



Executive Board Meeting

Adopted Minutes

January 21, 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 - P	Nancy Steinmaus, P.T. Faculty Committee Chair-P
Amy Kayser, Secretary/Communications Chair-P	Roland Finger, AS President and COR co-chair-A

1. Approval of Agenda and Minutes (11-5-2020, no minutes available)
 Agenda approved unanimously. 11-5-2020 minutes will be approved at next EB meeting.
2. Senate Report- Roland (not present)
3. Leadership positions for CCFT (standing item)
 1. Greg President as of December 1, 2020
 2. Heather added negotiations lead on Dec 1, 2020
 3. Elizabeth began as July 1, 2019
 4. Amy Kayser as Secretary/Communications begins January 1 2021
4. Discussion from District Corona virus Task force (Heather)
 CARES Act balance \$780,000 New Federal money (\$8 million)
 The money will be divided into more specific categories. Some funds to be used not only to help students during COVID but also in to promote programs to help students in crisis.
 On campus testing site
 - The testing needs to meet needs of faculty, students, and staff groups on campus that require 25% to be tested every week (e.g., athletics, performing arts).
 - There's a maximum 500 tests/week to process. They are sent to out of town lab. Results will be sent back to student, and followed up with local health agency. The tests are self-administered and will be supervised by staff to monitor the testing sites on campus. More details to come.
 Plans for transition to f2f in fall?
 - Divisions are currently thinking about what f2f in fall '21 will look like. Many departments are considering blended or hybrid model.
 - Some considerations include: percentage of students allowed in class/reducing class caps if needed. Input will be gathered from departments to be considered at COVID task force and this topic will be discussed at next Instructional Cabinet meeting.
 Treasurer report (Elizabeth)
 - Mid-year budget report will be presented at next CoR meeting.
 - All the signatory paperwork was completed before winter break. Anyone who received over \$600 in stipend will get 1099 form.
 - Current balance is healthy. We might want to consider a small reduction in dues to reduce the extra balance. Considerations:
 - Current balance is 215,575. We should have minimum \$80,000, and 6-9 months in reserve.
 - If there is a legal issue, funds will go fast.
 - Amount we pay Cuesta for positions will be lower because Cuesta is covering more reassigned time.
5. Negotiations update (Heather)
 Signed MOUs: office hour, sabbatical leave dates
 Both completed, no push back on either one from District.
 Evaluations: Proposal ready to go to district (Greg)
 The instructional, dean/management, faculty and student evaluation questions all have all been sent to district to consider. The only issue is with NCC Coordinators due to the cluster reorganization, so their duties have changed.

Feedback has been gathered from membership - priorities are mixed. We discussed the fact that health care fringe benefits for families are costly for faculty. Cuesta is unusual because most other colleges pay for entire healthcare coverage. Discussion points:

- District likes to pay fringe more than salary increase because they don't have to pay % to STRS.
- Case against fringe increase over salary: it doesn't benefit PT faculty much and disproportionately helps those with dependents. Salary is pensionable, so higher salary would mean more retirement.
- In the past, money not used for medical was reimbursed to faculty. If we could do that again, faculty could consider HSA (medical) or FSA (flex) plan-put money that they don't spend there.
- When we provide healthcare for faculty, they can better serve our students. It puts a lot of stress on families about how to provide medical care for family. Look for ways to reframe this to see more wholistic view and equity on a human level- valuing all staff. Cuesta to be a place where all faculty feel that their healthcare is important and valued and that means those you love are cared for.

Greg suggests following proposals to district:

1. District increases monthly contributions of \$50/\$100/\$150/ for single/dual/family fringe respectively to reduce faculty out of pocket costs.
2. Currently PT who have 50% FT load get 50% FT fringe benefit and we can increase it to 60%.
3. See if the district will consider making health insurance available to faculty retirees and any dependents under the following conditions:
 - The retiree has performed 10 years of service to the district.
 - The retiree is at least 60 years of age.
 - The retiree is under the minimum age for Medicare eligibility.
 - The retiree will be responsible for any costs and premiums above the single payer rate provided to regular (FT) faculty (or if PT, the portion allotted to a temporary PT faculty) under the contract in effect at the time of retirement (the district will pay the single payer rate for that classification up to the minimum Medicare eligibility age).

Note: Greg to work on language to make sure that it covers the faculty retiree only up to Medicare eligibility age.

Action: Greg and Heather to draft the proposals.

One-time stipend proposal

Last spring one-time payment was \$1800/ FT faculty and prorated for load for PT. We could try to ask for more money based on for the entire year. The issue is how to structure the stipend (i.e., using a total hour concept and then applying an hourly rate or set amount). Confident we can get something but structure and amount needs to be negotiated.

Counseling, base workload hours and definition of "other and growth" hours

The district is proposing an increase of student contact hours for non-instructional Service Faculty (FT Counselors, DSPS, and Librarians) to 28 hours (from 23 hours) in lieu of the 5 office hours/professional growth. Tonya shared the main concerns:

- This appears to be moving towards treating service faculty as staff. They don't feel valued. Counselors have little control over their scheduling with students compared to teaching faculty and this contrast makes it appear that counselors are not trusted. This appears to be moving towards treating service faculty as staff. Service faculty are professionals with MA and Doctorate degrees and professional development is important to better serve students.
- Trying to get more hours out of counselors instead of hiring new counselors. Guided Pathways is demanding more of counselors. They are involved in program reviews and learning outcomes, articulation to universities and colleges. Counselors are available before semester, meeting with parents, and during spring break.
- Greg thinks this will probably take many drafts to resolve and come to an agreement. The wording about office hours needs to be clarified in the contract. It's important to educate the district on what service faculty do.

Action: Tonya will send us document that counseling worked on to provide more information to consider in CCFT response.

Future Negotiations:

NCC Cluster Coordinator Concerns:

The cluster reorganization impacted the NCC Cluster Coordinator positions. The administration didn't consider this ahead of time and the coordinators were left out of the leadership. Evaluation process was affected for those due for an evaluation, so this is being discussed right now. Some evaluators have questioned the value of these positions. Discussion on importance of these positions to the college:

- NCC often gets neglected, and many times there are inequities. Coordinators try to make the college aware of this. For example, right now the NCC bookstore is closed.
- NCC serves a large portion of our diverse student population. Many are working students who take classes at night.
- This needs to be a management summit issue.

Future negotiation items: **standing items**

Revise current criteria for DE certification Article 5.10 –compensation

Can Legacy faculty be required to take DE training and compensation?

Can DE certification be used for column advancement?

6. Communications Report (Amy)

- Updated spring '21 CoR list and working on website.
 - Check that membership application and COPE application is there.
 - EB send picture so Amy can add to website.

7. Ratification of changes to Constitution and Bylaws

Greg wants to review the bylaws so that they are clearer. He will look at bylaws in other districts for revision ideas and bring back to future meeting, but this is not time sensitive.

8. PT faculty report (Nancy)

- PT counseling faculty worried about getting paid less with fewer hours if the district proposal for service faculty succeeds.
- CCFT communications to membership needs to emphasize CCFTs commitment to all faculty, PT and FT.
- CCFT negotiations will fight the 40 hours, but not sure if the district will allow it to stay at its current 30. Negotiations team will come up with a way to offset this.
- Some language in the contract needs to be cleared up regarding prep and office hours.
 - PT faculty loaded at 67% automatically get paid for office hours.
 - The official office hour doesn't appear to be scheduled, so it's unclear how that works.

9. Grievance and Investigations– Tom

- One faculty member is still grieving an evaluation. There may have been problems with the evaluation process. Divisions need to be careful that they follow the evaluation process.
- One student complained about language in a faculty member's syllabus. Tom to meet with faculty and HR.
- Calendar of meetings
 - CoR meetings - 4th Thursday
 - EB meetings - 1st and 3rd Thursdays

Next EB meeting: 2-4 pending or 2-11

Greg may not be available, we can do paper agenda and get feedback that way- TBD

Next COR meeting? Possibly 1-28- TBD

Parking lot:

1. ADA accessibility and mandated DE training, Compensation for mandatory training, Substitute pay scale (and timing), Edits to Article 5.7 Workload committee