



Executive Board

Unadopted Minutes

February 6, 2020, 3:00—5:00 pm
Room 3134 and N3213

Debra Stakes, President – P Greg Baxley, Vice President –P Julie Hoffman, VP, Secretary– P
Elizabeth Lobo Treasurer–P Tom Patchell, Grievance Officer –P
Nancy Steinmaus, P.T. Faculty Committee Chair – P Roland Finger, AS President and COR co-chair– P

1. Approval of Agenda and January 23 Minutes

Motion to approve the agenda with the amendment of moving Grievance Report to item 2. Motion made by J. Hoffman, seconded by G. Baxley. Motion approved.

No minutes approved this meeting.

2. Senate Report—(Roland)

The prioritization committee along with Debra and Roland will be meeting with President Stearns. She has not followed the hiring order recommended by committee so that is the purpose of the meeting.

AP 4231 should now be posted. This is the grade change policy. Then we can change different forms and how it looks on the web.

BP 4030 (Academic Freedom) has passed Senate will go to the Board next month. Next Roland wants to work on the student complaint procedure.

There is also an issue with BP 5035 which allows withholding of student records because of fees owed regardless of amount. Something like a \$10 unpaid health fee can block a student from registering and the college actually loses money. We should change the policy so that there is a threshold amount. The appeal policy is also cumbersome.

3. New negotiations

Compensation proposals (Greg)

COLA is 2.2%. 1% = 220K. For fringe: Extra 50 (single) 100 (double) 150 (family) for 12 months is about 180k or .75% this would completely pay for Plan B for singles.

The money from the state for extra office hours is about 100k.

There was discussion about lecture/lab loading and the possibility of exploring a new category besides lecture and lab called “activities” that some colleges use.

Items agreed to be included in Negotiations:

Division Chair selection process

The process has been vetted and is ready to go to the table. We need to add language for coordinators who are on load banked leave that is similar to division chairs We also need to change president approval language as well.

Evaluation Timeline and due date for self-evaluation Julie

The appendix should say that the self. eval. is due two weeks prior to post evaluation conference.

Loading from non-credit ESL (put into contract explicitly)

Greg has indicated where this needs to be put in the contract to protect their loading.

Items to be considered by EB for inclusion

Revisit Performing Arts stipends?

District wants to review all stipends so we will wait for their input

Ag Coordinator and Lead MOU's only in appendix

Stipend for CVC reviewers

MOU signed so DE courses that have been approved through OEI get a badge in the OEI exchange.

Stipend for Paramedic Director (included in MOU)

Banked load does not have time limit

We need a process for banking large lecture loading. It is too hard for HR to keep track of load that never expires, but a time longer than 3 years- maybe 5 or 6 so that faculty have a chance to bank enough load for a semester off- seems reasonable. Some faculty also want the option to get paid during the summer months for load that was banked during the regular academic year.

Compensation for mandatory training

2/3 lab rate for sexual harassment training.

Sub pay

A4 on 2/3 rate. Sub pay is really not enough at 48.00 an hour. Put it at B6 for \$75 an hour.

Evaluation cycles per email: Article 5 and Article 7

We need to make the language consistent between these two articles. Article 7 is written on the assumption that you are eligible to be loaded for courses but it is not specific. It also needs to clarify that if you don't teach for at least one of 4 semesters and then are re-hired, you must start the evaluation process over because you are considered a "new" hire.

Mental Health therapist forms

We got an MOU so we can use the new form this semester and we will put it in the contract.

Student evaluation alignment Task Force – Julie

The committee will bring back suggested alignment at the next E.B. meeting. Julie also brought up the idea of putting some italicized suggestions in the self-evaluation form so that faculty look at the questions on the student evaluation and peer evaluation forms to guide content of their response.

4. Grievances and Investigations– Debra and Tom

There is a case where a student is claiming inappropriate touching on the part of a faculty member. It is a reminder that faculty should have a “hands off” mentality even if they are just intending a friendly or sympathetic pat on the back.

5. PT faculty report (Nancy)

Nancy conducted a short survey to find out about more about how part-time faculty felt about more paid, but mandatory office hours. The majority wanted parity for office hours, which would be that for every 20% load you would get 1 hour.

It was suggested that perhaps a part-time faculty member would be interested in being a guided pathways lead. Nancy will send out an email to part-time faculty.

AB463 changes how a person can qualify for public service loan forgiveness. District needs to fill out their portion of the form and HR did not know anything about it. Debra will find out more information.

6. Treasurer report (Elizabeth)

Balance is currently \$85,775. We are expecting staff funding bill for both semesters so it will be about 40k. scholarships will be coming. COPE has \$3065 for BOT. The March event would be great to go to and we can afford it 20 and 21 is the state convention.

7. Endorsement requests for local and state elections

AD 35 Dawn Addis

We will invite her to the next EB meeting and send her some questions ahead of time.

Supervisor (Ellen Beraud, Adam Hill, Stephanie Shakofsky)

None of these candidates have asked for an endorsement.

~~Jeff Lee for Grover Beach Mayor~~

We have already endorsed him. He is running unopposed.

8. “Schools and Communities First” Ballot initiative

Signature collection campaign

Follow-up:

1. Next EB meeting is February 20
2. COR meeting on February 27, 3134/N3213