



Strength Through Unity

**CCFT Local 4909 Council of Representatives
26 October 3:00-5:00 p.m.
Room 3134 with Polycom to N3213**

Adopted Minutes

Fine Arts (2) Jarred Pfeiffer -P	Languages & Communications (2) Tony Rector-Cavagnaro – P Ann Schreiber = P	Health Center (1) VACANT
Biological Sciences (2) Ron Ruppert - A Deborah Barker - P	Counseling (2) Dana Gough - A Susan Gossard - P	Kinesiology, Health Sciences & Athletics (2) Nancy Steinmaus - P
Student Development & Success/ESL (2) Donna Bower -P	Nursing/Allied Health (3) Antonia Torrey -P Heather Tucker -P Kif Mills -P	Performing Arts (2) Idona Cabrinha -P
Library/Learning Resources (1) Jessica Gonsalves - P	Business Education (2) Gary Rubin - A Robert Sfarzo -P	DSPS (1) VACANT
WEXP/PEDS/PDS (1) VACANT	Student Life and Leadership (1) Anthony Gutierrez -A	Applied Behavioral Sciences (2) Don Norton -P
Engineering & Technology (3) Bret Allen -P	Mathematics (3) Julie Hoffman -P Kyi Zin -A Greg Lewis -A	Physical Sciences (2) Greg Baxley -P Debra Stakes -P
English (3) Tom Patchell -P Roland Finger - P Stacy Kimmey -P	Social Sciences (3) Victor Krulikowski -P Mark Weber -P Anthony Koeninger -P	Non-Voting Members Ed Conklin, CCFT Secretary -P

- Approve agenda
Motion made by R. Finger, seconded by K. Mills. Motion approved unanimously.
- Approve minutes
Motion to approved as amended made by T. Rector-C. seconded by R. Finger. Motion passed unanimously.
- Negotiations update—The Team
 - Arbitration next week
Compilation of faculty evaluation scores was shared. Collegial behavior cannot be

used to terminate employment unless there is an unsatisfactory, and this was not the case. There were never any disciplinary hearing proceedings. Due process was completely ignored. So far the District has refused to settle before arbitration. The president is not supposed to weigh in on a tenure case that goes to the board. We are applying for two grants from AFT and CFT that would pay for 2/3 of the cost of arbitration. It was noted that based on the contract, ITRC should have a rotating chair, which is a faculty member. That was not followed. These appointments are made by the Senate President.

- **Work to contract campaign**

The email about working to contract was re-sent to faculty (same as the one in early October). Part-timers are speaking about office hours at board meeting next week.

If a faculty member documents hours spent on committee and divisional work not related to teaching or student contact hours (grading, prep., class time, etc.) and it exceeds that total required for the semester (5 hours a week x 17.5 weeks = 87.5 hours) then the excess can be used to meet the spring semester requirement.

A sample letter for teaching faculty, service faculty, and part-time faculty to use to inform administration of their participation in the work to contract campaign will be emailed to faculty.

Another aspect of the campaign that faculty may consider is informing administration that they will no longer respond to students over the weekend, since those are not work days. This would have an impact especially on DE courses.

Members of the Council need to talk to our constituents need to talk to adjunct faculty and tenure track faculty to let them know that they should not participate if they feel vulnerable.

- **Salary negotiations--mediation on Nov 14**

Monterey got a 2% raise after they picketed the first day of classes so we are now at the bottom of our cohort. Options for salary proposals for Nov. 14. Mediation session were discussed.

Motion: to have a strategic plan to coordinate the turnout for November 14th.with coordinators as self-identified members of the council. Motion made by D. Stakes, seconded by J. Hoffman. Motion approved with one abstention.

- **Reimbursement of faculty for certification and instructional expenses—Heather**

This District denied reimbursement for 46 faculty working in a clinical setting who were required to have a specific immunization. CCFT will send another letter to the District in response to the denial and argue that this was a cost imposed on current faculty, and not a condition of initial employment, which was the basis of the denial.

- **Workload issue in some divisions regarding number of peer evaluations—Donna**
The number of peer evaluations that full time faculty do varies from 1 to 5. Some ideas to mitigate this workload include spreading out the evaluates over the academic year, and also having faculty outside the discipline assist with the overload of evaluations (which some divisions have already implemented. Another observation is that peer evaluations count towards governance work, so this can be claimed as FLEX or indicated as the committee work the faculty member will contribute.
- **CCFT Office and files**
The district has offered room 1701(next to the soccer field) as the CCFT office. This is a big classroom space so we can potentially hold meetings and other gatherings there.
- **Treasurer report (Ed)**
Budgets are stable and the \$45,00 for arbitration will hopefully offset by 2/3 due to the CFT and AFT grants.
- **Grievance report (Stacy and Tom)**
A case regarding a student harassing a faculty member was not handling with any empathy by the administration. CCFT has insisted that a no contact order be re-established.

There is currently a task force working on improving the student grievance process. Part of the process involves the student talking to the faculty member directly. However, if they are not comfortable with that, they can go directly to the division chair. We need to make the process clear to both administrators and faculty. It was noted that concerns over a particular student should not be put on a division meeting agenda, as was recently the case in one division.

Next Meeting:

November 30 in Room 3134 with Polycom to N3213 —All member meeting from 3 to 4:30.
CoR will continue from 4:30 to 5.