



Council of Representatives Meeting

Adopted Minutes

March 25, 2021, 3-5 p.m.

Meeting in Zoom

Applied Behavioral Sciences (2) Elisabeth Deswart-A	Kinesiology, Health Sciences & Athletics (2) Nancy Steinmaus-P	Physical Sciences (2) Greg Baxley -P Jennifer Shellhorn-P
Biological Sciences (2) Laurie McConnico-P Lisa Schicker-P	Languages & Communications (2) Tony Rector-Cavagnaro-A Anne Schreiber-P	Social Sciences (3) Victor Krulikowski-A Mark Weber-P
Business Education (3) Randy Scovil-P Gary Rubin-P	Library/Learning Resources (1) Carina Love-P	Student Development & Success (1) Amy Kayser-P
Engineering & Technology (4) Bret Allen-A	Mathematics (3) Robert Schwennicke- A	Student Services and Support (2) Anthony Gutierrez-P Susan Gossard-P
English (3) Tom Patchell -P Roland Finger -P Matthew Davis-P	Nursing/Allied Health (3) Heather Tucker-P Monica Millard-A	Workforce Development (1) VACANT
Fine Arts (3) Brittany Mojo-P Marcia Harvey-P	Performing Arts (2) Idona Cabrinha-P	Non-Voting Members Elizabeth Lobo, Treasurer-P Guest: Ron Clark- NCC Senator

1. Approval of agenda

Motion by Jennifer to approve the agenda, 2nd Matthew, approved unanimously.

2. Approval of minutes

Motion to approve 3-11 minutes made by Roland, 2nd by Tony, 2 abstentions (Nancy and Tony), no objections.

3. Committee report from Ron Clarke: Online Learning Committee

Ron reported on the development of the committee’s end of year report and the following:

- Welcome letters are an evolving process. All faculty have Google Drive and this may make welcome letters easier to submit.
- OEI Initiative – the goal is to get as many classes that meet these standards so we can open them up state wide.
- There are discussions about how to make sure faculty who were not trained through Cuesta but had been teaching online previously are up-to-date in their training.
- Faculty evaluations to be aligned with OEI standards.

Greg to put a list together for CCFT reps on committee so they can report back to CCFT.

- CCFT is trying to get Cynthia support in welcome letters because they are a big task.
- The trainings regarding legacy faculty should be brought to CCFT because we can’t mandate trainings.

4. Elections of COR faculty in spring of odd year, and amend Section 3a of Article VI about secret ballots (Baxley)

- Current rules call for secret ballots at division level. Many divisions report that reps are often chosen by acclamation. Greg suggests striking the “secret ballot” phrase from this section, which leaves CoR election parameters up to divisions.

Motion to approve language change made by Roland, 2nd by Tony, no objections.

5. Workforce Development update (Baxley)

- Workforce Development has no Division Chair and is not considered a division. Faculty are under Director Matthew Green. The question is should they have a rep on the council.
- Elizabeth clarified that there are 4 faculty members as of fall 2019, and 2 are current.
- Consensus is that they should have a rep if they are members of CCFT.
- Greg to come up with language about how they can elect a rep if they are not a division and bring back to CoR.
- The members of the CoR or part-time faculty reps can help recruit from Workforce Development to install a CoR rep once Greg construct language to address unique “non-division” status of workforce development

6. COVID Updates (Baxley and Tucker)

- According to Public Health Dept. students will be eligible for vaccine in mid-April.
- There is a possibility of providing a free meal to students (e.g., Food Trucks) paid by college in fall 2021. Waiting to see how many students will be on campus, M-TH. The goal is to offer one hot meal/day to help with mental health and wellbeing.
- Facilities is researching what spaces need in terms of air filtration and portable air filters. Biology has done research and can share with Director of Facilities, Brian McAlister.
- District to rent large tents, placed strategically on the SLO campus, and they are looking for a spot at NCC. The tents will have flatbed to wheel audiovisual equipment used in day and stored at night. Dallons Hall to be used for classroom and possibly the cafeteria.
- Many faculty members are interested in the HyFlex model. District is supporting getting audiovisual equipment. Faculty should discuss plans with Division Chair so they can work together to maximize usage of equipped rooms.
- Fall office hour concern if F2F. Smaller classrooms could be used for student help hours instead of offices to allow social distancing.

7. Negotiations Update (Tucker)

- Signed TAs, which will go to membership for vote ratification, include: one-time compensation, COLA, and fringe increases and updated evaluation documents.
- MOU was signed that extended the two NCC Coordinators positions through fall semester.
- The Service Faculty hours discussion is being postponed for now because so much has changed during COVID that we want to be better informed of needs when we return to campus. CCFT withdrew the proposal about retiree benefits in exchange. We need more time to research.
- AB 375 (Medina) State Bill sponsored by CFT and CTA would change PT faculty maximum load from 67% to 85%, This is going through legislature right now. At the 2019 CFT Convention, PT faculty supported this bill.
https://leginfo.ca.gov/faces/billTextClient.xhtml?bill_id=20210220AB375
- Academic Reassigned time for Professional Development Coordinator and CMC Lead faculty will be discussed on 3/26.

8. Final Ideas on the Constitution and By-Laws (Baxley)

We need to elect members for the elections committee. Members need to vote on TAs and changes to Constitution and Bylaws.

Motion to elect Erich Tucker, Marilyne Cleaves, and Tim Farrell to the Elections Committee made by Greg, 2nd by Roland, no objections.

9. Division concerns?

- Nursing and Allied Health is concerned about the workload associated with dual enrollment. New high school sites are being added without faculty consultation and the expansion is beyond capacity.
 - There are questions whether PT faculty can evaluate/oversee this and if the chair/department has the right to decline these classes.

- CBA states that the district will compensate faculty members for contributing to oversight and course effectiveness assessment (5 hours/section).
- The process needs to be clarified. Sabrina Robertson used to be in charge of this and now it is in Matthew Green's area. Greg to contact Matthew Green for clarification on process.
- Library Faculty is concerned about the plan to return F2F.
 - Since last March, ESS has been supervising the library study space, but all the library faculty are remote. There have been ongoing problems with mask wearing and difficult students.
 - Library wants to provide in person service, but wants it to be a planned and coherent effort. Wants union support on having Librarians manage this space.
 - There needs to be a way to monitor so there aren't too many people in one space (e.g., a counter or an appointment system).
 - Greg requests that Carina send policy/plan they want, and CCFT will help get it enacted.
- There are practical aspects about how to handle having more people on campus. There is a current mandate for masks, but district reluctant to have enforcement policy.
 - Faculty can put a statement in their syllabus regarding mask wearing. This is a Student Code of Conduct issue– not following mandate is disruptive behavior and you can ask students to leave the classroom.
 - There could be a policy drafted for students to sign/agree to before being allowed on campus.
 - Reps to consult with their divisions about what level of enforcement do they want for students who don't comply. What role they would like to see the administration take in this?
- The district has taken action against a faculty member who was not enforcing mask wearing and requiring Distance Education students to come to campus. CCFT has little recourse because this violated CBA provisions and Ed Code by not attempting to enforce social distancing. It's important for faculty to follow current state and county health guidelines.

10. Part-Time Faculty Update (Steinmaus)

- PT faculty have concerns about faculty loading and language regarding this in the CBA.
- In negotiations with the district, parts of the CBA pertaining to service faculty hours and loading have been tabled (see above negotiation update).
- This will allow more input from all stakeholders and PT faculty in particular, who are disproportionately affected by changes in how their work hours are dictated to them.

11. Treasurer Update (Lobo)

- Treasury account balance: \$233,241, COPE balance: \$2,396 of which \$310 is specified for BOT
- Balances- healthy because we don't have many legal fees. We could support a new scholarship. CoR should consider options to discuss at a later date. Here are some options:
 - Give money to Foundation and award scholarship to a student who meet criteria. These are given out yearly (e.g., Lenore Erickson and Katy Tomes scholarships).
 - Create a second endowment scholarship, minimum amount 10K, raise 300-350/year in interest.
 - We have one already, Bob Hartwig. It earns 900/year in interest, and the money that is earned is what is paid out in scholarship. Three Broadcast Journalist students each got \$350 last year.
- Currently membership is 248, which is down from last year due to retirees, and PT faculty loading loss. We can promote union and encourage membership in our divisions.
- We budget money for BOT elections. Essential to have good BOT to make substantive changes. We could vote on using COPE fund for BOT elections. Greg has helped recruit Adrienne for South County to run against Sysak. We need someone for COPE Chair.

12. Grievance Update (Patchell)

- There are 4-5 ongoing investigations. A couple are almost resolved.
- Tom met with the dean who planned to do off-cycle evaluation of FT faculty. At this point, the dean seems to be willing to work with the division to settle differences between chairs and faculty members instead.

Meeting adjourned at 4:59pm
Next CoR Meeting: April 22