



Executive Board

Adopted Minutes

April 1, 2021

Greg Baxley, President- P	Elizabeth Lobo Treasurer -P
Heather Tucker, Vice President- P	Tom Patchell, COR Co-Chair/Grievance Officer-P
Tonya Leonard, Negotiator - A	Nancy Steinmaus, P.T. Faculty Committee Chair-P
Amy Kayser, Secretary/Communications Chair-P	Roland Finger, AS President and COR co-chair-P

1. Approval of Agenda and Minutes

Motion to approve agenda made by Heather, 2nd by Amy, approved unanimously.

Motion to approve 3-18 minutes made by Greg, 2nd by Elizabeth, approved unanimously.

- Minutes are being posted on CCFT website, and election information and financial documents will be posted there as well.

2. Senate Report- Roland

- Lana and Cynthia asked to bring AP3725 to Senate for approval, but Roland would like to bring it to next CoR again to make sure enough of the changes have been made and will put it on the next CoR agenda.
- The search has started for the Coordinator/Chair of Professional Development. The CMC lead position is still being worked on.

3. From the Treasurer:

Scholarship update

- Balance: \$234,269, \$2,397 COPE with \$310 to BOT
- The Katy Tomes scholarship has been reworded. It needed to be simplified so the Foundation can sustain it, and the new wording is in the spirit of the intended scholarship.
 - The recipient will be a Cuesta College student with a physical, medical, or learning disability and who has demonstrated evidence of financial need.
- Every year, we are using dues to support students in memorial of Katy Tomes and Lenore Erickson.
- The Hartwig scholarship is an endowment, so it pays for itself every year.

Motion to approve new wording of Katy Tomes Memorial Scholarship made by Greg, 2nd by Tom, approved unanimously.

4. Negotiations update (Heather)

TAs galore! NCC Coordinator Professional Development/Equity and CMC positions Service faculty and retiree benefits proposals

- Negotiations have been concluded for this year. CCFT brought 7 items, the District had 1, which was postponed until later. The TAs are:
 - Online office hour clarification
 - Evaluation forms and updated student questions
 - Article 5 changes to fringe and more complete compensation package with COLA
 - Faculty PD Coordinator Position
 - CMC Coordinator Position (job description, selection, and evaluation still need work).

- The next step is to have CCFT membership vote for ratification and then approval by BOT.
- In exchange for tabling Service Faculty hour discussion, CCFT agreed to pull back on retiree fringe benefit to do more research to develop a good proposal. The purpose would be to bridge the gap between retirement and Medicare.

5. COVID and return to class

a. Heather and Greg

- Facilities is currently researching air filters. The buildings need a high-grade filter, but most of the system won't accommodate this. They are working with county and other colleges about portable filters.
- Drive through commencement is being planned for spring.
- We don't know if students will be vaccinated or if there will be a mask requirement in fall '21. Heather attended Health Workforce return to classroom webinar and asked whether other colleges were enforcing mask wearing, but no one had anything in place.
- Requiring vaccination from students is unlikely as it is not supported by Ed Code, and it's an emergency use vaccine.
- We could do an educational campaign to students to encourage vaccines.

6. Upcoming elections (Greg)

- Elections committee members have accepted their nominations. Marilyn Cleaves, Erich Tucker, Tim Farrell.
- Members need 10-day notification period, so the election information can't be sent out until after spring break. Once the election is complete, it needs to go to BOT, so the earliest for the one-time funding is end of June.
- How the elections are conducted is decided by the Elections Committee.

Motion to offer \$1,000 stipend for each Election Committee members made by Greg, 2nd by Elizabeth, approved unanimously.

7. PT faculty report (Nancy)

See #9 below.

8. Spring Newsletter ideas

- Spring newsletter might want to highlight CCFT sponsored scholarships and students who received them since many members don't know about them.
- The Newsletter will be created in Canva and saved as pdf and linked from the Website. Ideas for sections include:
 - Message from CCFT President
 - Negotiations Update (TAs/Upcoming Elections)
 - Return to Classroom/COVID
 - CCFT Scholarships
 - PT Corner/Update
 - Grievance Tips

9. Loading for PT faculty, FT OL, and 'seniority'

- Some PT faculty don't know we have a union. CoR members are supposed to go back to their departments and recruit. We can encourage a union Q and A session for new faculty.
- PT loading and overload for FT and PT faculty was discussed.
 - CBA Section 5.1.2 has ambiguities, and Divisions have historical practices in how they assign load and courses. Seniority in the CBA is ambiguous and is not the primary basis of loading, but some departments are following that as a guideline. Section 5.13 states that eligibility does not guarantee overload. The Dean has ultimate right of assignment.
 - Some wording/other issues that could be clarified:

- FT overload is based on “last semester”
- PT states assignment can be based on highest load you’ve had in last 4 semesters, but that is not guaranteed.
- 5.12.5- the criteria are only supposed to apply to Level 3 faculty, but some departments apply to all Levels. The word “inclusive” is ambiguous and problematic.
- We discussed possibly changing 5.11.3.2 to a hierarchical system so that it’s clearer, but there is difficulty with different unit classes.
- This topic will be discussed further in future meetings.

10. Grievance and Investigations and Personnel – Tom

There are a few outstanding investigations. The one in Nursing is hopefully being resolved. The case in Criminal Justice is going well, and it seems like the complaints were decontextualized. There is no outside investigator from HR.

Meeting adjourned at 5:02pm.

Next EB meeting: ~~4-15~~ cancelled, 5-6

Next COR meeting 4-22

Parking lot:

ADA accessibility and mandated DE training, DE certification Article 5.10 –compensation, Compensation for mandatory training Substitute pay scale (and timing), Edits to Article 5.7 Workload committee Can Legacy faculty be required to take DE training and compensation? Can DE certification be used for column advancement? More control over dean-initiated off-cycle evaluation, like VP of HR approval or some kind of just cause clause?