



Council of Representatives

Adopted Minutes

August, 27, 2015, 3:00 – 5:00 p.m.
Room 5402

Attendance

Table with 3 columns and 8 rows listing various departments and their representatives, including Non-Voting EB members, Biological Sciences, Student Development, Library/Learning Resources, Workforce & Economic Development, Engineering & Technology, English, Languages & Communications, Counseling, Nursing/Allied Health, Business Education, Student Life and Leadership, Mathematics, Social Sciences, Health Center, Kinesiology, Health Sciences & Athletics, Performing Arts, DSPS, Human Development, and Physical Sciences.

- 1. Approval of agenda. Motion by J. Hoffman and seconded by Anthony Koeninger. The agenda was approved.
2. Approval of minutes from the 3/26/15 4/23/15 5/14/15 COR meetings and the 3/26/15 member meeting. Motion by B. Allen seconded by D.Fernandez. G. Rubin abstained. The minutes were approved.
3. Elect co-chairs for the COR. J. Hoffman made a motion to elect Tom Patchell for the two year term, seconded by M. Tomes. Tom accepted the nomination and the motion was approved. D. Stakes made a motion to elect Steve Hendricks for the one year term, seconded by J. Hoffman. Steve accepted the nomination and the motion was approved.
4. Elect a PT Faculty Representative from the Council to the EB. D stakes made a motion to elect Steve Hendricks seconded by T. Rector-Cavagnero. Steve accepted the nomination and the motion was approved.
5. Handout updated list of Representatives –Julie Current COR members were encouraged to reach out to colleagues in divisions with no representation on the council.

## 6. Review of committee positions that need to be filled – Debra

- Communications chair (comes with a stipend ) This would involve working with webmaster and composing newsletter
- member of enrollment management committee 8:30 to 10 am on Tuesday mornings
- One more faculty member on the Benefits committee 3<sup>rd</sup> Friday of the month mornings from 10:30 to 12.
- COPE committee and chair- next year we will have 3 board members for re-election. Also comes with a Stipend.

## 7. Negotiations update – Debra

- a. Article 6 is closed with small but important improvements and keeping the FMLA for PT chairs.
- b. We agreed to close article 9 (discipline) with no changes.
- c. Article 7 was presented and the District only had a few small changes.
- d. They want us to write an MOU so that the new faculty peer evaluation forms can be used this semester. I want to do this but have it end at the end of this semester. This will be more incentive to close the contract.
- e. Article 5 workload is bogged down in service faculty data security concerns, which I think is handled. Also Division Chairs salary, which is not.
- f. The DE language has been greatly reduced because of Senate lobbying. Now it says all new DE faculty must be trained, either here or somewhere else before they get a class. It also says that the District pays for training. And that faculty evaluations are described in Article 7. Big dilemma now is the AP4501 which we were going to use as a standard. It goes far beyond minimal qualifications for DE.
- g. We want to add a very conservative seniority and Bumping Rights for PT faculty. If we model this after AB1010.
- h. Article 4 will be presented at the next session on September 9. Leadership from the classified union has called me about our request and how much money I thought was available.

## 8. Grievance Report.

T. Patchell related that we stopped a capricious off cycle evaluation. It took about a week and a half to resolve it. We have three other cases pending, mostly involving deans trying to micro manage faculty members.

## 9. Part – time faculty chair report.

S. Hendricks related that the first meeting with EB. Sent out an initial email and is reaching out to non-members. Learning about his duties and bring forward issues to the EB that faculty bring to him.

## 10. Membership report.

M. Tomes related that says we will have about 7 or 8 new members when the dues come out of the August paycheck. J. Hoffman related that she is working with S. Hendricks to reach out to non-members next month. D. Stakes related that she handed out membership applications to new part-time faculty at the orientation. A possible social event for later in the semester was mentioned.

## 11. Budget report.

M. Tomes indicated that the mid-year COPE report went out in July. The Staff Funding grant application also went out. We take in about 4 to 8 thousand dollars less in dues during the summer. The COR will get the annual budget in September for review and approval. There is currently \$62,735.17 in the treasury. We will talk about stipends at the next EB meeting. Legal

expenses are the biggest variable each year. We have good reserve. There is currently \$2881.50 in the COPE fund, of which \$2637 is BOT specific.

## 12. Division concerns.

One division representative reported that a faculty member was told by a division chair not to send a letter to the BOT in support of a salary raise. They advised the faculty member that anyone has the right to contact the BOT. T. Rector-Cavagnaro volunteered talk to the division about the issue at the next division chair meeting. It was also re-affirmed that faculty have the right to use cuesta email when contacting the BOT.

There was discussion regarding the need to have secure, private, temporary offices for full-time faculty until the new offices are ready. There was also discussion about establishing a process for the assignment of the new offices when they are completed.

There was discussion regarding the STRS policy change that fringe no longer goes into the DB account. D. Gough clarified that it is a STRS policy that the only money that goes into the DB account is salaries and wages which means anything that is affected by a raise. That is why fringe goes into the DBS account, which started Jan.1 2015. So we would have to have a comparable raise in salary to make up for the fringe contribution to retirement calculations.

D. Stakes commented that the DE requirement as a new article in the contract. Conversation will happen tomorrow in the Senate about distinguishing minimum requirements from best practices for teaching DE. Who evaluates people in DE is another issue of concern. It is hard to find people who actually teach DE to evaluate others who teach in DE. We need to have a plan for having DE qualified evaluators who understand the difference between the minimum standards vs. best practices.

D. Stakes mentioned that she has two CCFT tickets to the Monday September 7 labor day event in Arroyo Grande where she will be representing CCFT.

Please Show up to the Board meeting on Wednesday at 4 pm in 5401.  
The meeting was adjourned at 4:31 pm.

### Follow-up:

1. Next EB meetings: Thursday 9/3 and 9/17 3-5 pm. room 3435;
2. Next CoR Meeting: Thursday 9/24 3 – 5 pm. Room 5402