



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

Council of Representatives - October 27, 2016 – 3:00-5:00 - Room 5402 / Polycom N3213

DSPS (1) A Mark Tomes, Treasurer	Languages & Communications (2) P Tony Rector-Cavagnaro	Health Center (1) Represented by Student Life
Biological Sciences (2) P Laurie McConnico	Counseling (2) P Dana Gough P Susan Gossard	Kinesiology, Health Sciences & Athletics (2) P Nancy Steinmaus, P.T. Faculty Committee Chair
Student Development & Success/ESL (2) P Donna Bower	Nursing/Allied Health (2) P Antonia Torrey P Heather Tucker A Kif Mills	Performing Arts (2) VACANT
Library/Learning Resources (1) P Kevin Bontenbal	Business Education (2) P Gary Rubin A Randy Scovill	Fine Arts (2) P Douglas Highland
Workforce & Economic Development (1) VACANT	Student Life and Leadership (1) A Anthony Gutierrez	Human Development (2) A Bailey Drechsler
Engineering & Technology (3) A Bret Allen P David Fernandez A Gary Villa	Mathematics (3) P Julie Hoffman, VP/Secretary P Kyi Zin P Greg Lewis	Physical Sciences (2) P Greg Baxley P Debra Stakes, President
English (3) P Tom Patchell, Grievance Officer/Co-chair P Roland Finger, Communication officer P Colleen Harmon	Social Sciences (3) A Victor Krulikowski A Mark Weber P Anthony Koeninger	

Approvals (**Quorum needed**): Current Agenda, Minutes of September 22nd CoR meeting and September 29th All-Member meeting (5 minutes; Rector-Cavagnaro) **Motion to approve: T. Torrey, seconded by D. Stakes. Motion approved unanimously.**

Revision of Council membership form to refer to WEXP, PEDS and PDS (5 minutes; Stakes)
Workforce and Economic Development is also a Cluster name so we want to change the CCFT designation of the division name to WEXP/PEDS/PDS.

Appointment of Council Co-chair (5 minutes; All)
Motion: For Colleen Harmon to serve as co-chair for the rest of the semester. Motion made by T. Rector-C., seconded by T. Torrey. Motion approved unanimously.

Election of Part-Time Chair faculty liason to the EB (5 minutes; All)
Motion to delay this appointment until the next COR meeting: Motion made by G. Rubin, seconded by D. Stakes. Motion approved unanimously.

Grievance update (10 minutes; Patchell)
An instructor accused of sexual misconduct was found completely blameless. The Longevity issue was resolved (see below).

□ **Negotiations Update** (40 minutes; Stakes and Hoffman)

- CMC and Longevity *MOUs* An MOU to get additional compensation and protection for those who work at CMC was approved. Longevity settlement assures that no faculty member will wait for longevity step 16 longer than three years.
- Increase to fringe request The EB decided that fringe should cover at least the out of pocket cost for the single employee. If we increase fringe by \$60 for FT and 30 to Pt it would just barely cover it. We will also work to get increases covered in future years. We did ask for tiered fringe in the past. District would not agree to that but they did agree to the insurance pool. We are one of very few community colleges that don't pay insurance for two party or family rate. The costs for our single plan is about comparable to other districts. We will look at the possibility of tiered fringe again.
- Current step and column schedules
(*Print your own copies* of four schedules: B-1, B-2, B-3, B-4. [Link](#))
B2 is about 61.2% of B1. Our part time salary schedule has 14 steps. There are no longevity steps for part-timers. B3 is 75% of B2. B4 is 2/3 of the lab rate. There was discussion about lab rates and program leads. A start for full time leads is to survey other colleges. Our division chairs are paid higher than most. There are some schools where lab and lecture rate are the same but they also have "Activity" Schedules.
- Comparable colleges for FT salaries
- Percentage relationship of four salary schedules We are looking at strategies to better align B1 and B2.
- 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
- Do we want to participate in assessment of other colleges to use for comparable institutions list? (FYI - Meetings are about to get underway initiated by Classified Union, CCCUE)
Greg Baxley and Julie Hoffman will attend, but our current list is pretty good since high cost areas don't necessarily pay higher salaries.

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- Announcements (*15 minutes; division reps*)
- Results of faculty prioritization – FYI, Dr. Stork will decide next week (*5 minutes; Stakes*)
- Status of Budget Reserve and Contingency account (*5 minutes; Tomes*)
- COPE Report - Strobridge signs available; she will have ad in Tribune, post-its on newspaper, radio ads on K-JUG. Stakes' letter to Editor was not received and will be mailed again. (*5 minutes; Stakes*)
- Other, *if needed (15 minutes; anyone)*