



CCFT All Member Meeting/CCFT Council Meeting

Adopted Minutes

December 5 , 2019, 3-5 p.m.

Room 3134 with Polycom to N3213

Fine Arts (2) Brittany Mojo - P Marcia Harvey - A	Languages & Communications (2) Tony Rector-Cavagnaro -P Anne Schreiber - A	Library/Learning Resources (1) Carina Love – P (Laurie Buchholz – P)
Biological Sciences (2) Laurie McConnico - P	Counseling (2) Dana Gough - A Susan Gossard - P	Kinesiology, Health Sciences & Athletics (2) Nancy Steinmaus - P
Student Development & Success/ESL (2) Amy Kayser - P	Nursing/Allied Health (3) Heather Tucker - A Monica Millard -A	Performing Arts (2) Idona Cabrinha –A
Social Sciences (3) Victor Krulikowski - A Mark Weber - P	Business Education (2) Randy Scovil - A	DSPS (1) VACANT
WEXP/PEDS/PDS (1) VACANT	Student Life and Leadership (1) Anthony Gutierrez -A	Applied Behavioral Sciences (2) Bailey Drechsler - A
Engineering & Technology (3) Bret Allen - A	Mathematics (3) Julie Hoffman - P Greg Lewis - A	Physical Sciences (2) Greg Baxley - P Debra Stakes - P
English (3) Tom Patchell -A (Wes Simms – P) Roland Finger - P Matthew Davis - P	Non-Voting Members Elizabeth Lobo, CCFT Secretary - P	

1. Treasurer report.

CCFT balance is \$155,825.40. This is the heathiest it has looked in quite some time. Quarterly report summary: Things are looking good. Income in dues was a bit lower than we expected but what we paid out in affiliate dues was also less. Expenses coming up: bill from district for release time, and bill for the internal audit. Legal fees have gone down.

2020 election for BOT campaign: we usually donate between 3k and 5k so we want to make sure we have enough in COPE + COPE BOT. Right now, together it is about \$4700. There are three BOT up for re-election in 2020 so we could need a bit more.

The current percentage of dues that we pay is at 1.307721% (this doesn't include fringe). For most locals the percentage is closer to 2%. Last year 64% of our dues went to our affiliates AFT/CFT. We budgeted this percentage for this year, but it was higher for the first quarter of this year. This is because AFT charges us based on how many units part-timers are loaded.

2. Faculty Salary status.

We are in the best position we have been in over the last 4 or 5 years. For full time faculty we are very close to the median - a little below on the low end and above on the high end.

For part-time faculty: we rank between 18th and 32nd out of 72 districts. This ends up being a difference from the state average of between \$2 and \$20 per hour. Compared to Hancock, part timers are making between \$8 and \$30 an hour more.

The state fringe average for a family rate payer is about \$18,000 (based on previous years) whereas Cuesta is at about \$13,000. We are still one of the few colleges who don't have retiree health benefits. Most Districts cut retiree benefits off at about 65. Current out of pocket expenses for fringe is \$100/single \$300/ two party and \$800/family. Fringe is not pensionable and the STRS rate is continuing to rise; so, improving fringe would be more attractive to the district than improving salary. This also goes for stipend because they are not pensionable either.

COLA for next year is estimated to be about 1.7%

Discussion ensued regarding options for negotiations.

3. Article 3 (Academic Freedom).

The current draft of the board policy has been updated again to include a portion on academic freedom for students. It is going to college council next week. We want to use this as a basis for our version for our contract. We need to defend the faculty purview for assignment of grades (AP 4231) even when there is a challenge by students so that faculty in the discipline are making the assessment. Then Senate will incorporate feedback.

4. Article 5 (Work Hours, Work Year, and Work Load).

The following items will be changes we plan to negotiate: additional CMC compensation; division chair selection process; explicitly stating that ESL faculty are loaded the same way as other faculty; longer leave bank loading.

In the last board report, the District indicated they wanted to change the evaluation process for coaches and align the evaluation NCCC coordinators to be more like that of division chairs. They also want to work on an informal process for complaint resolution (this is coming from the board report).

5. Schools and Communities First Initiative.

CFT is part of the leadership for the ballot initiative, Schools and Communities First. This initiative introduces a way of allowing the state to collect more property taxes from corporations to benefit schools and communities. CCFT is gathering signatures for CFT.

6. Part time report

Of on-going interest to part-time faculty is parity pay. Distribution of salary increase using the equal dollar amount helps part-time faculty because there are more of them at the lower steps. Part-timers don't benefit as much from fringe. There is some interest in lowering the number of unit they need to be loaded to receive benefits. Only half the part-time faculty are signed up for STRS according to Melissa (HR).

7. Vote to approve minutes from CCFT from 9/26/19 council meeting.

Motion to approve with edits discussed made by R. Finder, seconded by B. Mojo.