



**Executive Board**

**Adopted Minutes**

**January 18, 2018, 3:00 – 5:00 p.m.**

Room 3134 on SLO campus; Polycom to N5006

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

Absent: Robert (Roland has resigned).

1. Approval of Agenda and any meeting minutes
2. Senate Report **no report**
3. Negotiations and Impasse Update (Team)  
Fact-Finding scheduled for Feb 21—Don Razcka  
**G. Baxley will be the panel representative for CCFT during fact finding. The District is hiring an outside representative. Don Razcka is the neutral party. D. Stakes and CCFT attorney D. Conway will present CCFT information to the panel.  
The information CCFT must speak to the Distracts ability to pay, the common institutional good, and salary and other compensation of our comparable districts. The fact finders report is non-binding. After the report is made public, the District can impose their last best final offer, and then CCFT can take more job actions if we want to.**

Articles 4 and 5

Article 4: 2.5% and 0.5 hour per 20% load for PT faculty

Article 5: Loading of faculty to allow reassignment until 2 weeks before class begins

4. Separation Incentive negotiations  
Reduce number of FT faculty positions by 30% of 2018 retirees  
Replace with PT faculty for at least two years  
FT Temp if over 93%  
**Packets were sent out to eligible faculty. The total package must be cost effective. The District's goal is to reduce the total number of full time faculty. The break-even point is about 12 faculty.**
5. Meeting days and times for Spring 2018.  
Days for EB in Room 3134—Feb 1 and 15; March 1, 15; April 19, May 3 **and 17 tentative**  
Days for CoR in room 3134/N3213—Jan 25; Feb 22; March 22; April 26; May 10  
**All-Member meeting on March 29 (Tentative)**

6. Update on work to contract Petition

About 117 faculty have signed the petition to date. The petition will be shared with the Board of Trustees. The EB has agreed that the first Wednesday of February will be a "red shirt Wednesday" and we will request that faculty show up to the board meeting when we present the petition.

Review Picket effort

Replace Roland on EB and CoR

7. Status of CCFT Office and files

Plan for furniture

The liability insurance is not as much as we thought so we will sign the lease, which is that same as that offered to CCCUE who will be leasing 1702. 8 chairs and a locking filing cabinet has been purchased. We need to have facilities move our materials in storage to 1701 and have the lock re-keyed.

8. Grievances (Tom and Stacy any updates)

Tenure Arbitration is Jan 23-26

A faculty member in counseling was accused of being insubordinate for meeting with a student between 12 pm and 1 pm. The student was not scheduled, but just dropped in to talk with the counselor. The District intends to put a letter of reprimand in the faculty member's personal file. The faculty member plans to appeal to decision to the Board of Trustees.

The concept of collegiality in the context of faculty evaluations needs to be addressed.

Regarding off-cycle evaluations: the role of the dean is ambiguous. It should not be necessary for the Dean to meet with the faculty member until the pre-evaluation conference for the off-cycle evaluation. The Plan for Improvement form needs to indicate that the dean holds them and then gives them to the chair of the follow up evaluation team. This also needs to be written into the contract so that is clear.

CCFT plans to request an MOU to update the contract language to establish the duties and responsibilities of the two new division chairs for the librarians and for the counselors.

The basketball coaches' stipend settlement has been completed.

9. Treasurer report (Ed)

CCFT received a check from CFT of \$16,000 for reimbursement of part of the tenure arbitration case. AFT needs to also meet this amount. Our balance is \$74,700. We need about \$25,000 more to wrap up the tenure arbitration. (Usually the local pays 1/3, CFT pays 1/3 and AFT pays 1/3). We plan to ask for a little more to cover the extra 25k.

Follow-up:

1. Next EB meeting Thursday Feb 1 Room 3134

2. Next CoR Meeting: Thursday January 25 room 3134 with Polycom to N3213