



Executive Board

Adopted Minutes

September 16, 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– P

1. Approval of Agenda and Minutes (9/3)

Motion to approve the agenda made by G. Baxley, seconded by T. Patchell. Motion approved unanimously.

Motion to approve the minutes made by G. Baxley, seconded by D. Stakes. Motion approved unanimously.

2. Senate Report- Report

a. Review AP 7120 change in faculty hiring

Emphasizing the second minimum qual. has been an initiative of the statewide senate for about three years. That bit of ed. code emphasizes that our pedagogy should be designed to reach a diversity of students. The first min qual. speaks to the foundational qualifications of the discipline. The idea behind the new language is that the second minimum qual. Would inform inputs into the process but it is not supposed to supplant other inputs into the process. It Is not supposed to supplant other things.

There was discussion about changing the language to say “at least half” rather than “more than half” of the inputs into the hiring process. There is concern that this quantifiable language could open the district up to a discrimination lawsuit.

On concern is that disciplinary excellence may somehow be perceived as separate from excellence in the ability to communicate with a diverse student body.

Hiring committees will decide how they will incorporate the second minimum qual. into the evaluation of the candidates. For example, how they feel they can contribute to the college community could specifically request how they would focus on equity. Another option would be to ask how a candidate would make their own classroom experience more equitable for students. Also, the job announcement could identify more things that pertain to the second minimum qualifications. We need HR to give us direction on what we can put on there.

b. Review Senate Revised Faculty Certification Training Options (Second Read)

This got held up in the Senate because some equity language requested by a Senator was left out. This will be revised by including a blanket statement about equity in on-line education.

c. Require faculty to take Diversity training?

There was some talk in the Senate about requiring faculty to have diversity training, but this is already required for hiring committees. The union most likely would not support

this because faculty in general do not support mandatory training except that which is required by law.

3. Discussion from District Corona virus Task force
Monthly compensation for server/hardware and WiFi (Question from Doug H, Lisa S, Jeff G)
CARES dollars left over more than \$800K-maybe use some for faculty
NC Cluster Coordinator evaluations to progress as scheduled

District wants to encourage faculty to send the task force the names of students who test positive for covid or who are exposed, for both DE and face to face classes. The district wants to know about this for all students in case they are taking both on-line and face to face courses. This policy is already stated on the College website with the Covid plan, but CCFT could send out a reminder about doing this.

800k of the CARES act funding was the combined non-student amount. We can now start demanding that some of that money goes to faculty who are updating technology at home to be able to work.

Heather and Greg pressed to get the building 1300 reopened and requested that the District investigate criteria for opening buildings that are currently closed.

4. Treasurer report (Elizabeth)
The budget balances were shared.
Reassigned time reported by September 15 for Spring and May 10 for Fall semester
Approved by COR via email vote
This was reported to the District.
Final 2021 budget to COR for next meeting
Tax Prep in process with John Pooley

Motion: to send the budget as presented by Elizabeth to the Council, made by G. Baxley, seconded by H. Tucker. Motion passed unanimously.

5. Negotiations update (Greg)
CMC correspondence evaluations forms and process—to District
This was sent to the District - all forms mirror the face to face process. We are only doing these for people who are ONLY teaching at the prison in the correspondence modality.
Contract closed and being circulated for signatures

ADA accessibility and mandated DE training
This is on hold for now for legacy faculty.

Future Negotiations:

NCC Cluster Coordinator Concerns

Jason has a deadline of today to get back to us.

Revise current criteria for DE certification Article 5.10 –compensation

Can Grandfathered legacy faculty be required to take DE training; How will they be compensated?

Melissa says you could use your training to move over column-wise on the salary schedule so long as you did not claim the training for Flex or get compensated directly. We could start with the idea that 60 hours would be 1 unit, based on the Carnegie unit. Greg will confirm this idea with Melissa.

Talk to DSPS about DE requirements

Edits to Article 5.7 Workload committee—Jason to take lead—may be deferred—can't continue to have the minority of courses providing all the FTEs so that a majority of the courses can have a small enrollment. Opportunity to look at the equity in workload.

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

Compensation for mandatory training presented to district 2/28

Evaluations:

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

Instructional Faculty Dean Evaluation Form have ready for Spring 2021

Instructional Faculty Peer Evaluation form have ready for Spring 2021

Student Evaluation form for Mental Health Counselor to District

Student evaluation alignment To District for Negotiations

6. PT faculty report (Nancy)
 7. Grievance and Investigations— Tom complaints can now be official if they are verbal but they no longer go to the chancellor's office. The only defense for faculty against false allegations is the student incident report. If there are multiple false allegations the district should do something about it. The problem is the balance of power between faculty and student.
 8. Communications Report - none
1. Next EB meeting October 1, 2020
 2. COR meeting on September 24, 2020