



**Executive Board**

**Adopted Minutes**

May 21, 2020

<https://cccconfer.zoom.us/j/94202564877>

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

Guest: V.P. elect Heather Tucker

1. Approval of Agenda and Minutes (4/30, 5/7)

**Motion** to approve the agenda made by D. Stakes, seconded by G. Baxley. Motion approved unanimously.

**Motion** to approve the minutes of 4/30 and 5/7 made by G. Baxley, seconded by N. Steinmaus. Motion approved unanimously.

2. Senate Report—(Roland)

The Senate is supportive of the MOU to delay regular faculty evaluations for one year due to the Covid-19 pandemic. AP 5530 is not on the next Senate Agenda because Roland wants to talk to the administration about it first. A proposal regarding how non-DE faculty will show a minimum level of competence for teaching on-line during an emergency will go to the Senate early in the fall, as it is too late to get it on the agenda for the last spring meeting.

3. Discussion about District Corona virus Task force  
Social Distancing for Fall 2020 and beyond  
Letter from Oakley and extending the COVID-19 MOU

There was an administration forum today that talked about social distancing for the fall. Guidelines from the chancellor will come tomorrow. They want to keep as much face to face as possible. They think we will be able to retain labs. There should be a cost/benefit analysis to staying open. There doesn't seem anyway to maintain social distancing. Faculty can't enforce mask wearing or take temperatures.

In his open letter, Chancellor Oakley expects Covid-19 to be around for a while so we should extend our MOU from the spring. We are looking at deferring evaluations, etc. Other things in the MOU need to be reviewed after Melissa gets back from vacation. There is still money from the CARES act and maybe we can work with the Chairs to get technology for faculty. Greg will bring this up at the next Covid meeting.

4. Negotiations update

TA's ratified and waiting for BOT approval:

Compensation Article 4, Academic Freedom Article 3, Division Chair selection process Article 5, Cluster Coordinator process Article 5, ESL loading Article 5, Online Counseling Article 5, Academic Senate and CCFT reassigned time

Future Negotiations:

Revise current criteria for DE certification Article 5.10 –compensation

We will not open up Article 3 5.10 for revision at this time. Rather we will propose an MOU to provide up to 20 hours of training for faculty who are previously DE certified or need ADA compliance training and use the CARES act dollars to pay for it.

Criteria to be compensated for training

Fast-track certification – Heather and Julie and Greg—Senate item 5//22

Monthly compensation for telephone and Internet (Question from Doug H)

It is proposed that we get requests from people who need it rather than asking for the same amount of money for everyone.

Talk to DSPS about DE requirements

Greg will talk to Jennifer Donaldson. Julie will send him a sample power point and corresponding .pdf as an example of compliance issues flagged in these documents.

Evaluations:

Timeline and due date for self-evaluation Julie-needs to go to Senate

Instructional Faculty Dean Evaluation Form needs to be approved by the Senate

Instructional Faculty Peer Evaluation form needs to be approved by the Senate

Student Evaluation form for Mental Health Counselor to District

Student evaluation alignment To District for Negotiations

Edits to Article 5.7 Workload committee—Jason to take lead—may be deferred

Substitute pay scale (and timing, see below) presented to district on 2/28

Compensation for mandatory training presented to district 2/28

Items to be considered by EB for inclusion in the future

Ag Coordinator and Lead MOU's only in appendix

Stipend for Paramedic Director (included in MOU)

Evaluation cycles per email: Article 5 and Article 7

Librarian DE assignment by mutual consent

Long-term-substitute loading/pay. Make it weekly rather than hourly pay?

5. PT faculty report (Nancy)

Part-time faculty had questions about getting compensated for telephone and internet expenses as well as DE training. Nancy will put out an email to let them know that we will bring up the telephone and internet usage issues with at the Covid task force meeting. Additionally, she will let part time faculty

know how to get compensated for DE training; and if they choose training not offered by Cuesta college they will need to get prior approval from their dean.

6. Grievance and Investigations– Tom and Debra

Tom doesn't have any grievance cases right now. He has not had consistent communication from the administration as was the case in the past. Faculty don't always know about a complaint against them before inquiries regarding it are made. HR has not been informing Tom when they do inform the faculty member. Debra will bring this up with Jill and ask that CCFT be more formally notified when there is an investigation.

7 Treasurer report (Elizabeth) Need to pay election committee

We have a healthy balance after having paid dues: \$211,169.82. (202,203) BOT 3165. We paid the election committee members and the stipends for the spring and summer. Tom wants to go back to a stipend if that is possible.

**Motion** to approve a stipend for the Grievance officer for the summer \$2,000 stipend for 2020 D. Stakes, seconded E. Lobo. Motion approved unanimously.

1. Next EB meeting August 20, 2020
2. COR meeting on August 27, 2020