



Executive Board

Adopted Minutes

Debra Stakes, President – P Greg Baxley, Vice President –P Julie Hoffman, VP, Secretary– P
Elizabeth Lobo Treasurer–P Tom Patchell, Grievance Officer –A (Medical Leave)
Nancy Steinmaus, P.T. Faculty Committee Chair – P Roland Finger, AS President and COR co-chair– P

January 23, 2020, 3:00—5:00 pm

Room 3134 and N3213

1. Approval of Agenda and November 7, 21 Minutes

Motion to approve the agenda with with the added item of approving the revised calendar based on the faculty survey, made by D. Stakes, seconded by J. Hoffman .
Motion approved.

Motion to approve November 7 minutes and November 21 minutes with amendment to 11/21/19. Motion made by D. Stakes, seconded by R. Finger. Motion approved.

2. Senate Report—(Roland)

Roland sent out call for faculty for guided pathways but wanted to make sure that the District didn't need to negotiate with the Union because there is a stipend involved. Since the money is pathway money the Union doesn't need to be involved.

Regarding the Faculty prioritization process: most people want the President to approve the recommended hires. Those serving on the committee feel that their time is being wasted when this doesn't happen. The Senate currently runs the prioritization process. They have to determine (a) if they want to keep it and (b) if they want to solicit input for change from the president.

BP 4030 (Academic Freedom) went to the Senate and College Council. Roland will send it out for final approval at the next Senate meeting. The Grade Change Policy (AP 4231) was approved by senate but with a change of the word "step" to "stage". The AP will kick in right away but the BP has to go to board for approval.

3. Status of current contract (Greg)

Typo found and fixed.

Recap of salary comparison to comparable colleges!

Article 3-Update (Debra and Roland)

4. New negotiations

Discussion of priorities

Estimates of COLA from DOF

(This is the previous list, need to update)

Division Chair selection

Student evaluation alignment Task Force - Julie

Evaluation Timeline and due date for self-evaluation Julie

Loading from non-credit ESL (put into contract explicitly)

Revisit Performing Arts stipends?

They are interested in a change of distribution rather than total compensation. Greg will talk to the division chair regarding the issue. There are multiple stipends and also some of the items carry course load.

Ag Coordinator and Lead MOU's only in appendix

Add request from Nursing/Allied Health re summer salary

Stipend for CVC reviewers

This was resolved. There will be an MOU.

Stipend for Paramedic Director (included in MOU)

Banked load does not have time limit

Compensation for mandatory training

This was a legally required training but part-timers want to know if this was being compensated. The District usually says that they need to count it for FLEX. We can argue that they need to put these hours in the FLEX contract if it is a regular thing every year.

Extra compensation for CMC faculty for extra time is no longer being requested. An extra 15 minutes before and after is the current compensation.

Greg has been drafting some negotiation proposals so we are ready to go next month. Big issue is what we want to do with the compensation piece. We are discussing a combination of COLA and fringe. Most other districts have tiered fringe rates. 50% of districts just pay all of peoples' insurance. That was worth about 18k per year for a family rate payer, and we are getting about 11 or 12 K. Hancock is pretty benefit poor like we are. If you get an increase in fringe it is tax except. Fringe benefits for people with families need to increase so we are competitive. We have to reassess everything based on our current insurance. Family rate pay is about \$900 out of pocket and single is \$100 for plan A. For plan B singles have zero and family have about \$700. Greg will bring a proposal back to the E.B. Nancy said 71% of part-timers are in favor of a combination of fringe and salary. 78% wanted more office hours.

5. Grievances and Investigations– Debra and Tom

No report. Debra and Greg have been handling some cases in Tom's absence.

6. PT faculty report (Nancy)

Survey of PT faculty items of importance

Nancy's survey of part-time faculty (see information above) was discussed. It was also discussed that we take another look at the wording around loading in article 5 as it relates to job security for part-time faculty. We can consider moving up time of service in the list of re-hiring priorities.

7. Treasurer report (Elizabeth)

\$31,800 extra came in from the legal defense fund that we hadn't had in the budget. Also, the raise increased our dues so even though our membership is down we are bringing in 18% more than our estimated in revenue. The CFT formula funding is 9% below estimate due to a post Janice CFT formula funding change. Expenditures are looking good – the staff funding reimbursement to cuesta is late in coming. We haven't been billed for spring or fall '19 yet. That is why the budget says we have 90% left in budget.

We need to pay for fall council of rep stipends. Julie will send Elizabeth the attendance information.

We spent 36% less than we expected so our net income is 100k. Elizabeth is ok with us to travel. This may be a good time to consider putting something into a CD for a legal defense fund later down the lane. It also may be a good idea to put money into on-line savings that pays a higher interest rate.

Motion: motion made by G. Baxley to compensate N. Steinmaus for one hour of her time spent at the new faculty orientation. Seconded by E. Lobo. Motion approved.

8. Endorsement requests for local and state elections

AD 35 Dawn Addis

Supervisor (Ellen Beraud, Adam Hill, Stephanie Shakofsky)

Jeff Lee for Grover Beach Mayor (**See letter**).

Motion: that CCFT endorse Jeff Lee for Grover Beach Mayor made by D. Stakes, seconded by G. Baxley. Motion approved.

9. “Schools and Communities First” Ballot initiative

Signature collection campaign

Follow-up:

1. Next EB meeting is February 6 --

2. COR meeting on February 27, 3134/N3213