



**All Member Meeting**

**Adopted Minutes**

December 3, 2020

52 members present

1. Approval of agenda

**Motion** to approve the Agenda made by G. Baxley, seconded by R. Finger. Motion approved -28 yes, 0 no.

2. Introduction of EB and new members –

- EB: Heather Tucker – VP (July 1, 2020) and Chief Negotiator in spring; Amy Kayser secretary and communications chair beginning Dec 2020 to complete Julie Hoffman's terms.
- All members are needed and appreciated. Eric Beaton responded that this was his first CCFT all-member meeting.

3. Honoring faculty retirements/Debra and Julie service

- Send off for President Debra Stakes and Secretary/Communications Chair Julie Hoffman: Nancy Steinmaus presented gifts via Zoom (faculty donations recorded per CCFT – approximately 70 with thank you notes)

4. Reopeners for Upcoming Negotiations

- a. One-time COVID stipend for teaching online (per person, per unit, per class?)
  - i. Much like spring; not added to salary schedule
  - ii. 1/3-1/2 have received some COVID-related pay across CA community colleges
  - iii. Discuss with your division COR(s) your preference for determining disbursement
- b. Office hour change
  - i. Updated 5.1.2.1 presented: Current contract states all office hours need to be real time communication. Proposal is that 50% of office hours will be required as synchronous (instead of 100%). This does not have to be regularly scheduled. Change approved by COR at November meeting.
  - ii. Many questions related to definitions- clarified that “synchronous” replaces “regularly scheduled” — meaning it needs to be real-time (i.e. Zoom) but not always at the same time every week. Asynchronous office hours can include communication methods like emails.
  - iii. Counseling asked how this would apply to them and this will be addressed separately
- c. Fringe increase
  - i. This item was scheduled to discuss right as COVID hit.
  - ii. Fringe costs have not gone up much year over year; hard to make a case for increase but will be pursued.
  - iii. Request for “closer to parity” with comparable colleges (most districts pay for employees and dependents (for plan C) or give that amount in fringe benefits).
  - iv. Question: fringe in retirement (would we ever consider this?) Most districts have this and we don't (huge financial undertaking for the district). Some

potential for movement on this if it is limited (years of service) or used as a retirement incentive to bridge the gap until Medicare-eligible (post-COVID, of course). Hasn't been a priority for CCFT membership according to surveys, but could revisit it if members want.

- d. Revisions to faculty evaluations
  - i. Many revisions having gone thru both Academic Senate and Council of Reps
  - ii. New correspondence course forms, student questions (including reflection questions)
  - iii. Request: some online counseling services/student services to continue to better serve students post-COVID (explained that other items will not be reopened at this time but will be for 2022).
5. Know your contract Kahoot  
Fun game to get everyone familiar with our CBA Susan Kline (\$50 to a local restaurant of your choice); coffee cart for Zero (Laurie Buchholz) and Special K (Matthew Davis)
6. Budget report (Elizabeth)
  - a. In the middle of the 2<sup>nd</sup> quarter (better budget update at spring all-member meeting) CCFT treasury is healthy (\$195,075.44). Looking to put some excess into savings for later legal fees
  - b. COPE fund down after recent contributions for local elections
  - c. Report on Q1
7. PT faculty concerns (Nancy)
  - a. Work has been done on the CCFT.org website to make information more readily available and visible
  - b. PT faculty can get compensated for serving on COR and for working on SLOAs (now have a fillable PDF form...yay! For requesting payment)
  - c. Double check pay stubs to ensure your compensation has been received for DE instruction certification completed, preapproval for compensation is required.
  - d. Improper wage information submitted by HR to EDD. Recent issue with reporting (6-7 PT faculty impacted) that resulted in issues with benefits.
8. COVID concerns/Tech availability
  - a. District has purchased 100 laptop workstations (laptop, keyboard, mouse and monitor) for checkout from IT (first come, first served basis)
  - b. A faculty member shared a COVID concern. Student expressed concern about another student exhibiting symptoms of COVID and was concerned for her health and safety; requested exemption from f2f instruction based on this concern. Ran it by DC and made the decision to allow the exemption; decision supported. Question: does he have the authority to investigate to pursue who the student is/was? Advised to consider going remote for remaining 2 weeks (related to uptick in cases and potential for students having traveled and/or attended gatherings over Thanksgiving break).
  - c. May be senate question but grade options (like spring) (converting F to W) was inquired about. Concerns from Dr. Stearns about being viewed (by Cal Poly) as lowering the standard. However, students who submit a petition for grade change would be welcomed. Poll of faculty in attendance revealed 67% (22) in favor of this option and another 27% (9) are in favor, with a slightly higher bar. 6% (2) were not in favor. EW

form also provided (link) in the chat. Stressed: use of “unforeseeable circumstances” in the request for EW.

9. COPE Chair-call for interest/nominations

- a. Greg asked for interested individuals; can be paid work if PT
- b. Potential for election involvement for potential replacement of current BOT member

10. Trustee relations (Sysak)

- a. Petition circulated on Change.org calling for BOT Sysak to resign
- b. Change.org link sent in chat
- c. Nancy reminded members who may be a vulnerable person (i.e. not yet tenured) that there is no pressure to publicly state their opinion regarding Trustee Sysak. Guide to Responding to Sysak, ASC approved, posted in chat for members to view.
- d. Greg mentioned being contacted by Adrienne Garcia-Specht who is a registered voter in south county and is interested in running for the BOT seat representing south county.
- e. BOT meeting on 12/9 will report adhoc findings related to Sysak

11. Others- Meeting adjourned at 4:50