



Executive Board
Adopted Minutes

November 9, 2017, 3:00 – 5:00 p.m.

Social Science Conference Room

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

1. Approval of Agenda
Debra Stakes calls the meeting to order
Move to approve Rob Sfarzo, Roland Finger 2nd, all ayes to approve
2. Senate Update (Stacy Millich)
Academic Freedom task force
Stacy Millich:
#1 item: the Community College League of California requires a Board Policy on academic freedom, she suggested a joint task force with CCFT and Senate Council, D Stakes recommend to use Chabot College's policy as model and has started a draft based on their work. Roland Finger will volunteer with D Stakes, will represent CCFT. Discussion ensued regarding the use of the existing Academic Freedom policy in the CBA and putting into a BP for now on interim basis.
#2 Tobacco free campus passes 16:4 in Senate. CCFT position was presented at Senate meeting.
#3 Fall Plenary:
 - a. College Promise may only be available to Guided Pathways colleges in AB 19
 - b. State Senate dissatisfied with CCCCO and lack of consultation with Multiple Measures assessment, apprentices and minimum qualification designations,#4 Guided Pathways, Cuesta will receive about \$800k over 5 years, about \$200k per year if we go forward, but we need a plan for moving forward.
#5 Guided Pathways, it will be important to get faculty roles honored in scheduling, the Guided Pathways plan, course design and curricular revisions.
3. Negotiations and Impasse Update (Team)
 - a. Mediation for Article 4 (salary) and CBA, Article 5 on Tuesday Nov 14
 - b. Lawyer will run through Article 5 for assignment of faculty w/o 'bumping' but w assignment rights.
 - c. Article 4 (compensation) still the big item.
 - d. The District received additional funds of 1.02% in base in 16-17, plus 1.88% COLA +1.56% increase to base in 17-18. This represents a total increase of 4.5%.
 - e. Only 1% increase in overall expenditures on faculty salary Fall 14 to Sp 17
 - f. Previous negotiations reformed the Workload Committee for 2% salary increase
 - g. The district contends that the current FTES/FTEF of 13.5 needs to move to 15+
 - h. Question: what is the rest of district doing to improve efficiency
 - i. With 50% Law, faculty must earn 50% of any new revenue
 - j. D Stakes presented spreadsheet with faculty salary vs cost
 - k. There was a lengthy discussion of workload issues vs salary
 - l. Stacy Kimmey does not believe the Union should support the Workload Committee's effort of encouraging faculty to increase the workload. While she agrees with Ed Conklin that the District needs, at the very least, to increase salary in advance of improved efficiency, she doesn't

- understand why the entire college isn't addressing efficiency measures; meaning she disagrees with *only* assessing faculty loads as it relates to efficiency.
- m. Greg will ensure that improved communication between the Workload Committee and divisional faculty is on the next Workload committee agenda.

Mediation Tuesday November 14 @ 9 am

- Article 4 RFI shows same dollars for faculty since 2014 (attached)
New salary schedules for Chairs and coordinators approved by BOT
Renumber appendices for salary schedules/pay information
- Article 5 Loading of faculty to allow reassignment until 2 weeks before class begins
Language expanding use of FT Temp positions
Conflict in terminology about Chair elections
Systematic terminology
- Article 7 Request to change language to keep retirees on same cycle
Change manager responsible for NCC Coordinators Evaluation—Coordinators say no
Julie is collecting requested edits to peer evaluation forms
Distinction of collegiality informed by arbitration
Tenure Arbitration Round II January 23-26

4. Continuing Business

Discussion regarding confidential details of the tenure arbitration case.
Election Buddy software and survey results—brief discussion of future elections and how to get better response. Only upcoming election would be a potential spring 2018 election for delegates to the CCFT convention March 23-25, 2018, Hilton Costa Mesa.

Status of CCFT Office and files not discussed

Article 3 Taskforce not discussed

Workload committee questions (discussion was in a prior agenda item)

Work to contract: plan would be to do only contractually required work.

EB voted unanimously to authorize expenditures on post-cards and informational signs.

5. Grievances (Tom and Stacy)

There are no official grievances at this time.

6. Treasurer report (Ed)

Reminder for Hudson report submission for EB members with reassign time.

Seeking reimbursement from CFT and AFT for up to 2/3 of current arbitration costs.

7. New Business and announcements

Follow-up:

1. Next EB meeting at 3pm on Nov 16 (if needed)

2. Next CoR Meeting: at 4:30 pm on Nov 30

3. All-member meeting on Thursday Nov 30 at 3 pm (Jessica Ulsted from CCFT)

4. CFT Convention March 23-25, 2018, Hilton Costa Mesa; may require paper ballot to elect delegates

Next meeting: Will CCFT support accreditation work? Discuss Article 3 inclusion in BP