



Council of Representatives



Adopted Minutes – Cuesta College Federation of Teachers (AFT Local 4909)

Council of Representatives - November 17, 2016 – 3:00-5:00 - Room 5402 / Polycom N3213

Table with 3 columns and 8 rows listing various departments and their representatives, such as DSPS, Languages & Communications, Health Center, etc.

Approvals (Quorum needed): Current Agenda, Minutes of October 27th CoR meeting (5 minutes; Colleen Martin) Add to the Agenda: Discussion about the Foundation, and talk briefly about peer evaluation process. Motion to approve: B. Allen, seconded by T. Torrey. Motion passed unanimously.

Appointment of Council Liaison to EB – part-time Quorum needed (5 minutes; All). Motion to appoint Robert. Sfarzo as Part Time Liaison made by Kevin. Bontenbal, seconded by Tony Rector-C. Motion passed unanimously.

Overpayment policy and delayed notification. Change policy for canceled courses; change policy for PT faculty that teach courses that begin part-way through semester (Steinmaus) A survey was sent out to faculty to determine if they prefer to be paid after the class starts to avoid having to pay back salary when the class is cancelled. The District can't "forgive" overpayment because it is considered at "gift" which is illegal to do under state law. It puts faculty in a position to have to repay money if their class is cancelled.

Grievance update (10 minutes; Patchell)

Negotiations Update (40 minutes; Stakes and Hoffman) The particulars were discussed in the meeting.

Article 3

- AP 3270. Access to computers, privacy, rights
Faculty not to be harassed or disciplined for enforcing terms of syllabus

Article 4

- Increase to fringe request (Baxley)

- Increase to all schedules by X% until above average for comparable colleges for FT salaries.
- Realign other schedules so that B-2 is at least XX% of B-1
- Increase office hour and SLOA compensation
- Lab-lecture parity **T. Torrey and B. Allen will research this.**
- Assessment of Comparable Colleges (Baxley and Hoffman)

Article 5

- AB 1690—new section 87482.3 to Ed code requires seniority rights ranking for PT faculty that would be used for any schedule reduction; will need to write into Article 5 (Steinmaus and Hoffman) **Discussion about 6 semesters being when seniority starts.**
 - **All: please review all of Article 5.13 to discuss proposed changes**
- Release time for FT lead faculty in CTE-new Article 5.18; need task team to write **Discussion about creating a new article in the contract to come after cluster coordinators which will describe when a “lead” is justified and what the compensation will be. B. Allen and D. Fernandez will work on this. Each 20% release time costs about 10k on the non-instructional side of the budget.**

□ Announcements (15 minutes; division reps)

Any problems with new faculty assessment process or forms? There has been a significant delay in receiving the student evaluation forms. This is causing a great problem with a backlog of work. The problem is that there is not enough staff to get the evaluations done. The division chairs did not want to move some of the evaluations to the spring. The administration is preventing us from abiding by the evaluation calendar in the contract when they don't get the forms back in accordance with that calendar.

Senate task team for Dual Enrollment assessment forms Our agreement is that what gets evaluated is if the students are learning the objectives for the course (content). The Union doesn't need to review these forms because they are not used to evaluate anyone in our membership.

Still waiting for WEXP compensation formula

Insurance Pool stipend in November 30 checks Members should talk to HR if they want to change their withholding for the month of November.

□ Treasurer report (5 minutes) via email from M. Tomes:

The COPE report was filed. The bank balances are: CCFT: \$83,828.74; COPE: \$1351.50, of which \$681.00 is BOT. AFT COPE: \$100.

□ COPE Report – Mary Strobridge elected to Board of Trustees. Term begins December 10; first Board meeting is Dec 14; Proposition 55 passes state-wide;. (5 minutes; Stakes)

□ Other, if needed (15 minutes; anyone) Cuesta Foundation has about 27 million in assets according to an on-line link. Where does this money go? Who decides how it is spent? The BOG waiver pays for those who are in need, so others get the Cuesta Promise money when they aren't in need. There are two faculty members who sit on the Board for the Foundation as advisory members. Right now its Monica Mallard and John Knutson.

Next Council meeting is December 15 during finals week; dates for Spring term