



All-Member Meeting

Adopted Minutes

Thursday May 12, 2022, 3:00 p.m. Zoom

37 participants

All current Cuesta faculty are welcome to attend.

Any voting is limited to CCFT members.

Discussion and comments may be limited to CCFT members depending on the time and number of speakers.

1. Approval of agenda

(5 min)

Motion to approve agenda made by Tony, 2nd by Marcia, no objections. Special guest coming, so flexibility in agenda order.

2. Meet the EB!

(5 min)

Elizabeth Lobo- Treasurer, Biology Chair in fall

Tom Patchell- Grievance officer, English faculty and Co-Chair of Council

Heather Tucker- VP and Chief negotiator, EMS faculty

Nancy Steinmaus- Kinesiology and Health classes, PT Committee Chair, Negotiation Team

Roland Finger- Co-Chair of Council, English Faculty

Amy Kayser- Secretary, ESL faculty, SDS Division Chair

Greg Baxley- President, Chemistry Faculty

3. CCFT President's report (COLA, PT award)

(3 min)

- 6.5% State funded COLA (one of largest in history)
 - 6% of which will directly apply to salary schedule next year
 - .5% of which will apply to fringe.
- Congratulations PT faculty award winner Elizabeth Deswart! Award implemented through Professional Development Committee.

4. Dues-free May and CCFT scholarships (Elizabeth

(5 min)

- Treasury balance: 157,418, COPE- support for local candidates: 3,299.50 of which 714 is directed to Board of Trustees. (individuals can specify that they want their contribution to go toward BOT), Savings: 100,015.54
- Not many legal expenses for the last few years, so we have good amount in savings, which allowed:
 - No dues December and May
 - Donation for student assistance fund at start of COVID
 - Funding future teacher endowment scholarship, which will be awarded starting in fall.

5. Equity and the Call to Action for CCFT

(10 min)

- Chancellor sent out a call to action requesting that we make efforts towards reducing equity gaps. Committees on campus have been working on this. Highlight what we do to promote equity:
 - Scholarship (40K Foundation- generate 1000/year- student of need who plans to be a teacher)



- 10K- Cuesta Student Assistance fund
 - Supporting equity in faculty: AP 7120- improve equity in hiring, JEDI academy, increase opportunities for PT faculty (stipends for hiring committees, CoR), look into stipends for PT district wide committees
 - CFT- improving healthcare access for PT faculty, increase how much state is contributing for PT faculty.
 - Ended our last CoR meeting early to allow attendance of Dr. Benjamin's presentation on Racial Literacy.
6. CCFT services (Tom) (5 min)
- Grievance officer can investigate any process that seems unfair.
 - Aim to resolve issues before filing through arbitration, investigation and background work
 - When admin interviews faculty for investigation, you can have a CCFT representative to assure that you get fair treatment.
 - Faculty can request CCFT representation when subject to discipline or investigation related to discipline.
7. Upcoming elections: (10 min)
- a. Trustee election (District 4)
 - November- not sure who candidates are. Adrienne Garcia-Specht intends to run
 - She has volunteered for Board trainings already
 - Unsure if Pete Sysak will run
 - COPE fund is not large, so we might have fundraising to help support candidate.
 - b. State Assembly
 - EB voted to endorse Dawn Addis, and we endorsed her previously. EB members attended CFT sponsored interview/debate.
 - c. County Supervisor
 - Jimmy Paulding and Dawn Ortiz-Legg asked us to endorse them.
 - Bruce Gibson has not reached out to us to endorse him.
 - CFT endorsements will be sent out to members.
8. COPE Chair-call for interest/nominations (2 min)
- Opening for this position- keep track of endorsements, look into being more politically active, volunteer needed
9. CCFT appointees for hiring committees (PT stipend) (5 min)
- District wide hiring committee- when CCFT appoints PT, they receive \$500 stipend.
10. PT faculty discussion/concerns (Nancy) (20 min)
- Zoom Social hour idea- flex activity for PT faculty in fall -TBA
 - Creating list of various opportunities for compensation (e.g., committees, SLOAs) to increase awareness
 - CoR meeting suggestion- put together helpful tips for PT faculty.
 - PT survey results highlighted in Newsletter
 - 61% of PT faculty would be interested in attending graduation if student they knew was graduating. Consider asking your students if they are graduating.
 - PT faculty can apply for unemployment during break. If it's denied, almost always approved on appeal. Reach out to Nancy if you need help.



- Assembly representative helpful resource with unemployment.
- Resources on CCFT webpage, <https://ccft.org/?p=221>

11. Reopener ideas for fall 2022 (Heather)

(20 min)

- Ideas come from PT survey, CoR meetings, issues that have arisen since last negotiations (clean up items), Title 5 and Board Policy changes
 - Example: Removing need for prior approval for starting further education to move up in salary schedule
- In fall, survey for all members of CCFT asking for help prioritizing issues
- Big Ticket items: lab/lecture parity, substitute pay, SIP, retirement/healthcare benefits, lead pay and stipends, PT evaluators, PT pay scale steps- move to part time parity (fringe, adding steps to pay scale), clarifying language in CBA regarding reassignment rights, key policy
- We will reevaluate our compensation compared to other colleges.

12. General questions and concerns and happy hour

(20 min)

- At College Council, President said that small class sizes will not be able to continue in the future. Unclear what exactly that means.
- Enrollment targets college has put out for next few years- looked at where we were and where we are now and how we can get back to where we were. Not clear where the enrollments will come from.
- Having a healthy enrollment helps with our negotiations

Other

Jimmy Paulding- District 4 County Supervisor, asked for CCFT endorsement, guest speaker

- Local, AGHS, Cal Poly, law school grad, practice AG City council, ran for county supervisor before
- Top issues: prolonged drought issue, homelessness and mental health epidemic, safety with police force, affordable housing, value education and providing education opportunities to members of our community
- Q-Cuesta struggles to serve students in south county, what are your suggestions without building a SCC?
 - Transportation is barrier, wants to increase opportunities to make it easier to get to Cuesta
 - Housing opportunities in SLO so students can afford to live and study here
 - Likes idea of satellite campus
- Q- specific plans for mental health for student age
 - We don't have enough beds in institutions, working with community to improve this and jail reforms
- Q- redistricting
 - Board of Supervisors redrew the lines to alter the district boundaries to favor a political party- marginalized some communities such Oceano.