



Council of Representatives Meeting

Adopted Minutes

January 25, 2018, 3-5 p.m.

Room 3134 with Polycom to N5006 should be N3213

Table with 3 columns and 8 rows listing various departments and their representatives, such as Fine Arts, Biological Sciences, Student Development, etc.

1. Approval of agenda and meeting minutes.

Motion to approve the agenda made by R. Sfarzo, seconded by M. Weber. Motion approved unanimously.

Motion to approve the All Member meeting minutes from 11/30/17 as amended made by G. Rubin, seconded by R. Sfarzo. Motion approved unanimously.

2. Review of opening-day informational picket and suggestions for further actions

D. Stakes submitted the following comments via email:

- Great participation from faculty. Need to acknowledge everyone. T shirts still available. No media coverage even though I had a long interview with a reporter and sent media advisories to everyone. The papers want to honor Stork in his last semester. Then we wait for new President. We will sunshine and start negotiations for 2017-18 immediately after fact-finding.

Fine arts was supportive of not having an opening day. Students were very supportive and the shirts helped get attention. Nursing met off campus during opening day. The radio ran an announcement in the morning that faculty were boycotting. District said in the Tribune article that the budget has a deficit of \$500,000. They did not say that this was a projected deficit and that over the last several years none of

the projected deficits have ever materialized. The Cuestonian covered the boycott of opening day and took pictures.

At the EB meeting we discussed doing a “red shirt” Wednesday. We would all wear red shirts, and that is when there are board meetings.

Motion: We show solidarity by wearing red shirts or buttons on Board meeting Wednesdays and request that all attend the board meeting wearing them. Motion made by R. Sforza, seconded by J. Pfeiffer. Motion approved unanimously.

3. Part-time faculty office hours and contract negotiations—Nancy

We are pushing for more part-time office hours. This is one way to boost the money in part-time pockets because full time faculty don’t get office hours for overload. Please try to get the word out about this. This is an equity issue because students don’t get equal access to their professors.

4. Fact-finding and contract negotiations—Tony

Fact-finding is Wednesday February 21.

5. Compressed calendar update—Greg

The secondary goal is to try to increase FTES. Data suggests we would see a decrease with a short calendar because of DE courses. We would end up shaving off time on DE courses and therefore lose some FTES. The calendar committee had an idea to have a split calendar where we would have a 17.5 week and then have 16-week courses (1 week late/ 1 week early). The council in general was not supportive of this idea.

Motion: to encourage the calendar committee to proceed with looking at a 16-week calendar with a winter inter session. Motion made by W. sims, seconded by K. Mills. Motion passed with one vote opposed.

6. Grievance Report—Stacy and Tom

A counselor was found to be insubordinate because they met with a student during the noon hour. The student had not been scheduled but just stopped by to see the counselor. The counselor can appeal the decision to the board of Trustees.

The grievance officers are recommending that divisions create official policies regarding the use of cell phones and regarding absences. Even though a faculty member had policies in their syllabus, they were found at fault in a grievance because they could not show that their policy was that adopted by their division. Policies in the individual faculty member’s syllabus has not been enough to protect faculty. Neither has the existence of Administrative Procedures (APs) adopted by the board.

A student accused a coach of age discrimination because they did not make the team. The reason according to the faculty member was that they were not competent in the sport. The faculty member was exonerated. The faculty member has no right of appeal, but the student has 10 days.

7. Treasurer report—Ed

We got \$16,000 from CFT for the legal defense fund. We are hoping to get the same from AFT and they meet at the end of this month about it. Will be bringing a mid-year budget report to the council in February. Remember we are facing the problem of the Janus decision which is predicted by CFT to deplete our income by 11%.

We need to reduce the drain on our budget due to arbitration cases. The District gets reimbursed from the state for these, but the union does not. So there is no fiscal restraint on the District not to make

frivolous decisions that lead to grievances. Some Districts try to deplete union funds in this way, as a form of union busting, as was mentioned by the CFT representative at the member meeting last fall.

We need to ask what we can do to reduce legal issues between us and the District. Any faculty agreement regarding policy could help.