



Executive Board

Adopted Minutes

May 10, 2018, 3:00 – 5:00 p.m.
Room 3134 and N3213 NCC campus

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

1. Approval of Agenda and 3 May Minutes

Motion to approve the agenda made by D. Stakes, seconded by J. Hoffman. Motion approved unanimously.

The May 3 and May 10 minutes will be approved via email before the end of the term.

2. Senate Report

No report but the EB had a conversation about the no confidence proposal.

3. Treasurer report (Ed)

91k in the budget now and we need to pay about 15k to wrap up arbitration. We got another set of payroll checks coming in for May, with the raises included. Summer stipends will be about \$7k. As soon as we get the final costs for arbitration legal fees, we will identify remaining out of pocket expenses and re-apply for 2/3 of it from CFT and AFT (legal defense fund grant). Debra still intends to ask the district to reimburse us the remaining 1/3.

Budget update

Final Reimbursements from AFT/CFT for Arbitration

Summer stipends and summer school reimbursements

Debra will share her summer stipend with Greg because he is taking over as lead negotiator. There will be a rewrite of article 5 over the summer. Also there is negotiation planning to do so we can hit the ground running in the fall.

Motion the EB requests that Tom keep track of his hours for grievance work for the summer and he will be paid from schedule B-4 in the Fall. Motion made by D. Stakes, seconded by G. Baxley. Motion approved unanimously.

Planning for Agency Fee Audit in Fall 2018

Video Conference for May 24 at 4 pm

Debra is attending, and it will focus on post-Janus communications, including reaching out to new faculty or non-union members.

4. Signed MOU's for Articles 4 and 5

None of the language in the longevity MOU has been incorporated into the body of the contract. The verbiage in the salary schedule does not make it clear that you can't stay at ANY longevity step more than 3 years. We need to take the word "longevity" out of the contract.

We want to also fix the underfunded lower steps of our step and column by taking the bottom steps off, adding steps at the top (before longevity) and re-number the rows.

Work experience MOU – we must make it compatible with title V. The advisers get paid per student per hour. We doubled the rate and embedded mileage but now we are being told that the salary is still too low based on how the rate should be configured.

We need to do some language clean up to Article 5, and incorporate new language to ensure that service faculty division chairs work in the same manner as the other instructional division chairs. The instructional designer now part of the Library Division, but she needs to be moved to a 197-day schedule because she is required to work more hours in the summer.

Salary schedules in Board packet for June 6

Need to check on missing language for Longevity, Work Experience

Finish edits to Article 5

Division Chair language for service faculty

District position on Instructional Designer as 175 day faculty

Work year for counseling and librarians

6. CCFT Membership Audit—Status and next steps

Post Janus we will need another way to track new hires because there will no longer be a requirement that HR notify us. We will ask for an MOU for HR to continue to inform us of new faculty each semester.

There are still about 13 members that have not completed the update form despite being contacted multiple times. Nancy will try to talk to the remaining part-timers face to face to see if they plan to stay in the union.

7. Grievances – Stacy and Tom

A student has filed a complaint against an instructor claiming that they were physically intimidated and verbally harassed by the instructor. The student has a history of strange behavior in the classroom. There needs to be an incident report filed regarding the student. Instructor indicated that it seems like the complaint is retaliatory because the instructor would not give the student a letter of recommendation. There will be an internal investigation.

The Deans seem to think that students should be able to remain anonymous and not go directly to a faculty member when he/she has a complaint. We are trying to make sure this process is not circumnavigated.

A faculty member has consulted an outside lawyer regarding a grievance of their evaluation process, and the attorney insisted that they have the right to represent the faculty member in a grievance, but that is not the case. The faculty member can consult, but a grievance is against the contract and the District is only required to negotiated with CFT.

8. PT faculty report

Part timers are being pressured into writing curriculum in two divisions that Nancy is aware of. To protect part-timers, we need to add in the Contract under ancillary duties an explicit rate for new course curriculum writing for part-timers.

It was discussed that according to the faculty, only faculty who do not already have DE certification can get paid for becoming DE certified.

8. Status of CCFT Office and files
Go to surplus and find furniture
9. Committee assignments for next fall
Who will be on Council?
Debra has the list of division approved council members for the fall.
10. Review meeting dates for Fall 2018

Follow-up:

1. Next EB meeting Thursday TBD Fall semesters
2. Next CoR Meeting: Thursday TBD Fall semester