



Council of Representatives

Approved Meeting Minutes

28 Aug. 2014, 3:00--5:00 p.m.
SLO Room 3219 and PolyCom to N1015, Cuesta College

Attendance according to the sign-in page (p = present, a = absent):

Biological Sciences

Nancy Mann (p)

Business Education

Marilyne Cleeves (p)
Michele McAustin (p)

Counseling

Dana Gough (p)
Irene Nuñez (p)

DSPS/EOPS

Mark Tomes (p)

Engineering and Technology

Gary Villa (a)
Brett Allen (a)
Dave Fernandez (p)

English

Steve Leone (p)
Tom Patchell (p)
Roland Finger (p)

English as a Second Language

(No elected rep)

Fine Arts

Douglas Highland (p)

Human Development

(No elected rep)

Languages and Communication

Tony Rector-Cavagnaro (p)

Library Services/Academic Support

Kevin Bontenbal (p)

Mathematics

Greg Lewis (p)
Jodi Meyer (p)
Kyi Zin (p)

Nursing / Allied Health

Antonia Torrey (a)
Heather Tucker (p)

Performing Arts

(No elected rep)

Kinesiology, H.E., P.E.

Allison Merzon (a)

Physical Sciences

Kathy Jimison (p)
Debra Stakes (p)

Social Sciences

Victor Krulikowski (p)
Aaron Rodrigues (p)
Mark Weber (p)

Student Life and Leadership & Health Center

Anthony Gutierrez (p)

Workforce Development

(No elected rep)

Executive Board (non-voting)

Visitors

Tom Patchell, CoChair, opened the meeting at 3:05 p.m. A quorum was reached soon after the meeting was opened.

## **A. NEW BUSINESS**

### **1. Approval of Council of Representatives 15 May 2014 Meeting Minutes**

Approval of minutes postponed to 25 Sept. meeting.

### **2. Insurance Pool and District Contribution (Stakes)**

Debra reported on the status of establishing a pool and district contribution to provide some financial assistance to those faculty enrolling under the family rate.

a. Revenue Neutral Insurance Pool: Any savings from unused, already budgeted, benefits would be divided among faculty enrolling at the family rate to reduce out-of-pocket expenses.

b. The District is being asked to contribute (up to a maximum of \$70,000) a one-time contribution to the insurance pool.

c. Both a and b are based upon precedent: the district contributed \$50,000 for 2 years in 2006 when insurance was moved to SISC and composite rates were instituted to help single enrollers. (See Insurance History Handout from 8 May 2014 Member Meeting)

d. Debra also reviewed the gathering of faculty input regarding insurance and how it was used by the EB to reach a decision May 2014.

e. Debra will present this proposal (it will be “sunshined”) to the Board of Trustees on 3 Sept. Faculty are encouraged to contact the Board with any benefits concerns and to attend the 3 Sept. meeting if possible.

### **3. Role of COR and Making Recommendations to EB: See 27 March 2014 COR Minutes for previous discussion on this topic.**

Discussion centered on role of COR and interacting with the EB. There are also questions about what the process is for the COR making recommendations to the EB and the subsequent use or non-use of the council’s recommendations by the EB. The specific examples discussed were the implementation of the recent change in insurance rates and CCFT endorsement of Measure L (“the Bond”). The roles of the COR and EB are outlined in the CCFT Constitution and Bylaws. Better communication between the EB and COR explaining the process used in decision-making was repeatedly stressed. It was suggested that if a decision by the EB is contrary to COR recommendations that the EB inform the COR at the next COR Meeting or through a timely explanatory email.

### **4. Measure L (Bond) Endorsement by Senate and Follow-up (Bontenbal) Input from faculty from Opening Day (Stakes)**

a. Kevin reported that the Academic Senate Council reached consensus to endorse Measure L at its 22 Aug. 2014 meeting. Debra went over the results of the faculty activity on Opening Day asking for input re: CCFT endorsement of Measure L. The results were overwhelmingly in favor of endorsement.

b. Kevin Bontenbal moved that CCFT endorse measure L. Weber made a friendly amendment: that the EB and COPE work with affiliates to promote passage of Measure L. Debra Stakes seconded. 21 Yes, 2 No (plus No advisory from Mark Tomes, Treasurer, non-voting). The measure was passed that CCFT endorse Measure L: this vote will be reviewed and considered by the EB when it votes on endorsement. Debra will conveying CCFT recommendations on Measure L at the Democratic Labor Day Picnic in Arroyo Grande as well as at the 9 Sept. meeting of TCCLC in Santa Maria. It was noted that the labor vote represents 20,000 votes.

c. Toni Sommer has asked Debra to take 70 flyers on Measure L to the Labor Day Picnic. Tony Rector-Cavagnaro also has Torkalsen flyers.

## **5. Peer Evaluation, Dean, Self Evaluation Forms (Stakes, McAustin)**

- A. There was extensive discussion regarding changes made to the Peer Evaluation Forms over the summer: insertion of a Plan For Improvement under Recommendations along with a mandatory timeline for implementation such plan.
- a. Michelle noted the history of the revision of the peer evaluation tool: it was started just to incorporate distance education peer evaluations and to clarify contract language and has since mushroomed.
  - b. Steve Leone noted that Title 5 makes it clear that peer evaluation is strictly the pervue of faculty, not the administration.
  - c. It was also noted that the evaluation process must be bargained.
  - d. There were numerous philosophical as well as logistical and legal concerns regarding the Plan for Improvement and its mandates.
  - e. Debra Stakes moved that the COR rejects the concept of required improvements within the peer evaluation tool as well as a Plan For Improvement outside of an off-schedule evaluation. Further, the faculty revised and approved Peer Evaluation Form from Spring 2014 is the form to be presented to management for approval. Tom Patchell seconded. The motion passed unanimously.
- B. Self-evaluation and Dean Evaluation
- a. The Dean Evaluation has been rewritten to mirror language within the peer evaluation and to clarify what the Dean receives and when: timing and content of the dean component of faculty evaluation.
  - b. There was extensive discussion as to what the function of the self evaluation component is.
  - c. Debra Stakes moved that any language about submitting a self-evaluation, even a draft, to the Dean at the pre-evaluation meeting be eliminated. Kathy Jimison seconded. Steve Leone then made a friendly amendment that this vote be re-agendized to the next COR meeting. Michelle McAustin seconded. The friendly amendment was passed unanimously (13 yes).
  - c. Both a and b will be discussed further at the Academic Senate and COR.

## **6. Double deductions (Patchell)**

Benefits deductions for premiums will now be calculated for 10 months eliminating the need for double deductions 2X/year.

## **B. OLD BUSINESS**

### **1. Council of Reps Meetings Dates/Times/Room Fall 2014**

25 Sept., Room Change to 5402

22 Oct., Room Change to 5402

Need to Arrange Nov. and Dec. meetings as currently on holidays.

**2. Council CoChair:** still needed. Reps were advised to ask for nominees from their divisions for the next COR meeting.

### **3. Board of Trustees Election (Stakes)**

3 seats up: Hitchman and Mullen are uncontested. Charlotte Alexander will be running against Pete Sysak. Charlotte has sent CCFT a statement and Sysak a link to his web page. Both will be invited to interview with CCFT the next available Thursday: Moved by Mark Weber and seconded by Steve Leone. Motion passed 22 Yes, 1 Nay. Questions for the candidates will be coordinated by Debra with input from interested faculty including Steve Leone.

#### 4. Division Concerns

**English:** English has concerns with the online flex contract form: difficult to use and was put together hastily without faculty input into its development. Most COR reps who have tried to use the form agree with English.

#### 5. Secretary-Treasurer's Report (Tomes)

CCFT \$63,398.52

COPE \$2657.87 (\$1757 BOT, \$900.87 Other)

AFT CPTE \$0.00 (as is usual)

There will be an automatic modest CCFT dues increase (pass throughs) due to affiliate dues increases: CFT 1.54% and AFT 2.53%. No increases from California Federation of Labor or TCCLC.

The meeting was adjourned at 5:10 p.m.

Minutes are respectfully submitted by Nancy Mann, Secretary, 13 Sept. 2014.

Next Council of Representatives meeting: Thursday, 25 Sept. 2014, 3:00 - 5:00 p.m.

SLO ROOM 5402 and POLYCOM to N1015 (note room changes)

Please send agenda items to tpatchell@cuesta.edu

Next Executive Board meeting: Thursday, 4 Sept. 2014, 3:00 - 5:00 p.m., Library Room 3219

Polycom to NC1015