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Strength Through Unity  
Executive Board

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Adopted Minutes

March 3, 2016, 3:00 – 5:00 p.m.  
Math Conference Room 3435

**Attendance:**

Debra Stakes, President – P    Julie Hoffman, VP, Secretary– P    Mark Tomes, Treasurer– P  
Steve Hendricks, PT Chair– P    Tom Patchell, Grievance Officer – P    Lara Baxley, AS President– p

1. Approve Agenda approval.

Motion made by M. Tomes; seconded by S. Hendricks. Motion passed unanimously.

Review and Approval of any outstanding Meeting Minutes

Motion made by D. Stakes; seconded by M. Tomes. Motion passed unanimously.

2. Senate Update Lara Baxley (may be a little late) See the attached report.

3. Communications and elections

(1) Website Update and posting of contract revisions

We are waiting for red-line versions of Articles 4 and 6. We are not done negotiating 5 and 7.

We will post the red-line versions to the Website as we receive them.

Motion: that the off-schedule stipend will be distributed based on load and not any other criteria (such as percentage of salary schedules). J Hoffman; seconded by M. Tomes. Passed unanimously.

(2) Proposed changes to District email policy to include faculty protections – no report.

(3) Report on FSA task force meeting on February 19

The FSA task force met – we will try to also get Madeline Medeiros to serve on it. We are starting with the FSA updates for our own divisions. Once we get that done then we will start working on the more difficult ones where people have FSAs that might encroach on other departments. We had a consultation with the lawyer who said that when you get hired you get assigned only one FSA, based on the law. But after that, you can request another FSA. You can't get hired to teach without an FSA. College Success does not have an FSA so those faculty were assigned a related FSA. The task force is responsible for bringing our FSA list in alignment with the Chancellor's office. The new list must also correlate FSAs with individual courses. The task force must also resolve how to ensure that courses are taught only by those with the appropriate FSA and who will be in charge of this.

(4) Email to membership regarding contract revisions. Another email will be sent out when we receive and can post the red-line versions of the articles.

(5) Information to Election Committee

- check for prepayment

Motion: approve the use of up to \$400 for the contract ratification notification letter (which includes printing of letter, envelopes and full mailing costs). J. Hoffman; seconded by M. Tomes. Passed unanimously.

(6) Calendar committee recommends move to a compressed calendar

Ed. Conklin made a presentation of the 16 week calendar he was hired to create for the Biology division by the VPAA's office. His task was to fit all of the existing Biology courses into a 16-week schedule using the current room assignments. Ed also provided a handout of reasons why other colleges have adopted a compressed calendar. Among them was a study done by San Joaquin Delta College in 2008 that showed that student success and retention were higher on a compressed calendar, but there was discussion that the increase attributed to the compressed calendar may not be significant enough to warrant such a change. The EB agreed on the following points:

- VPAA's office should provide a rationale based on student success for moving to a 16 week calendar.
- Each department (including non-instructional) should be provided with a model spring and summer schedule that shows how the department can fit into a 16 week calendar.
- The vetting process for such a change needs to be established by all affected groups, and in particular with the Academic Senate.

(7) Joint Committee to look at courses taught at CMC

The committee has formed and will begin meeting.

4. Grievance Update (Tom)

(1) Conciliation results from February 26 for Longevity. **Outcome is an abeyance until October.** We got them to agree to stop hiring into longevity and to resolve the problem of people stuck at step 14. The District would not admit to violating the contract, but did agree that this was fairness issue. There is a signed agreement regarding the abeyance (see attachment for the minutes).

(2) Other grievances

There was a grievance made against an instructor who requested a permit from a student who brought a service dog into the classroom. This is actually illegal. What is permissible is to ask somebody if the dog is a service dog and ask what service it performs for the individual.

5. Negotiations update and progress (Julie and Debra)

(1) Article 4: 26February Tentative Agreement

**Discussed by EB, endorsed by CoR, email vote by EB on 27 Feb: 4 to 1 with M. Tomes dissenting. Comments by S. Hendricks requested to be in the minutes:**

“First of all, I'd like to thank Debra and Julie (anyone else?) who were on the negotiating team. I do believe your intent on trying to improve salaries for PT faculty, but realize the resistance from the district. Feedback that I've heard from the PT faculty (after my update on Thursday) is that they are very disappointed that there have been, once again, no substantial gains made specifically for part time faculty. Yes, the 5% is a very fair raise (and long deserved), but it only widens the gap between part timers and full timers! When will gains be made specifically for part time faculty??? I think the NEXT priority for CCFT should be parity pay...or at least a move towards that goal. This year the priority was placed on a large on

schedule raise for all...next year it should be a push for equal pay for equal work. This may mean that if the district offers 5% next year, that FT faculty will get 4% and PT faculty get 6%. I'm not sure how that would work, but this has obviously been going on for a very long time and it needs to be corrected. There is no reason why PT faculty should be paid so much less for EXACTLY the same work! Now that the FT faculty have an understanding from the district that FT salaries need to be increased...we need the same understanding for PT salaries! Thanks for your hard work!"

(2) Article 5: Bumping language, Evaluation cycle for DE/F2F, 150% overload for large lecture, reinstated for impasse – **Still pending mediation**

(3) Article 7: New questions for DE student evaluation; new comprehensive timeline; new designators for DE/Hybrid/Blended courses - **Still pending mediation**

6. Treasurer report

(1) Bank Balances:

Treasury \$83,295.05; COPE (discretionary): \$444.30; BOT: \$ 3141.30 AFT COPE: \$100

(2) Discuss adding a line item for elections in next year's budget.

**We will make a line item in the budget.**

(3) Discuss getting a CCFT credit/debit card for charges without an invoice.

**Mark will look into this.**

(4) Other

**We need to look at increasing officer stipends for summer work. Also, the District took fair share fees out of non-credit faculty members' pay. These people will be reimbursed through payroll.**

7. PT Chair report (Steve) **No report.**

Follow-up:

1. Next EB meeting at Thursday March 17 in Math Conference Room
2. Next Council of Reps meeting on Thursday March 24 at 3-5 pm in room 5402/N5006
3. All-member meeting on Thursday March 31, 3-5 pm room 5402/N5006
4. Impasse mediation follow up on March 22; Articles 5 and 7
5. State Convention March 11-13, Hyatt Regency San Francisco

## Academic Senate Report to the CCFT Executive Board 3/3/15

- The first talk in the Faculty Lecture Series was held on February 23, where professor Lise Mifsud gave a marvelous and interesting talk to a standing-room only crowd about her field of forensic anthropology.
- The second Faculty Lecture will be given by Megan Debin from art. It will be held on Thursday, April 28 at 4:00 on the humanities forum, room 6304. This larger room will be able to accommodate many more people and I would like to invite you all to attend and bring a friend! Refreshments are provided courtesy of the Associated Students of Cuesta College.
- The President of the Academic Senate for California Community Colleges (ASCCC) David Morse will visit Cuesta on April 15. He will give a talk about statewide initiatives at 9:00 am and a participatory governance workshop at 10:00 am. Both will be in the humanities forum, room 6304

The Academic Senate Council had two meetings in February.

- A. We provided input on BP 3167 Faculty Emeritus Status. It has been difficult for human resources to determine whether some faculty members qualified for emeritus status upon retirement. This has caused some people to retire without emeritus status when they did actually qualify. The proposed BP would streamline the requirements to state a number of years or semesters of service rather than a full-time equivalent load.
- B. We approved changes to the New Program Approval Process to include the reactivation of programs that had previously been discontinued. The new process is now called the New or Reactivated Program Approval Process. The process now includes the reactivation of discontinued programs. This has also been approved by College Council.
- C. We also reviewed and provided feedback on Chapter 5 of the Educational Master Plan and on the response to Recommendation 1 for our accreditation follow-up report.
- D. We approved 4 scholarships at \$250 each and approved \$100 toward the purchase of graduation honor cords. We don't have enough money to cover those expenses, but the Senators committed to raising money in their divisions. Money for these comes from voluntary Academic Senate "dues", which are \$10 per year. The Senate also discussed changing the name from "dues" to "scholarship donations".

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## MEDIATOR'S SETTLEMENT PROPOSAL

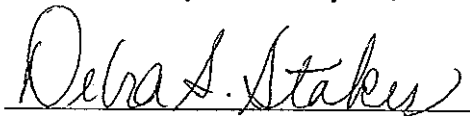
In re: CCFT / Cuesta College Grievance dated December 17, 2016

As a means of crafting a resolution to the above entitled Group Grievance that CCFT submitted citing a contract violation and that Cuesta College has responded by denying a violation of the contract with CCFT, the Mediator proposes the following settlement:

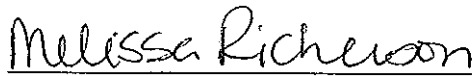
1. The Grievance shall be held in abeyance to discuss a settlement during the a meet-and-confer session in October 2016;
2. By holding the Grievance in abeyance, the CCFT do not waive any rights;
3. Both parties in good faith shall seek to resolve ("shorten") the amount of time an employee will be required to remain with "Step 15" of the Salary Schedule;
4. The District shall use this time to research the fiscal impact in crafting such a solution;
5. Both parties in good faith shall seek to clarify ("close the hole") with the initial placement provisions of the contract and to harmonize any ambiguities with the longevity requirements provided in the contract;
6. The District agrees that, prospectively, no faculty employee shall be hired above Step 14 on the Salary Schedule prior to the meet-and-confer scheduled in October 2016; and,
7. If necessary, the parties shall return to mediation if outstanding issues are unresolved during the meet-and-confer held in October 2016.

The parties both agree that this proposal is a means of eventually achieving a settlement agreement that will meet the interests and needs for CCFT and Cuesta College.

Dated: Friday, February 26, 2016



Debra Stakes, CCFT  
President



Melissa Richerson, Cuesta College  
Executive Director  
Human Resources & Labor Relations