

Adopted Minutes CCFT  
All member meeting December 3, 2015

1. Discussion regarding the Last, Best and Final offer from the District.

Handout – Districts last best and CCFTs last. Now the best we can do is our offer. The worst is what the district offered.

**Question:**

Many other CCs are getting 5% on schedule: Does the District have the money?

District's stance: As per Chris Green – we can't use contingency because it's one time money. And then he said they used all the money saved from COPS loans to balance the budget.

EB's Assessment: 5% should be our minimum. CFT is doing another budget analysis for us and also working on a new comparison to our colleges which we will use at impasse.

**Question:**

Part-timers – if they striked are they ok? Yes any retaliation would be illegal. However any days missed due to strike will affect STRS by the amount of days missed.

2. Discussion of next steps with regard to compensation. The negotiation team wants to be sure that we represent your position on this Evaluation of online courses

Things we can do prior to fact finding:

- eLumen –choose not to do the training until impasse is over.
- CCFT reps can take an informal poll of members regarding support of an informational picket on opening day, and support of a pre-authorized strike vote if mediation is not successful. Debra will email all faculty to give them a heads up about a poll is coming their way. We would need to move the faculty awards to faculty hour.

- Create a “talking points” grid for CCFT reps to use in talking to constituents.
- CFT will update salary comparisons by Jan. 4. And Debra will send all salary comparisons to Tribune reporter. They did not mention that in the story about our rally.
- Have discussions with individual Board members.
- Talk to classified. See if they are committed to striking.

3. CCFT's demand to bargain over eLumen implementation and transition to new LMS and course portal  
 Legally cannot proceed until conclusion of negotiations

To be an OEI (On-line Initiative) school requires a change to Canvas. Canvas is also being considered as the replacement Platform for MyCuesta. We have sent a demand to bargain to the District over this implementation and also over the implementation of eLumen . Labor law says that the District cannot implement this until they have completed bargaining.

4. Distance Education MOU—compensation for learning Canvas

Student evaluations: Low return rate; outdated rosters; update questions  
 The DE MOU expires at the end of the spring semester. On-line student evaluations have proved a failure. Students are not completing the on-line surveys. The VPAA has promised to fix this problem prior to Spring evaluations. This

The DE task force has updated the Student evaluation questions. They will be vetted through senate and council next week.

Our existing DE MOU promises compensation for training. So if you do a course in Canvas you can get compensated.

Administration's unilateral decision to prevent combining shells of same course.

The VPAA thinks that combining course shells in Moodle somehow reduces student contact hours for DE courses and has unilaterally banned the practice of combining shells. However, combining shells does not change student contact hours or regular and effective contact. The DE committee is working to resolve this.

Cycle of course evaluations in Article 5; peer evaluations due week 15?  
We keep pushing back in negotiations about evaluating DE courses every cycle vs. every other cycle. A compromise is for full-timers how teach two or more DE courses to have one evaluated every cycle, and everyone else every other cycle.

5. Highlights of Negotiations for Articles 4, 5, 7, including issues still to be resolved.

A. Article 4: District rejection of increased compensation for PT faculty, including SLO's and Office hours

We are going to revisit this because of the increased workload due to eLumen.

B. Article 5: Online language; overload to 150% for large lecture; PT bumping;

This would just apply to large lecture and was approved by the Senate.

We continue to press for limited bumping rights for senior part-time faculty. They would be able to bump only first semester part-time faculty due to a cancelled course or being bumped themselves by a full-timer. They could only bump a first semester part-timer who is given a course which they have taught within the last three semesters.

C. District effort to change target efficiency back to 17.5

District made an error. They thought it was 15.0 but they want to put it back to 17.5. We are concerned that the teachers teaching big classes will be unfairly impacted. We need to look at equalization of workload before we allow this.

D. Article 7: New evaluation forms and cycle for evaluations

Timeline for evaluations, including student evaluations

No changes to Tenure Review process

We are working on more reasonable time-lines for non-tenure track faculty.

6. Draft of impasse statement that includes compensation demand from Article 4, and unsettled issues from Articles 5 and 7. The District wants to include everything in the impasse mediation to force a settlement.

District does not want us to see their statement of facts. The District wants to take all open articles to mediation if we don't have a TA. We will continue to work on Article 5 and 7 and the demand to bargain over eLumen and Canvas outside of the impasse on salary (article 6).