



Executive Board

Adopted Minutes

March 15, 2018, 3:00 – 5:00 p.m.
Room 3134 and N3213 NCC campus

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

1. Approval of Agenda and 1 March Minutes

Motion to approve made by E. Conklin, seconded by T. Patchell. Motion approved unanimously.

2. Senate Report

Stacy thanked the negotiation team for their hard work. Guided Pathways (GP) is going to senate for final approval. There is money for 100% release time for faculty to do GP work but how that is to be divided between people is unsure. There is a set amount set aside for faculty stipends doing work specific to their program. Stacy inquired about the status of work-to-contract in conjunction with the accreditation that is looming. She asks is there follow-up on W-T-C. CCFT asserts that everyone wants Cuesta College to be successful. A further response to this inquiry was that CCFT should not be asking faculty to do un-paid extra work. Release time or stipends for GP and/or accreditation should be a consideration. GP seems murky, what is the faculty role? Stacy's response: it is hard to create a GP plan without someone paid to make the plan, but it is not certain if there is money for this purpose.

Morale

Morale at Cuesta was discussed. Better communication between administration and faculty is critical. There is hope that the new president will help foster communication which will lead to improved morale.

3. Treasurer report (Ed)

Budget update

Reimbursements from AFT/CFT for Arbitration

The Mid-year legal cost is high. We have approximately \$73,000 in treasury. AFT has granted our request for partial reimbursement for the on-going faculty tenure denial arbitration but has not specified the amount. Arbitration total is \$80,956. \$32,147 is the likely reimbursement. CCFT's likely out-of-pocket cost is \$48,800. Typically, among CCFT, CFT, and AFT, each pays about one third of the cost. So far, the CCFT portion is above one third.

Debra Stakes will ask the Cuesta Administration to help fund some of the legal costs. Our recent bill from our legal firm was \$26,205 with about \$21,000 toward

arbitration. Since CCFT total dollars should stay above \$71,000, we are paying our legal firm \$16,205 now and will pay the balance of about \$10,000 later.

Further discussion ensued on being proactive to help prevent future legal costs. Strategies include educating faculty on following contract and policies.

Finally, the cost of the last election was \$2,000-3,000.

4. Signed MOU's for Articles 4 and 5
Plan for ratification vote (Julie)
Need to complete by April 22
Goes to May Board meeting

Ratification: The Elections Committee (EC) will determine the election method on Friday 3-16. Election Buddy is under consideration but there are concerns about electronic delivery, receipt of ballots, and the potential for recounts. The EB cannot participate in EC activities by our Constitution. B. Sfarzo may be able to assist with Elections Buddy. Ed Conklin will send member contact info. to Del Chausse. The ratification vote needs to be finalized by April 23 to be included in the May BOT meeting to get retro. pay included in the end of May paycheck. Otherwise, retro. pay might not be realized until the end of August paycheck.

Responses given to the EB about the Tentative Agreement has been overwhelmingly positive about the settlement.

Greg Baxley will update the salary schedule on the CCFT website to show the 4% increase. Efforts will be made to educate members about the standings of PT and FT faculty relative to our comparable colleges.

Debra Stakes has signed the MOUs and they are posted on the CCFT website.

5. Decision on work to contract Petition

The Work to Contract Campaign is still in effect for faculty until salaries have reached the average of the comparable district group. Faculty should strongly reconsider doing any non-compensated work for the district. Faculty can be compensated off schedule B4 for work outside of assigned duties.

There were discussions of future improvements to the salary schedule and strategies to get each salary category to the average of the comparable districts.

6. CCFT Membership Audit—Status and next steps

Ed Conklin has received about 125-130 membership update forms. The COR will get an email next week asking them to inform members about the upcoming election, the TA on the salary agreement, and a push for completion of membership update forms. The COR will try to collect as many update forms as possible and send to Ed Conklin by March 30.

7. Grievances – Stacy and Tom

Stacy and Tom discussed ongoing grievances.
The Tenure Denial Arbitration was delayed until April 25-26

8. Status of CCFT Office and files

The office has file cabinets and minimal furniture. CCFT needs to get help moving boxes etc. from the old barracks building over to 1701. Several EB members offered cars and trucks to help move. The locks need to get changed.

9. Marilyn Rossa requests reconsideration of reinstatement (Debra)

The issue of Marilyn Rossa's reinstatement was discussed. As background information, CCFT, CFT, and AFT reached an agreement in summer 2017 to convene a 3-person panel to review the appeal of M. Rossa's membership status. M. Rossa declined to participate in this panel by missing the first posted deadline and then refused to agree to meet with the panel once the original deadline was extended. In April, Debra Stakes will consult with AFT to determine if AFT will consider another review of M. Rossa's membership status.

10. COPE Report.

D. Stakes reported meeting with Bill Ostrander (State Rep.) at a labor council meeting. He is willing to talk on campus. D. Stakes will invite him to speak at the all-member meeting.

Jimmy Paulding (County Supervisor area 4) was also discussed.

A slate of labor council candidates will be posted to the CCFT website.

Follow-up:

1. Next CoR Meeting: Thursday March 22 room 3134 with Polycom to N3213
2. All-member meeting Thursday March 29 room 3134 with Polycom to N3213