



Council of Representatives

Adopted Minutes

October, 22, 2015, 3:00 – 5:00 p.m.
Room 5402

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, Physical Sciences, and Fine Arts.

- 1. Approval of agenda. Motion to approve: D. Gough, seconded by D. Stakes. Unanimously approved.
2. Approval of minutes from the 9/24/2015 COR meeting. Motion to approve: D. Stakes, seconded by M. Weber. Unanimously approved.
3. Negotiations update – Debra :Updates from October 14 and October 21 regarding articles 4, 5, 7 Review of media coverage for Rally and next steps to garner community support.

Article 5

Workload: The District wanted to change workload goals from 15.0, as established in last year’s T.A., back to 17.5. The college is currently at 13.0.

Bumping: we are trying to get a very conservative bumping concession into the contract for senior p.t. faculty members.

Article 7

We are adding language so that if a faculty member is required to have an off-cycle evaluation, they can request that their original peer evaluator be replaced, or the original peer evaluator can choose not to serve. The dean or manager will pick the replacement. The additional member to the off-cycle evaluation committee will still be chosen by the faculty member.

We are incorporating Senate feedback into the Dean Evaluation form.

Article 4

The District did not offer any more on schedule (currently the offer is 2.19%). They increased the off-schedule by 1% (to 1.67%). We responded at the table that the faculty would only consider a counter that had more on-schedule. The District will counter again at the next negotiation session.

The benefits reimbursement will be coming in the Nov. 30th paycheck so if you want to reduce taxes, to get more money up front, you can change your number of dependents on your W2, and then change it back again.

District's Reserve

The District's reserve amount is going to be re-assessed. Last spring planning and budget initiated an ad hoc committee to review the reserve. Gil wanted to have a board member included. Yesterday (October 21) was the first time it met.

Faculty Action

If we are still in negotiations no work action can take place. We can't have any faculty actions until the end of the impasse process. It would be illegal. But we can begin to inform the community about the validity of our cause for fair pay. We need internal and external community support to get the college to prioritize the financial and professional wellbeing of the employees. D. Stakes would like some volunteers to create some messaging to go out to the community.

3. Discussion of the creation and illegal implementation of the DE Syllabus Template - Julie and Cheri Moore: Efforts required to stop syllabus template from being used in DE evaluations this semester. Template as evidence for ACCJC. What went wrong and how to prevent this in the future. Union-Senate MOU and collegial boundaries versus legal restrictions.
C. Moore and M. McAustin related that effective student contact and student authentication has to be tracked. The survey that was in place to track this didn't work because faculty didn't respond. That is why the idea came up to include the information in a Syllabus template. When DE committee went to Senate for approval of the template they did not mean to go around the Union. The DE committee did not think it would be used as an evaluation tool. C. Moore is working on including this information on the DE addendum of the Course Outline of Record instead.
4. Request for input on FSA creation and enforcement Items for All Member meeting - Debra: Does anyone have experience with FSA's especially the extra requirements at Cuesta? There are two examples of disciplines with no FSA's. Individuals have expressed concerns about potential violations. The Union has the lead responsibility on this issue. Need to have a couple of people on a task team to work on this.

Discussion:

Faculty Service Areas (FSAs) are linked to minimum qualifications and recency. At the time of hire they are determined by minimum quals. After wards if you want another FSA then you have to also have recency.

Problems to resolve via a Task Force:

We need to determine who assigns FSAs. They are usually used for bumping rights if there is a lay-off, but they have also used to push faculty to teach in another area, and in other ways that are not in the best interest of faculty. We have Disciplines as well as individual

courses currently not assigned to any FSA. The current FSA list held by HR is dated. We may want to put the relevant FSAs on the Course Outline of Record.

Motion

made by D. Stakes: Request that the Senate and CCFT form a joint task force to work with HR to update the FSA list and recommend solutions to related problems.

Seconded by I. Nunez. Motion passed unanimously.

Follow up

The EB will get clarification from our attorney about the legal standing of FSAs.

5. Grievance Report – Tom

Last couple of days there have been three new cases. One is resolved; another is regarding the application of longevity steps.

6. EB Request for Tenure Evaluations Task Force - Julie

Lost Quorum. Move to next Agenda.

7. Part – time faculty chair report- Steve

S. Hendricks has been contacting faculty individually to invite them to join the union. This has proved very successful.

8. Treasurer's Report – Mark

Thanks to the hard work of the Part-time faculty chair, we have had 38 new members: 21 part time and 7 full time. Bank Balance: \$75,953.12; COP: \$ 3,229.50 (\$424 is discretionary and \$ 2,805 is for BOT campaign); AFT: \$ 100.

Follow-up:

1. CCFT All Member Meeting: Thursday 10/29 3-5 pm. Room 5402 (cancelled move to later)
2. Next EB meetings: Thursday 11/5 and 11/19 3-5 pm. room 3435
3. Next CoR Meeting: Thursday 11/12 3 – 5 pm. Room 5402