



**Executive Board**

**Adopted Minutes**

**February 1, 2018, 3:00 – 5:00 p.m.**

Room 3134 on SLO campus

Debra Stakes, President – P Greg Baxley, Vice President – P 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

1. Approval of Agenda and Minutes from Oct 19, Nov 9 and Dec 7  
Motion to approve the Agenda: made by R. Sfarzo, seconded by D. Stakes. Motion approved unanimously.  
Motion to approve the minutes with edits: made by R. Sfarzo, seconded by S. Kimmey. Motion approved unanimously.
  
2. Senate Report (sent via email by Stacy Millich)  
**Cuesta President approved funding for 4 positions:**  
ECE, ASL, Chemistry and Math. Math was added after R. Biering announced her retirement.  
**Governor released the Budget**  
Proposes new formula for funding community colleges effective July 1st: 50% based on FTES, 25% based on low income students, 25% based on student success. Year one funding will not be impacted  
\$120 million allocated to establish an online college  
Suggests Chancellor consolidating categorical funding  
**Board of Trustee Meeting on January 10, 2018**  
Established nonresident tuition for Cuesta as statewide average of \$263 per unit. Hancock set theirs at \$216 per unit.
  
3. Preparation for Fact-Finding on February 21  
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  
Assignments for preparation of binder information  
Negotiation team members were given assignments for binder preparation. Greg and Debra will prepare Article 4 and Julie and Nancy will prepare Article 5 and other part-time faculty issues.  
History of raises versus COLA  
This graphic was emailed out to faculty.  
History of comparative Salary  
Dan Troy’s response about deficit spending was the same reasoning as in previous years. This was not based on actuals. Since the schedule is smaller, expenditures on faculty haven’t grown since 2012. We are going to work on a chart back to 2010 for budgeted vs. actuals.

Ancillary compensation – Greg provided a handout (income protection, life insurance, retiree health) showing how we compare in these areas to our comparable colleges. We are the only college that does not have health benefits for retired faculty.

4. Outreach and membership recruitment

Ed has updated the membership form draft. Shannon sent some new language via email

Need to update forms online (Ed)

Cards for existing members?

We need to have membership update form with new signatures in anticipation of the Janus decision. Ed will edit the form.

**Motion:** CCFT will award a \$50 gift card to the COR rep. who returns the most membership update forms by Feb. 22. We will also have a random drawing of another \$50 gift card members who return the membership update form. (EB members excluded). Motion made by D. Stakes, seconded by N. Steinmaus. Motion approved unanimously. Debra, Nancy. Passes.

Need to update Catastrophic Leave Bank forms (Ed)

The EB gave feedback on the draft forms.

CCFT Membership Audit

5. Update on work to contract Petition

6. Status of CCFT Office and files

Plan for furniture—need a task force

Release time for Fall 2018

We are going to keep everyone's release time the same. Greg Baxley will take an additional 20% from Debra to be chief negotiator starting next year.

7. Grievances (Tom and Stacy any updates)

The administration got an anonymous letter that made multiple allegations against a faculty member. This is troublesome because the administration is investigating even though the District has stated previously that there can't be a formal complaint against a faculty member if the complaint is anonymous.

The Grievance officers recommend that we make available on the website a FAQ on how to file a grievance.

We need to make clear to faculty the distinction between dual assignment vs. split assignment as it pertains to mileage re-imburement.

Tenure Arbitration is in March

8. Treasurer report (Ed)

Next time we meet there will be a midterm report.

Follow-up:

1. Next EB meeting Thursday Feb 15 Room 3134

2. Next CoR Meeting: Thursday February 22 room 3134 with Polycom to N3213