



Council of Representatives

 **Aopted Minutes** – Cuesta College Federation of Teachers (AFT Local 4909)
 Council of Representatives – January 19, 2017 – 3:00-5:00 - Room 3134 SLO, N3213

DSPS (1) P Mark Tomes, Treasurer	Languages & Communications (2) P Tony Rector-Cavagnaro	Health Center (1) Represented by Student Life
Biological Sciences (2) P Laurie McConnico	Counseling (2) P Dana Gough P Susan Gossard	Kinesiology, Health Sciences & Athletics (2) P Nancy Steinmaus, P.T. Faculty Committee Chair
Student Development & Success/ESL (2) P Donna Bower	Nursing/Allied Health (2) P Antonia Torrey P Heather Tucker P Kif Mills	Performing Arts (2) VACANT
Library/Learning Resources (1) P Kevin Bontenbal	Business Education (2) P Gary Rubin P Robert Sfarzo	Fine Arts (2) P Douglas Highland
Workforce & Economic Development (1) VACANT	Student Life and Leadership (1) A Anthony Gutierrez	Human Development (2) A Bailey Drechsler
Engineering & Technology (3) A Bret Allen A David Fernandez A Gary Villa	Mathematics (3) A Julie Hoffman, VP/Secretary A Kyi Zin A Greg Lewis	Physical Sciences (2) P Greg Baxley P Debra Stakes, President
English (3) P Tom Patchell, Grievance Officer/Co-chair P Roland Finger, Communication officer P Stacy Pointer	Social Sciences (3) P Victor Krulikowski P Mark Weber P Anthony Koeninger	

- Approval of minutes
 Motion to approve the Nov. 17, 2016 minutes and the Jan. 19, 2017 Agenda made by M. Weber; seconded by Tony R-C.; motion approved unanimously.
- Approval of agenda
- Treasurer’s report:
 Bank balances: CCFT: \$103,006.02; COPE: \$1,857.50 of which \$916.00 is BOT; CFT COPE: \$100.
 Mid-year budget report
 Update on activities Mark Tomes will be retiring in May, so he will not be running for another term as Treasurer.
- Grievance Update (T. Patchell): Confidential matters were discussed. Tenure Review happened with many contract violations that might need to be grieved.
- CCFT Convention (D. Stakes): The deadline to request be a delegate is Feb. 14. So far six people have indicated an interest in going, and the E.B. voted to fund 8.
- update on negotiations (D. Stakes)
 Article 4:
 Survey results showed that an across the board salary increase was the highest priority. B2 is currently at about 64% of B1. M. Tomes related that the priority that received the highest

number of votes was to decrease the disparity between the B1 and B2 schedules. Possible step increases for part-time faculty were discussed. Other salary proposals were discussed, as well as benefits increases. Any changes to B3 and B4 would mirror changes to B2. Discussion about required and paid for part-time office hours. Discussion about increasing SLO compensation for part-timers.

D. Stakes indicated that there is about \$600,000 to negotiate over this year. One-half to two-thirds of part time faculty are probably below step 8. Adding pay for office hours on to B-2 would increase that schedule by about 1%.

M. Tomes supports dollar increases rather than percent increases so that the parity gap between schedules B-2 and B-1 is decreased.

M Weber all of the social sciences faculty said they could not support a greater percent increase to B-2 than to B-1.

The council was encouraged to get feedback from members in their divisions on their priorities.

Article 5:

Discussion about requesting release time for CTE and other issues. G. Rubin related that at NCC many classes increase enrollment the week before the semester starts, so cutting them too early hurts enrollment. However if we negotiate that faculty get paid for the week of prep. time when a class is cancelled the week before classes start, then the deans may cut them even earlier which could end up hurting part-time faculty. Nancy Steinmaus will survey par-time faculty to get their input on this issue.

District Re-openers:

Make the catastrophic leave bank process more transparent in the contract, align service faculty evaluation forms to instructional faculty evaluation forms, negotiate a student services faculty chair. The District sunshines for the second time of Feb. 1.

7. District Budget (Stakes)

D. Stakes reviewed the information shared by the V.P. of Administrative services at the January board meeting.

There has been an increase in the base of \$559,013 which can be used as COLA. There was a state mandated cost reimbursement of \$774,324 which is one-time money held in contingency. There was a deferred maintenance for instructional equipment of \$1,368,963. There was 0% COLA from the state. There is currently 6% of total expenditures in the Reserve and 6% in contingency.

The proposal from the state for next year is 1.48% COLA, 1.34% growth, 0.40% base allocation increase, and \$0 for part-time parity.

Dual enrollment, non-credit ESL, etc. have been increasing in enrollment, but many divisions have lower enrollment.

PERS and STRS increases.

District projections show decreased con

Compared to our fourteen comparable districts, our ratio of classified employees to students is high; tenured faculty to students a little above average, and management to student just at the average.

8. Update on confusion of E-lumen data entry compensation for PT faculty (Steinmaus)

9. Lab/Lecture Parity (G. Baxley)

A handout summarizing lecture/lab parity for our 14 comparable districts is attached. 100% parity means the same pay rate for lab as lecture. It is difficult to get accurate data and there is much variation. It would cost about \$1,000,000 to move all labs to 100% lecture parity.

10. Division Issues