



**Executive Board**

**Adopted Minutes**

**March 7, 2019, 3:00—5:00 pm**

**Room 3134 and N1007**

Debra Stakes, President – P    Greg Baxley, Vice President – P    Julie Hoffman, VP, Secretary– A  
Elizabeth Lobo Treasurer–P    Tom Patchell, Grievance Officer –P    Stacy Millich, AS President– P  
Nancy Steinmaus, P.T. Faculty Committee Chair – P    Stacy Kimmey, Grievance Officer – P

1. Approval of Agenda and Minutes (welcome back Julie!)

Debra Stakes motioned and Roland Finger 2<sup>nd</sup> to add BOT March 6<sup>th</sup> update to agenda.  
approved unanimously.

Minutes will be approved when the secretary returns from medical leave.

2. Senate Report--    Stacy Millich

- a) EEO training on campus will be aided by a Statewide Academic Senate training coming to Cuesta soon
- b) Pathways project moving along, meta-majors and pathways
- c) New admin eval forms for VPAS, need one for VPHR
- d) Good discussions in Senate about security camera policies, Chief seemed to carefully consider feedback, and the need to have balance between security and freedom--none in classrooms, no audio

3. Treasurer report    (Elizabeth)  
Budget update

We still owe \$7,000 for Hudson Audit and \$6,000 arbitration and an estimated \$22,000 for reassigned time. We will pay \$6,000 arbitration bill sooner.

Reimbursements from AFT/CFT

Still waiting for legal defense grant funding submission.

Tracking returning retirees

Issue of returning retirees and whether they are still members and will still be paying dues. Our database is still set up to have returning retirees pay dues.

Need to modify Constitution Article IV.2.e to indicate that membership is valid until retirement.

Need to modify Membership form.

Need to recruit members for the financial audit which will be in Fall 2019.

May budget for every other year audit to avoid financial surprise year to year.

Debra Stakes will look for records for Elizabeth's term as Treasurer.

4. Status of current negotiations (Greg)

TA Article 4—items still to fix

Need to review Performing arts faculty stipends.

Board Approved full TA for article 4, even though there were no salary schedules attached.

D. Stakes reports that changes to FT temporary were MOU'd so that full-year FT temp faculty will only have one eval. in their first year in fall.

There was a discussion of changing the CBA to add reassignment rights as level 2 for FT temporary faculty in a subsequent semester. This may be seen in a negative light by current PT faculty. There was discussion about the English/Math positions.

If this is a legitimate concern, chairs should bring to COR for a larger discussion.

Will take the spring hire issue to the district to formalize step increases to occur at beginning of year of service.

Still TBD

Division Chair election compromise proposal **still in the works, going to chairs 3-19**

Proposed edits to Faculty Evaluation forms (Julie)

Edits to Article 3 and Appendix C.

Per Diem Change proposed by District—signed TA use for practice online vote?

Clarify Evaluation of FT Temp in Article 7—signed MOU #323

Clarify Evaluation cycle and step increases for Spring FT hires

Reassignment rights of FT Temps changed to PT

New—multiple complaints about dental insurance and many dentists moving to out of network **D. Stakes will send concern to benefits committee**

5. Work of Election committee and oversight  
Timeline for officer election?

**Letter should go out soon, DS will have Julie check with the EC.**

Change constitution to prevent too much COR Election committee crossover

Ballot distribution to NCC

**DS reports that the EC will be sending email ballots to “DE only faculty” to encourage participation. Roland will contact the EC to update them about the COR motion to test an online election with the Article 4 travel reimbursement TA.**

6. Grievances and Investigations— Tom and Stacy K

**Discussed issue of faculty under investigation for an interaction with a classified staff member. It was resolved not in favor of the faculty member. Faculty member may be grieving the decision.**

**A PT faculty member loaned a textbook to a student and it wasn't returned. Faculty member tried to contact the student. The faculty member is being investigated for the contact.**

7. PT faculty report (Nancy)  
Update on compensation for PT Council Representatives

**Nancy-putting in efforts to recruit new PT members. Debra and Greg will send Nancy names of the new PT faculty from orientation.**

8. Schedule change requested by Planning and Budget—they want to have their meeting on May 16  
Tentative all member meeting on May 9 **Discussed last meeting.**

- **BOT update from Debra Stakes**
- **Equity in hiring PowerPoint shown to board, claimed there was bias in hiring committees, suggested eliminating letters of recommendation, transcripts from hiring committees. Hiring committees will**

need to be explicit as to what will be reviewed in job screening. ASCCC will be doing training for EEO and equity in hiring this spring.

- Bookstore will be converting to Barnes and Nobel, they will price match Amazon.
- Concern over reduced COLA for SCFF, LAO has suggested a 3.25% COLA instead of a 3.46%.

Follow-up:

1. Next EB meeting Thursday, March 21, 3 pm Room 3134/N1007
2. Next CoR Meeting: Thursday March 28, 3 pm Room 3134/N3213