



Executive Board

Adopted Minutes

May 2, 2019, 3:00—5:00 pm
Room 3134 and N1007

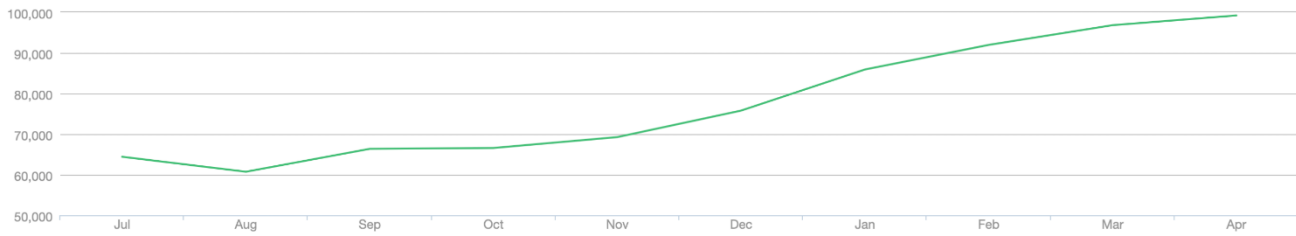
Debra Stakes, President – P Greg Baxley, Vice President – P Julie Hoffman, VP, Secretary– P
Elizabeth Lobo Treasurer–P Tom Patchell, Grievance Officer –P Stacy Millich, AS President– A
Nancy Steinmaus, P.T. Faculty Committee Chair – P Stacy Kimmey, Grievance Officer – P

- 1. Approval of Agenda (no minutes to approve)
Motion to approve the minutes made by R. Finger, seconded by D. Stakes. Motion approved unanimously.
2. Senate Report—(none)
3. Treasurer report (Elizabeth)
Budget update
Account balances (see below). The BOT fund is really a bit higher and needs to be updated.

Checking

Table with 2 columns: Account Name, Balance. Includes rows for CCFT (\$111,578.17), CCFT COPE (\$3,701.50), CD 3 Yr April 04 (\$0.00), Checking (\$0.00), COPE BOT (\$2,297.00), LglDfns CD 2 yr 4.02 (\$0.00), Our AFT COPE (\$0.00), SESLOC Club Acct. (\$0.00), and a total of \$117,576.67.

Net worth over time report was shared (see below). If we can continue to improve net worth, we may be able to open a CD to use for future large arbitrations.



Account	July 2018	August 2018	September 2018	October 2018	November 2018	December 2018	January 2019	February 2019	March 2019	April 2019
▼ Assets	\$64,410.47	\$60,721.57	\$66,367.89	\$66,582.60	\$69,259.19	\$75,798.72	\$85,926.86	\$91,989.96	\$96,847.27	\$99,246.24
▼ Cash	\$64,410.47	\$60,721.57	\$66,367.89	\$66,582.60	\$69,259.19	\$75,798.72	\$85,926.86	\$91,989.96	\$96,847.27	\$99,246.24
CCFT	\$64,410.47	\$60,721.57	\$66,367.89	\$66,582.60	\$69,259.19	\$75,798.72	\$85,926.86	\$91,989.96	\$96,847.27	\$99,246.24
Liabilities	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Net Worth	\$64,410.47	\$60,721.57	\$66,367.89	\$66,582.60	\$69,259.19	\$75,798.72	\$85,926.86	\$91,989.96	\$96,847.27	\$99,246.24

It would be great if we could get enough wealth to open a CD to save for any future need on grievances.

We are well within our proposed spending limits (see the attached budget -3rd Quarter update). In fact, our proposed third quarter balance was negative but our actual is positive.

Outstanding liabilities still due this fiscal year are offset by the additional money we are expecting from the legal defense grant.

Internal Audit

Susan Iredale Klien has agreed to do our internal audit in the fall.

4. Status of current negotiations (Greg)

Changes to 2019-2021 contract:

CMC evaluations-alternate process for faculty only teaching there. Ideas: use current CMC faculty, postpone until next semester if scheduled to teach on campus or online, compensate for training needed?

This will apply for faculty only teaching at CMC who don't have an alternate class. We don't think another discipline should do it. We also think evaluations can be moved to a semester the faculty member has a class on campus. We don't want a separate evaluation process in the contract for faculty teaching at the prison. We will discuss this some more in the future.

Change performing arts stipends

Performing arts stipends were split evenly amongst performing arts faculty and it was not based on the type or number of performances offered. Greg will meet with them performing arts faculty in the fall to discuss a rubric for determining stipends.

More time for CMC compensation (15-30 extra minutes to check in)

We need to fix the current MOU to get this compensation. Greg will ask to have it updated.

Adjuncts paid for Program Planning and Review - no FT faculty in that discipline

Right now lead faculty receive \$2800 per semester for administrative work including program planning and review. There is a list in the contract of who this applies to. There was a scope of work statement but Debra hasn't seen it in a while.

Clarify load bank provisions. Why 3-year max for load banking?

Greg looked at several other contracts and none of them had a three year max. but there was a CAP of 15 units. We could consider negotiating one for the other.

Faculty eval form eliminate “not required” for PT office hours, since it’s now paid and required.

Julie will fix the form and get it to Greg. PT faculty who teach less than a 20% load are not required to hold office hours.

AP 3720—computer use policy and privacy

Debra and Greg met with Keith and Melissa and got some language agreed upon from the San Bernardino contract (see attached – Debra sent it in email just before the meeting).

AP/BP 4231—grade change policy

This was shared at the council meeting last week. It was proposed to College Council by the V.P. of Student Services but was pulled by the Senate president because it needs to go to the Senate first. We will cooperate with Senate to create a joint task force to review this AP/BP.

Include/increase parking fees for faculty

District gave a heads up about this in planning and budget. We sold about 15,000 student permits last year, and about 1800 staff/faculty. The resolution didn’t pass because the board didn’t want to increase student fees. They also didn’t like differential between what staff pay and what students pay. The proposal will probably come back to the board with changes.

The increase in parking fees would go to pay the increasing cost of campus security. If this increase does not go through, then Campus security will have to use general fund money to balance their budget.

We will discuss this issue at the all member meeting to get some initial feedback from faculty.

Clarify Article 4 that PT faculty over 50% are entitled to benefits

Debra could not find this explicit statement in the contract. It is probably buried.

COLA for 2019-20 is 3.26% (+0.45% = 3.71%)

For the 2019 – 2020 school year will we get COLA + 0.45% as negotiated.

5. Work of Election committee and payment
Constitutional amendment to eliminate COR Election committee crossover
Constitutional amendment to reduce waiting period for office elections
The treasurer will pay the elections committee.

6. Grievances and Investigations– Tom and Stacy K

We have finished filing the grievance regarding a faculty member who was accused of using student personal information inappropriately.

We are still waiting to hear the results of the investigation regarding the faculty member who mis-applied the term “assessment” to a lab report and was the subject of an accommodation complaint from a DSPS student.

It was observed by the grievance officers that most of the complaints against faculty that they have had to handle could have been resolved without a formal investigation process.

A disturbing trend is that most of the faculty who have had a complaint filed against them have been over 55 years of age and have had an average of over 20 years of experience teaching.

The new resolution specialist has increased hours. We could ask that she gets involved with grievances before they go into the formal the process.

The chief negotiator has clarified with the chair of counseling and the dean that according to the new contract language, the chair is responsible for creating the initial schedule after proper consultation with the counselors. The dean approves the final schedule after it has been developed by the chair. If the dean intervenes in this initial process, it is grievable.

It was noted that if a letter of reprimand is signed by a faculty member, it is just an acknowledgement of receipt, and not an admission of guilt.

7. PT faculty report (Nancy)

8. Benefits

Change open enrollment date (Debra to confirm with Melissa)

We are waiting for a confirmation from HR so we can announce next week that open enrollment for all benefits will now occur in the summer.

Complaints about dental insurance and many dentists moving to out of network

9. Plan for all member meeting on May 9

Review current year accomplishments

Call to action for EB

We will include in the all member meeting next week a discussion about a potential increase in parking fees, and what faculty response should be. We will request suggestions about what our goals for next year should be. We will share the good news about our budget and a good COLA for next year.

Follow-up:

1. All member meeting on Thursday May 9 at 3 pm Room 3134/N3213