



Executive Board

Adopted Minutes

October 15, 2020

Debra Stakes, President – P Heather Tucker, Vice President – P Greg Baxley, Lead Negotiator –P
Julie Hoffman, Secretary/Communications Chair – P Elizabeth Lobo Treasurer–P
Tom Patchell, COR Co-Chair/Grievance Officer – P Nancy Steinmaus, P.T. Faculty Committee Chair – P
Roland Finger, AS President and COR co-chair– A

1. Approval of Agenda and Minutes (9/16)

Motion to approve the Agenda made by E. Lobo, seconded by R. Finger. Motion approved unanimously.

Motion to approve the 9/16 minutes made by R. Finger, seconded by G. Baxley. Motion approved unanimously.

2. Senate Report-Roland

The Area C meeting is going to be this Saturday. The Cuesta faculty senate had passed a resolution to oppose the alignment of CSU and UC transfer pathways originally proposed by the Statewide senate. This would have raised the bar for our ADTs. However the Statewide senate is no longer pursuing this, but Roland will have the resolution ready to bring the Area C meeting just in case.

Roland talked to Jason about the possibility of not filling the chief of police position recently vacated, due to the fact that we have already down one dean and this would spread reductions in staff around more evenly.

Roland chaired the Senate resolution regarding “Black Students Matter” with the BOT. They liked the resolution but since the item was information only, they did not take action to endorse it.

There is going to be a review of the policies on giving credit for prior learning. A model of this from Palomar college is being looked at, but that model doesn’t have a template on how many credits could be earned.

The task force for AP7120, with the new emphasis on the second minimum qualification, met. The task force is trying to revise it to resolve issues found with the original draft.

3. Discussion from District Corona virus Task force

Nancy brought up that communication in her area about safety protocols has been problematic. Today new signs appear about using goggles and gloves when the cleaner is used on weight machines, but there are not enough goggles and gloves for each student and they should not be sharing those items.

Heather said that the Director of Safety, Jake Parsons, is responsible for the signage. She also indicated that the cleaner is corrosive and should have never been used without gloves and goggles, but this was not communicated to faculty and students originally. This will be discussed at the next task force meeting.

Update from emergency planning group (Heather)

The District has opened some more buildings. They have hired more temporary custodial staff. Division chairs should have sent out an email to faculty about this. Greg will remind chairs and ask them to include information about what bathrooms are open. Some buildings may be open but the bathrooms may not be.

President Sterns has been in communication with SLO public health and the K-12 schools to discuss school re-opening plans. There will be some new guidelines for more susceptible people.

Cuesta College enrollment is better than many community colleges. Hancock is down about 13% and nationwide enrollment is down 22%. Cuesta enrollment is down 4-5%.

There is controversy among high school faculty about re-opening. This will cause complications for our members who teach dual enrollment if they are required to go back to their high school campus but we are not allowing it for the Cuesta campus.

Monthly compensation for server/hardware and WIFI upgrades

There is no update about this issue.

CARES dollars left over more than \$800K-maybe use some for faculty

There has been an extension to allow CARES money to be spent. We need to get clear direction from the COR about how to ask for some of this money for faculty.

Debra indicated that in one district the BOT was able to approve giving individual faculty grants for technology upgrades. They are also purchasing annual Wi-Fi contracts for students. We could pursue these ideas at Cuesta.

4. Treasurer report (Elizabeth)

Q1 Financial report

There is \$185,552 in the general fund, \$1700 in COPE and \$100 in BOT.

Q1 report – we got dues from all the on-line training faculty took in the summer. Formula funding is higher than what we budgeted because this was from last year. Q1 is always an anomaly because of the lower dues in the summer. We subsequently paid more to our affiliate. We are far below budget for legal fees which is good. Operations are a little over because there was more paid in stipends.

Membership # update

Our member ship is down from about 270 to 254. This is in part due to retirement, and to less hiring of part-time faculty. Part-timers stay in the pool for three years. There was only one faculty member who quit the union since last December.

Debra will forward a list of retirements from board meeting.

Account summaries

Final 2021 budget to COR for next meeting This was approved at the last COR meeting.

5. Negotiations update (Greg)

CMC correspondence evaluations forms and process—to District

Contract signed—needs to be posted on website

ADA accessibility and mandated DE training

Pushed through an evaluation form for librarians reflecting on-line rather than face to face work.

Future Negotiations:

NCC Cluster Coordinator Concerns

Revise current criteria for DE certification Article 5.10 –compensation

Can Legacy faculty be required to take DE training?

How will they be compensated?

Can DE certification be used for column advancement? **Still have to talk to Melissa.**

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

Substitute pay scale (and timing) **presented to district on 2/28**

Compensation for mandatory training **presented to district 2/28**

Evaluations: (Julie)

Timeline and due date for self-evaluation Julie-**have ready for Spring 2021**

Instructional Faculty Dean Evaluation Form—EB to approve today

Instructional Faculty Peer Evaluation form with re-alignment-EB to approve today

Student Evaluation form for Mental Health Counselor **to District**

Student evaluation alignment –EB to approve today

There was discussion about adding the word “inclusive” to the question about a positive classroom environment, as suggested by the On-line Education committee.

There was support for this idea but it would create a double barreled question, along with other legal issues if a student claims that a faculty member is not inclusive. It would have to be emphasized that student responses to evaluations are confidential and only seen by the evaluations committee, and could not be used as official complaints, anonymous or otherwise.

The E.B. elected to leave this off the form for now and leave it open to possibly pursue as a separate question in a future revision to the evaluation form.

Motion to recommend the evaluation forms (with section title clarifications) to the Council, made by D. Stakes, seconded by H. Tucker. Motion approved with one abstention.

6. Communications Report
 - a. Need to replace Julie for next 3 semesters!!!
7. Review and approve changes to Constitution and Bylaws (first pass)

Change so that Grievance officer is a voting member of EB. Elizabeth noticed that the EB does not need to get approval from the COR for release time decisions. The red-line version will go to the council. All changes since 2017 (even those already approved) are included in the redline version.
8. PT faculty report (Nancy)

Nancy has been getting questions about reassignment rights. It always comes up. Not asking for a solution to the problem but just informing. Not consistent across divisions.
9. Grievance and Investigations– Tom **No Report.**

1. Next EB meeting Nov 5 , 2020

2. COR meeting on October 22, 2020