



Executive Board Meeting  
Thursday, 4 Sept., 2014, 3:10 - 5:05 p.m.  
Room 3219 and N1015 (Polycom), Cuesta College

### APPROVED Meeting Minutes

*Present:* Nancy Mann, Tom Patchell, Debra Stakes,

*Absent:* Mark Tomes

*Guests:* None

The meeting was called to order at 3:10 p.m.; a quorum was reached.

#### 1. Approval of Minutes (Mann)

A. Moved for approval with revisions draft EB minutes from 22 May, 14 Aug., and 21 Aug. 2014. Motion to approve with revisions made by Stakes, seconded by Patchell. Unanimous approval.

B. Minutes of EB discussions/votes by email. Nancy sent around a draft of how such minutes might be organized. Re-agendized to next EB meeting.

#### 2. EB Meetings (Stakes)

There was discussion about reducing face-face meetings to the first Thursday of each month and the second Thursday only as needed. Discussion/votes not requiring a face-face meeting will be conducted over email with monthly summaries prepared as minutes by the Secretary, sent to the membership, and archived on the CCFT website. Nancy will make such a motion by email prior to the next face-face EB meeting on 18 Sept.

#### 2. Senate Update (Stakes for Bontenbal)

Kevin sent out notes re: 22 Aug. Academic Senate Council meeting. Debra reviewed them with the EB as follows:

A. Consensus was reached endorsing Measure L.

B. There was discussion as to the best use of the \$5000 gift from VP Wulff for Faculty Professional Development. The Academic Senate will ask the Faculty Professional Development Committee to develop a plan, with cost estimates, time, location, theme, and participant list for an off-campus Faculty Retreat as well as doing the same for an on-campus conference/event that might include faculty from surrounding community colleges.

C. There was approval of some updates to the IPPR Documents and Excel worksheets.

D. Feedback was provided to the EB (see 4A below) regarding Peer Evaluation, Self Evaluation, and Dean Evaluation forms.

#### 3. Treasurer Report (Tomes)

A. Mark submitted the following via email prior to the meeting:

a. Current balance is \$38,865.71

b. COPE \$2,657.87 (BOT \$1,757.00)

c. AFT COPE \$0.00

d. Affiliate Dues: AFT per capita increase of 2.468% for the coming year. CFT per capita increase will be 1.517%. No increases from TCCLC or California Federation of Labor.

Preliminary calculations for pass-throughs for CCFT indicate that they will cost \$3500 for the year. This will raise CCFT member dues from 1.209565% of gross salary to 1.226186%. This is an average 1.374% increase in per capita dues. Examples of dues increase:

- ↑\$2.20/month for highest paid regular faculty member
- ↑\$1.42/month for median regular faculty member
- ↑\$1.31/month for highest paid temporary faculty member
- ↑\$0.29/month for median temporary faculty member

Mark will notify payroll of dues increase by 30 September 2014, as per approved pass through policy.

e. The CFT Staff Funding Grant application was submitted last week, before the deadline needed for automatic approval. We should see no interruption in the Staff Funding Checks. The total amount received is dependent upon the number of staff/officers receiving reassigned time.

B. There was also discussion on reinstatement of reassigned/release time on the 2014-15 CCFT budget. The EB will keep a close eye on budget impacts and may readjust as needed in the spring. Approved reassigned time for 2014-15 (in FTES): 0.6 President, 0.2 Vice President, 0.1 Secretary, 0.3 Treasurer, 0.2 Grievance Officer. Debra will report this to HR by 11 Sept. 2014. The district provides 1.2 FTES in funding for reassigned time; the other 0.4 is supported by the CCFT membership.

#### **4. Negotiations (Stakes)**

- A. Peer Evaluations. As a result of extensive discussion at the 28 Aug. 2014 COR meeting, as well in the Academic Senate, there seems to be little or no faculty support for inclusion of the Plan for Improvement under Recommendations in the peer evaluation form and both will be removed. The revised Peer Evaluation form will now be sent to management.
- B. Debra reported on her 3 Sept. 2014 presentation to the Board of Trustees on creating an insurance pool. The BOT directed the District to negotiate this item: The BOT had also previously directed the district to find funding for a 1% on schedule raise for faculty last spring. However, the District continues to foot-drag and stall on both items.
- C. Debra has been working diligently to generate labor support for the Bond (Measure L).
- D. Debra also reported to the BOT how disappointed faculty are that the District has decided to spend money to proceed to fact-finding. The CCFT lawyer will handle preparation for fact-finding for the Union.
- E. MOUS. All hostages have been released (MOUS signed) except:
  - a. Conversion of stipends to load as proposed by T. Sommer (and opposed by CCFT).
  - b. CPAC Coordinator is still in discussion.
- F. College Budget. CCFT feels that the budget presented to the BOT and provided by management is greatly inflated, padded, and inaccurate. CCFT also questions management's contention that formulae used to calculate budget items are "missing" or "unknown." CCFT will be asking for those formulae through the Freedom of Information Act. Planning and Budget Committee Task Teams will be looking at possibilities for trimming the budget (if necessary) at FTES 8250-8400. Debra is on the Task Team looking at Actual Expenditures.
- G. Various confidential issues were discussed including stipends, counselor loads, Deans and early self-evaluations, and substitute pay rates.

#### **5. Grievance Update (Stakes)**

- A. Various confidential grievance items were discussed.
- B. Tom Patchell will be the new Grievance Officer at 20% reassigned time. Victor Krulikowski and Mark Weber have offered to mentor Tom. Thank you Tom!

#### **6. Plan for BOT Candidate Interviews (Stakes)**

Charlotte Alexander has agreed to come Thursday, 18 Sept. at 3:30 p.m.: Still waiting to hear back from Pete Sysak (4 p.m.?). Interviews will be in Library Room 3219 with Polycom at the NCC N1015. Nancy will contact Nikki Rocha re: adding more chairs to

3219 (but leaving tables as is). Debra has the list of notecard questions asked of candidates 4 years ago: Tom will contact Victor Krulikowski and Steve Leone, and any other interested faculty to prepare questions for this year.

**7. COR Agenda Preparation (Stakes and Patchell)**

Various agenda items discussed. Tom will prepare.

**8. Other: Affiliates (Stakes)**

A. TCCLC: Debra will be attending the 9 Sept. 2014 meeting in Santa Maria to ask for support for Measure L on the labor slate. Terry Reece will attend via Polycom from Sacramento. There was discussion about apprenticeships involving Cuesta College students as well as fair wage contracting for any construction resulting from Measure L passing.

B. Debra will also be attending the 10 Sept. 2014 Democratic Party of SLO meeting again to promote Measure L.

C. Debra gave a recap of the Labor Day Picnic that she and Tom attended. Numerous speaker requests were discussed.

The meeting was adjourned at 4:30 p.m.

Minutes respectively submitted by Nancy Mann, 13 Sept. 2014.

Next EB meeting: Thursday 18 Sept. 3:00 - 5:00 p.m., SLO Library Room 3219, NCC Polycom N1015.

Next Council of Representatives: Thursday 25 Sept. 3:00 - 5:00 p.m., SLO Library Room 3219 NCC Polycom N1015