



**Executive Board**

**Adopted Minutes**

**November 7, 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 –A (Medical Leave)  
Nancy Steinmaus, P.T. Faculty Committee Chair – P    Roland Finger, AS President and COR co-chair– P

1. Approval of Agenda and September 10 Minutes.  
Motion to approve the agenda and September 10 minutes with typos fixed made by G. Baxley, seconded by E. Lobo. Motion approved unanimously.
2. Senate Report—(Roland?)  
Need an update on these from the task force  
AP4231 Grade Change Process  
Approved by ASC 10/25/19 with the following commentary
  - o An effort needs to be made to make sure the college website, documents, and admin are reflecting the AP (currently the website does not reflect)
  - o This document and process should be discussed with ASCC (some thought it should be discussed with them before being approved)

AP5520 Student Discipline Process  
A taskforce was established at the 9/13/19 meeting to address Student Complaint and Grade Change Policy and this AP falls under the purview of this taskforce. This AP has not come forward so far this semester.

BP 5530 Student Grievance Process (Stacy/Matthew worked on the AP)  
Included in the taskforce that was established on 9/13/19, has not specifically come forward again since I've been on Senate. I do see that the BP5530 came forward for a second read on the Senate meeting on 10/27/17 but I haven't checked the minutes to see what happened.

BP 5045 Student Records  
I don't have a record of BP5045 in my notes that I can see. It may be before my time on Senate. I do have AP4230 which I believe relates to student records.
3. Treasurer report        (Elizabeth)  
Balances look great but we still need to pay a few things that we haven't been billed for. Quarter 1 report – we don't have dues in the summer so the income looks lower. We also got the 15k on the legal defense fund in quarter 1 instead of quarter 4 so it made income balance between lack of summer income and legal defense fund. We have to still be billed for the internal audit. We have been billed by the District for spring 19 and fall 19 reassigned time. Which we did decrease our total reassigned time but we also go a raise so those may offset.

4. Status of current contract (Greg)  
Recap of salary comparison to comparable colleges!  
We are about just below the median for most categories of our comparable colleges. Other colleges keep going up so we must keep going up to eventually reach the median in most categories. For part time we still rank in the top half of the state. Statewide we rank 50 out of 72 colleges for full time salaries. If fringe is factored in our ranking would go down significantly.
5. New negotiations  
Greg will send a list of re-openers: Article 3 (Academic Freedom), Article 4 (Compensation), Article 5(Division chair elections) Article 6 (modify load bank leave policies), 7 (evaluation forms, evaluations for CMC faculty). The District wants to open Article 9 to amend the grievance process because there are new state guidelines on conducting an informal grievance process. The District would like to negotiate a two year salary deal.

Sunshine articles for 2020-22

Article 3-Task force (Debra and Roland)

The E.B. members are requested to take a look at the language from the Senate crafted AP on Academic Freedom and see how it can best be incorporated into Article 3 of the Contract. Also look at intellectual property rights.

(This is the previous list, need to update)

Division Chair selection

Student evaluation alignment Task Force

Evaluation Timeline and due date for self-evaluation

Counseling concerns with OEI required virtual meetings

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

Revisit Performing Arts stipends?

Ag Coordinator and Lead MOU's only in appendix

Add request from Nursing/Allied Health re summer salary

Two nursing allied health faculty have to teach year round (in summer) for students to get certificates and degrees. Since this is not an option they want to be compensated as they would be as full time faculty.

6. Grievances and Investigations– Debra and Greg  
Debra and Greg are covering cases for Tom while he is on medical leave. District is wanting to move toward a more informal process of resolving grievances by students against faculty when possible in accordance with new state guidelines.
7. PT faculty report (Nancy) **No Report.**
8. **“Schools and Communities First” Ballot Initiative**  
Signature collection campaign  
**Our goal between now and March 3 is 125 signatures.**  
This is an initiative to reform the property tax code for corporations that has not be changed since 1978. All Corporate/Commercial property taxes would be reassessed. Excludes ALL residential properties. Excludes ALL agricultural land designated for food production.  
Discussion about CFT Staff funding  
Our field rep. would like to come help us organize for a membership campaign in the spring.

Follow-up:

1. Next EB meeting November 21 or Dec 5?
2. All Member/COR meeting on November 21 or Dec 5, 3134/N3213  
Invite Donna Howard to next Council meeting