS Increases				\$602,423	\$602,423	\$590,800	\$357,833
4000 TOTAL SUPPLIES	\$759,400	\$750,331	\$961,535	\$961,535	\$961,535	\$961,535	\$961,535
5000 TOTAL OTHER OPERATING EXPENSES	\$6,885,614	\$6,451,403	\$7,056,964	\$7,127,534	\$7,198,809	\$7,270,797	\$7,343,505
6000 TOTAL CAPITAL EXPENDITURES	\$331,701	\$494,540	\$75,055	\$75,055	\$75,055	\$75,055	\$75,055
7000 TOTAL OTHER OUTGO**	\$1,635,358	\$421,154	\$446,510	\$446,510	\$446,510	\$421,154	\$421,154
TOTAL EXPENDITURES	\$49,136,032	\$52,300,920	\$53,506,926	\$54,000,293	\$54,934,591	\$55,832,623	\$56,523,764
TOTAL ENDING BALANCE	\$5,260,574	\$8,359,206	\$7,091,720	\$5,649,163	\$3,971,454	\$2,415,738	\$902,829
REQUIRED RESERVE	\$3,165,868	\$3,655,194	\$3,912,227	\$3,780,279	\$3,822,965	\$3,884,561	\$3,928,811
Projected Deficit Factor			-\$218,278	-\$230,565	-\$237,145	-\$240,702	-\$245,835
Purchase Order and Budget Carryovers	-\$334,931						
Projected unspent budget and benefits		\$600,000	\$600,000	\$600,000	\$600,000	\$600,000	\$600,000
Unappropriated Funds							
Contingency	\$1,759,775	\$4,704,012	\$3,561,216	\$2,238,318	\$511,344	-\$1,109,524	-\$2,671,817
NET ENDING BALANCE	\$5,260,574	\$8,359,206	\$7,473,443	\$6,018,598	\$4,334,309	\$2,775,037	\$1,256,995
TOTAL EXPENDITURES AND ENDING BALANCE	\$54,396,606	\$60,660,126	\$60,598,646	\$59,649,456	\$58,906,045	\$58,248,361	\$57,426,593

Negotiations Survey

- A total of 158 faculty members responded
 - 95 FT
 - 63 PT
- Much more input than last year
- We have the combined data and also disaggregated data between PT and FT faculty
- Please do not share with District—it will undermine our Negotiations efforts

Show Data Here

Combined

FT only

PT only

Results of negotiation survey

- **Combined Results**
 - Respondents mostly over seven years of service
 - Same percentage increase across salary schedule preferred
 - Specific preferences varied with FT versus PT
- **Full-Time Only**
 - General salary increase, more fringe, same pay for labs
- **Part-Time Only**
 - Define PT parity, accelerate step advancement, general salary increase

Articles to open during next negotiations

- Article 3—Academic Freedom
 - Computer and network use without surveillance
 - Do not investigation for enforcing syllabus
- Article 4—Compensation, includes all appendices
 - Salaries
 - Longevity
 - Office Hours
 - WEXP stipend to loading
 - Increases in hours for SLO/eLumen work?
 - Increases in base Fringe

Article 5

- Add bumping language if AB1690/SB1379 is signed by the governor
 - Part Time faculty job security
 - Allows bumping of less senior PT faculty prior to beginning of semester
 - Details must be part of collective bargaining
 - Will look at preferences from survey
- Could fix some mistakes in new faculty evaluation forms also

Grievances and student complaints

- Increase in student complaints
- Regardless of credibility, the administration has called for an investigation, even for one case outside the statute of limitations
- Some advice:
 - Syllabi should have clear statement about dropping students
 - Syllabi should have clear statement on grades
 - Syllabi should have clear statements of student participation in labs
 - If you do some placement quiz do not discuss in public
 - Might need to work with DSPS to have accommodations not in conflict with your syllabus.

Board of Trustees Endorsement

- COR interviewed both candidates on 9/22
- Secret ballot—Strobridge endorsement
- EB votes to endorse Strobridge
- Trustee Area 5
- SLOCCD (Cuesta) TA5
- Who lives in District 5 (Debbie Arnold would be your supervisor)
- Please take a lawn sign for Mary Strobridge!

What kind of communication is most effective

- Weekly/Monthly emails
- Posts on website
- Action alerts