



Council of Representatives

Adopted Minutes

April, 28, 2016, 3:00 – 5:00 p.m.

Room 5402 (SLO) & N5006 Polycom (N. County)

Non-Voting EB members P Mark Tomes, Treasurer	Languages & Communications (2) P Tony Rector-Cavagnaro	Health Center (1) □ Joan Duffy
Biological Sciences (2) P Steven Hendricks , PT faculty chair	Counseling (2) P Dana Gough P Irene Nunez	Kinesiology, Health Sciences & Athletics (2) VACANT
Student Development & Success/ESL (2) P Donna Bower □ Madeline Medeiros-Taylor	Nursing/Allied Health (2) P Antonia Torrey P Heather Tucker	Performing Arts (2) VACANT
Library/Learning Resources (1) P Kevin Bontenbal	Business Education (2) P Gary Rubin	DSPS (1) VACANT
Workforce & Economic Development (1) VACANT	Student Life and Leadership (1) P Anthony Gutierrez	Human Development (2) VACANT
Engineering & Technology (3) P Bret Allen P David Fernandez □ Gary Villa	Mathematics (3) P Julie Hoffman, VP/Secretary □ Kyi Zin P Greg Lewis	Physical Sciences(2) □ Kathy Jimison P Debra Stakes, President
English (3) P Tom Patchell, Grievance Officer P Roland Finger □ Stacy Pointer	Social Sciences (3) □ Victor Krulikowski P Mark Weber	Fine Arts (2) P Douglas Highland

1. Approval of agenda.

Motion made by T. Rector-Cavagnaro, seconded by D. Stakes. Motion approved unanimously.

2. Approval of minutes from the 3/23/2016 all-member meeting, 2/25/16 COR meeting and 3/31/16 COR meeting.

Motion made by T. Rector-Cavagnaro, seconded by B. Allan. Motion approved unanimously.

3. Dawn Ortiz-Legg Interview (3:30) – Debra

Ms. Ortiz-Legg graciously attended the COR meeting and answered both prepared questions from CFT and questions from the COR members. She is running as a Democrat. Her motto is “Working Together. Creating Jobs.” She is on the Board of the Cuesta College Sustainability Center in the North County. The COR recommended to the EB that she be endorsed as the candidate for State Assembly.

Motion: The Council of representative recommends to the Executive Board that CCFT endorse Dawn Ortiz-Legg for State Assembly. Motion made by M. Weber, seconded by T. Cavagnaro. 14 in favor, 2 opposed. Motion carried.

4. Negotiation Update & Ratification Vote Results – Debra, Julie, and Tony

The TA passed with 220 ballots cast. 20 were not counted because the back of the large envelope was not signed, or for other reasons*. 176 voted yes, 44 voted no. There are currently about 340 CCFT members. The council is interested in determining the percentage of part-time versus full time voters in order to gauge participation. The

District is presenting the TA for approval at the next BOT meeting. This is a three year contract, but each fall Article 4 (compensation) will be re-opened, along with two other articles from each side.

Motion: The COR requests that the EB provide information about the percentage of part-time versus full-time voters in order to gauge participation, and to add this process to the Constitution or by-laws so that it is part of the regular elections process. Motion made by D. Stakes, seconded by J. Hoffman. 15 in favor, 1 opposed. Motion carried.

* **Editor's Note:** The Election results were tallied by M. Tomes and the results are attached to these minutes. The twenty ballots that were not counted were the result of the back of the envelope not being signed.

Motion: Council directs the Secretary to contact those voters whose ballot was not counted and explain the reason why so as to reduce the number on uncounted ballots. Motion made by T. Torrey, seconded by T. Rector-Cavagnaro. Motion passed unanimously.

5. Canvas being imposed by OEI as the only LMS on campus – Debra

There is a question about whether the District's contract with OEI (On-line Education Initiative) states that individual instructors will be forced to use Canvas or if the contract just requires that the District use only Canvas as the supported LMS (Learning Management System).

Motion: the COR supports that the EB direct the negotiations team to negotiate language that will support the choice of an LMS as a right of academic freedom, regardless of the choice the District makes for the campus supported LMS. Allow faculty the freedom to choose the manner in which they deliver an on-line course. Motion made by J. Hoffman, seconded by M. Weber. Motion passed unanimously.

6. All Member Meeting on May 12: Discuss planning for negotiations in October – Debra

The council discussed using the all member meeting to solicit general input about negotiations priorities for next year, and then using the input to put together a survey to distribute early in the fall semester.

Motion: the COR supports that a detailed survey regarding negotiations priorities be distributed to the membership in the fall rather than this spring so that the EB has more time to create a detailed, accurate survey. Motion made by D. Stakes, seconded by T. Rector-Cavagnaro. Motion passed unanimously.

7. Release time for officers in fall 2016 – Mark

The EB members will keep the same release time as last year. The District gives 1.2 FTE release time. Any release time over that is paid for from membership dues. The current release time is: Secretary/VP 30%; President/Chief negotiator 80%; Grievance Officer 45%; Treasurer 30%. The Part-Time Committee faculty chair position is a stipend of \$1500 per semester. This position is open for the fall, as S. Hendricks is stepping down. There are several other open positions on the EB that come with stipends: Communications committee chair; COPE committee chair; and Part-time liaison to the EB.

COR Co-chairs from the council need to be elected for next fall, and also come with a stipend if the position is held by a part-time faculty member. The Council also has a position open for north county at-large representative.

It was requested that the Secretary send out another notice to the membership regarding these open positions.

8. Revision to the Division Chair Evaluation Cycle – Julie

Tabled due to lack of quorum. T. Rector-Cavagnaro will take the proposed revision language to the division chairs for their input. The new language makes a distinction in the evaluation cycle between new chairs and ongoing chairs. Here is the proposed new language:

Evaluations for new division chairs shall be conducted during the 3rd and 6th semesters of the term of office. Ongoing division chairs shall be evaluated during the 4th semester of the term of service.

9. Grievance Report – Tom

There are two ongoing grievances between DSPS students and faculty. The investigation process has not been properly followed by the Vice President of Human Resources. **Because these grievances involved DSPS students, ADA compliance becomes an issue. Faculty should bring any accusations they face regarding non-ADA compliance to the attention of the Grievance officer.**

10. Part-time faculty chair report: Part-time faculty concerns for the next contract – Steve

Pay parity

Bumping rights

Increase office hours (especially for those only teaching 1 class)

Higher steps on pay scale

Longevity pay (similar to FT system)

Canceled class pay (2 hours)

Increased pay for subbing (currently lab rate)

S. Hendricks requested a list of issues important to part-time faculty to address next year:

- Define and make progress toward pro-rata pay
- Increase office hours , both in number and rate of pay
- Increase payment for SLOs for PT faculty
- Bumping rights for senior PT faculty (over 5 years of service)
- Accelerate step advancement for PT faculty
- Two hours of pay for preparation before the semester begins if course canceled or PT faculty is bumped

11. Treasurer's Report – Mark

Bank balances: CCFT: \$83,776.15; COPE (non-BOT): \$664.50; COPE(BOT):3309.50; AFT COPE: \$100.00

Membership dues will not be assessed for the on-schedule retroactive pay, but will be for the off-schedule money. All the usual reports have been completed. Remember that a new CCFT member has to have one payroll deduction before they get member benefits, including the right to vote in CCFT elections.

Follow-up:

1. Next EB meetings: Thursday 5/5 & 5/19 3-5 pm. room 3435
2. All Member Meeting: Thursday 5/12 3-5 pm. Room 5402

Election Results Tally – M. Tomes

All Faculty at Cuesta College

455 100% Faculty members at Cuesta College
340 74.7% Faculty members who are CCFT members
220 48.5% Faculty members who voted in this election (of all faculty members at Cuesta College, less than half decided the outcome for all faculty members)

Only CCFT Members

340 100% All CCFT members
220 64.7% CCFT members who voted

120 54.5% Regular Full-time
6 02.7% Regular Part-time
126 57.2% Regular faculty members

92 41.8% Temporary Part-time
2 01.0% Temporary Full-Time
94 42.8% Temporary faculty members

Election Results

176 80.0% Voted Yes
44 20.0% Voted No