



Executive Board

Adopted Minutes

August 14, 2019, 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

Motion to approve the agenda with a senate report added, made by N. Steinmaus, seconded by G. Baxley. Motion approved unanimously.

2. Senate Report—(none)

Senate agenda items were due today. Roland talked with Donna Howard from the V.P. of Student Services office about the increase in student grievances involving grades. The practices that Student Services is using to handle these grievances in not aligned with our current board policy. Student Services wants to revise the board policy so we need a joint-union senate task force to deal with this issue. Roland and Wes will be on the task force. Debra will also be on it. A main intent will be address how to handle grievances that claim grade bias as a result of harassment or discrimination. A main component must be that the student work is reviewed by a committee of discipline faculty and that any change of grade is authorized by that committee.

3. Treasurer report (Elizabeth)

Motion to have John Pooley prepare our tax documents this year made by D.Stakes, seconded by J. Hoffman. Motion approved unanimously.

Our income is down but expenditures are also down. We don't have as many legal fees and we no longer have to file Hudson reports. Discussion regarding the budget for this year included transferring some money from operations and legal to travel so we can afford to send delegates to the state convention and to send a new vice president to summer school. We will be using the same release time percentages for the fall that we used for the spring. We added part time COR stipends beginning in the spring semester so we will need to budget that in going forward.

We also discussed a goal of earmarking funds that are unused into a sperate account at the end of the year instead of rolling it over so when it grows enough from year to year we can convert it into a CD. This will then give us more funds to use in the event of future arbitrations.

We have an internal audit due again this year and Susan Kline has agreed to do it again.

4. Status of current contract (Greg)

The contract still needs to be signed. Once that is done we can post it to our website.

5. New negotiations

AP/BP 4231—grade change policy

Discussed during the Senate report.

Increase parking fees for faculty

Faculty parking fees were increased by \$5 a semester over the summer. CCCUE has this a negotiable item in their contract. We may want to consider doing the same.

Article 3

We are still revising article 3 on academic freedom. The union will take the lead on a joint task force with the Senate. Debra, Roland, and Wes. Will be on the taskforce. Privacy in computer use was addressed in the computer use policy so we may want to put similar language into our contract. As a rule we don't refer to board policies in the contract. The EB members will review language from other contracts and continue this discussion at the next EB meeting.

Opening Day Survey – see attached.

Based on the opening day survey the items of most concern are a shorter term and better insurance. The college is exploring options for a shorter term. For 2021 we can look into retired access to health benefits. Melissa is working on a retirement Medicare supplement. Greg shared data that indicate as of right now we are making more money than Hancock on all comparable full time categories except one. We are above all categories for part-time salaries.

When we are no longer “held harmless” for the new funding formula, our current comparable colleges will no longer fit. Cabrillo will be a good fit because our financial picture will be similar to theirs. Lower salary steps are still underfunded so we will consider negotiating any salary increase as a dollar amount.

Loading from non-credit ESL

District says it has been accounting for non-credit ESL load incorrectly. It says that non-credit ESL instructors should be loaded at 25 hours per week to be full time because that is how “adult education” is loaded. (This doesn't affect part-time faculty) District is putting this on the back burner right now but we will fight this interpretation of non-credit ESL classes.

Potential impact of AB 302

This is the bill that would allow students in good standing to park overnight in the parking lot if they are homeless. The Chancellor says he is neutral about this. CFT is neutral at this point but they are open about how it would impact their members. The consensus of the EB was that there are better ways to help homeless students but it would require the state to commit resources.

Task force to align student evaluations with peer evaluations

The Senate and Union will form a task force to better align student evaluations and peer evaluations. Roland will put it on the Senate Agenda and the COR Agenda to get some volunteers. Julie is willing to chair and Greg will be on the committee.

6. Grievances and Investigations– Tom

A DE faculty member had a grievance filed against her for not providing a DSPS student with accommodation in an on-line environment. The problem was really just a misunderstanding of the distinction in CANVAS between quiz and an assignment. The faculty member used the quiz feature to make an assignment and the student demanded extra time on it as a part of their accommodation. This is a technology issue about which we may need to alert other faculty.

7. PT faculty report (Nancy)

Loading issues with >45 students

A part-time faculty member might be put over the 67% maximum load by the extra amount of load given in the contract for classes over 45 students. A part-time faculty member can only be overloaded twice in a 6 semester period or they can claim full-time status.

The work around for this issue is to CAP certain sections at a lower amount if the faculty member doesn't want to use up an option for overload.

The Chair and Dean have to monitor class to make sure they don't go over the large lecture number. This should be a procedural thing written down so that chair and dean know what is going on. CCFT feels like district needs to get involved with this. Also we don't have an interim dean. Melissa will talk to Jason so see how to deal with this.

Follow-up:

1. COR meeting is August 22, 3134/N3213

Opening Day Survey

Please take a blank piece of paper, find 2-3 other people and prioritize TOP THREE

1. All I want is more salary at least until we are paid better than Hancock!
Response: 25
2. I want lower steps (below 6) to get more money than the top steps. It's only fair! [meaning that raises are done as dollar amounts rather than percentages to increase bottom steps more quickly].
Response: 11
3. I want more paid office hours for PT faculty.
Response: 15
4. I want to be paid for office hours during the summer.
Response: 4
5. I want to be able to manage my classroom using the Academic Freedom article and the Student Code of Conduct.
Response: 14
6. I want a shorter semester with longer breaks (I AM TIRED)
Response: 32
7. I want more opportunities for sabbaticals
Response: 2
8. I want insurance that requires no out of pocket costs.
Response: 30
9. What else?
The following were mentioned:
health insurance options for retired faculty.
lab-lecture parity
faculty coordinators for certain programs.
load banking to not expire
par-time faculty job security
free parking