



Executive Board

Adopted Minutes

November 15, 2018, 3:00—5 pm
Room 3134 and N3102

Debra Stakes, President – P Greg Baxley, Vice President – P Julie Hoffman, VP, Secretary– P
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
Roland Finger, COR Chair - P

1. Approval of Agenda and minutes from October 18 and Nov 1.

Motion to approve the agenda made by D. Stakes, seconded by G. Baxley. Motion approved unanimously.

Motion to approve the October 18 and November 1 minutes made by D. Stakes, seconded by G. Baxley. Motion approved unanimously.

2. Senate Report--

We are trying to find candidates for senate president and vice president. The release time is 60% for president and 20% for Vice President. Curriculum chair is 40% release time, but we are trying to get more release time to increase president to 80% and curriculum chair to 60%.

Equivalency was a big issue at the statewide senate plenary. Faculty in the discipline should be assessing equivalency, not a college wide committee; so we need to update our process.

The last senate meeting is on 11/30 for the semester. The Senate approved the Guided Pathways implementation team. It Needs to go to college council now. We approved to use 25K of Guided Pathways funds to purchase the Program Mapper developed by Bakersfield college. This is a student tool that maps courses to programs.

The statewide Senate chose not to do a vote of no confidence in the chancellor at this time. We want to be able to point to specific examples were the chancellor did not appropriately consult with the Senate, and that report will be done in the spring. There was a resolution already to request that the chancellor make proper consultation in the future and if he doesn't then the Senate will make a motion for a vote of no confidence.

We have had a problem with failed hiring pools due to lack of diversity. There needs to be more communication between HR and the division chairs, so that if this is the case the deadlines can be extended rather than declaring a failed pool. The Senate will revise the recently vetted faculty hiring procedure to include a procedure to follow when a pool fails due to lack of diversity. It was noted that a person on the hiring committee must be designated as the equal employment opportunity person.

3. Treasurer report (Elizabeth)
Budget update
Reimbursements from AFT/CFT for Arbitration
Invoice from Arbitrator

The current status of the budget was shared by Elizabeth. We received the second installment of the legal defense fund. For spring we have cut down the overall release time to 1.8 FTEF; so our bill for release time will decrease for the spring semester.

4. Negotiations
Arbitration decision and implementation
Review last changes to Article 5 sent to EB
Article 4 MOU for revised salary schedule is signed
Need email to faculty about this plus all member meeting

Articles to open for 2018-2021 (Greg)

Update on survey results

Update from Nov 14 Negotiation

Request to eliminate SS #'s from forms sent via campus mail

Draft Article 4 discussion

Division Chair election—next steps

Proposed edits to Faculty Evaluation forms (Julie)

Proposed edits to Appendix C FSA

New Salary schedules went to the board and they will be explained at the all member meeting. Greg will send an email to the full time faculty to explain the new progression on the salary schedule.

There is a new law that goes into effect in January which says that that state agencies will no longer be able to salary match. Placement on the Salary schedule will be made strictly by years of experience. This will mean that faculty will have to be placed based on their experience and education. Cuesta will have a harder time hiring faculty, especially on the lower end where we are further below the median.

Motion: to adopt a plan of equal dollar amount in our negotiated salary request. Motion made by D. Stakes, seconded by T. Patchell. Motion passed unanimously.

There was discussion regarding Wednesday's negotiations session. We proposed a change in the grievance timeline and the District will counter next time. We presented a change to the lab/lecture loading, and the district will do some further research around that idea. We discussed a broad overview for article 4 – increase in salary, coaches stipends, office hours etc. We talked about division chair selection process. The District supported the process to be entirely faculty driven.

Motion: to propose a direct vote for the division chair selection process with votes weighted 2 voting shares for full time faculty and 1 voting share for part time faculty with reassignment rights and classified staff with 50% or greater load in the division. The proposal is to include a requirement for a candidate statement and a candidate forum if there is more than one candidate. The motion was made by G. Baxley, seconded by R. Finger. The motion passed unanimously.

Greg will write up the proposal.

5. Membership drive—Need to obtain updated list of non-members
6. Grievances – Tom and Stacy K

7. PT faculty report (Nancy)
8. Finalize members of COR
 - Health Coordinator now a Director
 - PT members to add to COR and process
 - Payment for attending COR and Division meeting
 - Monthly impact on budget

Follow-up:

1. Next EB meeting Thursday December 6, 3 pm Room 3134/N3102
 - a. Can I cancel the Dec 20 meeting?
2. All-Member/ CoR Meeting: Thursday November 29, 3 pm Room 3134/N3213