



Council of Representatives Meeting

Adopted Minutes

November 18, 2021, 3-5 p.m.

Table with 3 columns and 6 rows listing various departments and their representatives.

1. Approval of agenda

Modifications of agenda: move treasury report to #3, move cluster reorganization to #4.

Motion to approve agenda with modifications made by Roland, 2nd by Greg, no objections.

2. Approval of minutes

Motion to approve 10-28-21 minutes with modifications made by Roland, 2nd by Greg, no objections.

3. Treasury report

- Treasury \$183,821.16, COPE \$3,089.50 of which \$534 is BOT
Elizabeth completed endowment scholarship paperwork. EB to review final wording.
Stipends for PT faculty serving on CoR are being processed.
Internal financial review is underway.

4. Cluster reorganization draft (Baxley)

- Background: in May 2020, district failed pool for hiring new dean. As a result, instruction was reduced from 3 to 2 clusters. Early spring 2021, Academic Senate in collaboration with CCFT created taskforce to assess current organization and make recommendation.
Gathered as much faculty input across campus as possible.
Emailed a survey to division chairs to discuss with their faculty. The results were that overall departments fit well with current divisions with a few exceptions, and 4 deans were recommended.
Conducted open forums for faculty where they grouped departments into similar discipline areas. Results were almost unanimous except for 13 departments where there wasn't consensus.
The lead faculty were contacted in these 13 departments and asked for consensus regarding placement.
4 cluster model with 4 instructional deans is being proposed with departments and divisions arranged within these clusters.
Unresolved: 1.) names of the clusters and 2.) division structures and # of divisions

- The “hybrid” cluster, Student Success and Support Programs, is not one of the 4 clusters. Maria Escobedo is not being considered an instructional dean though she currently has instructional programs under her.
- The proposal to be presented at Academic Senate 12/3 for feedback, 2<sup>nd</sup> read 12/10.
- Restructuring is not a faculty-controlled issue. If faculty make a recommendation, administration needs to respond and explain why they accept or don’t accept the recommendation.
- Taskforce goal is to have an organizational structure that faculty are comfortable working within to best do their jobs and serve our students.

## 5. Creation of PT coalition to discuss PT issues/concerns (Baxley and Steinmaus)

- PT faculty coalition is proposed to discuss PT faculty legislative and contractual issues at regular meetings. This coalition will work with statewide organization that addresses PT faculty concerns. The following suggestions/comments were made:
  - Promote PT faculty to help them feel valued and help FT colleagues recognize contributions of PT faculty. PT teach about 45% of FTES.
  - CFT statewide effort organized to focus on access and cost of PT healthcare. Local group can work with this statewide group.
  - Give input on PT contracts and negotiation items such as pay parity. Have more PT representation on bargaining team.
  - Promote systemic change with concrete action items that would lead to better job security.
  - Consider ways to have PT faculty more involved (e.g., consider requiring and compensating PT for participation at division meetings).
- It may be possible to pay PT for their work on the coalition- to be a future CoR agenda item.
- Fall 2019, faculty (2:1 PT to FT), CCFT dues mostly come from FT; FT load 55.4% load, PT 44.6% load
- CCFT negotiations team are trained by CFT and AFT to consider feedback from membership, data from comparable colleges, and the district’s position in deciding what to bargain for.
- CCFT has achieved the following for PT faculty: paid office hours, CCFT meeting compensation, SLOA compensation, improved pay scale.

**Motion** to endorse the formation of a coalition of PT faculty to investigate and discuss issues related to PT faculty at Cuesta made by Roland and 2<sup>nd</sup> by Greg, 17 yeas, 1 objection, 1 abstention.

The Coalition will report back to either the COR and/or the EB, and will have a standing report on COR agenda.

## 6. CFT/Statewide PT health care initiative (Baxley)

- Focus of this group (45 people around state) is access and affordable health care options for PT faculty.
- One suggestion applies more to faculty teaching at multiple districts - pooling service in different districts to allow for healthcare eligibility. No current system tracks this and it’s unclear if they were to pool service, who would pay for it, and how that would be organized.
- The state doesn’t contribute much for PT faculty health care. Governor referred to this when he vetoed the increase in PT faculty load. More money needs to be in PT faculty healthcare fund.

## 7. PT salary comparison (Baxley)

- Districts have different definitions of parity. Across the state, PT faculty salary schedules differ in terms of steps and columns available to them. Most districts have 6 steps whereas Cuesta has 11.
- District has maintained that they pay PT in mid to upper level range, but more money to the higher earners on the PT schedule could be considered.
- FT pay has improved over the last three years, but we are ranked lower than PT faculty.
- Among 10 comparable districts, Cuesta PT salaries are about average at the lower end and ranked 3<sup>rd</sup> and 2<sup>nd</sup> at the higher end.
  - 5-6 years ago, CCFT looked at colleges with classified to find comparable colleges- in CBA agreed to use these colleges for comparisons and classified uses same 10 districts.
  - We are able to use what other colleges pay to leverage to get higher salary and more fringe benefits.

- Gary Rubin noted, and Greg confirmed what he reported earlier, that the Cuesta PT salary noted in data Greg has shared does not include compensation for office hours, though 3 of the 10 comparable districts do include compensation for PT faculty office hours. Thus, the compensation for those 3 districts is inflated as compared to Cuesta's PT compensation. Therefore, the percent of salary above the comparable district average would be somewhat higher.
  - Previous survey with PT faculty, additional office hours isn't usually seen as a priority.
  - Cost of living doesn't track well with salary. There's no correlation between pay and cost of living.
  - [https://www.cft.org/sites/main/files/file-attachments/cft\\_part-time-faculty-salary-comparisons-2020-21.pdf?1630612132](https://www.cft.org/sites/main/files/file-attachments/cft_part-time-faculty-salary-comparisons-2020-21.pdf?1630612132)
8. Lab/Lecture parity: Q and A regarding lecture and lab loading (Baxley)
- Lab lecture parity varies among districts. Some districts get up to 100% of lecture pay for lab.
  - Other districts advised against setting up a tiered system because it created animosity and conflict.
  - Now it's important to educate colleagues about the loading disparity.

Background info: Are all classes equal in terms of loading?

Historically at CA community colleges, class time coded as Lab or Activity has been devalued in terms of loading. Faculty teaching a lab/activity course need to work more hours to earn a 100% load compared to teaching a lecture course. At Cuesta College, faculty teach 15 lecture hours per week for a full load, but faculty teaching labs must teach 20 weekly for the equivalent percent load.

For faculty teaching **lecture-only** courses, calculating % load is based on a 15-hour teaching week.

- Each lecture hour counts as 1/15<sup>th</sup> of a FT load, so 15 hours of lecture per week equals a FT load.
- Each lecture hour also counts as one unit, so a FT load of 15 hours per week is sometimes thought of as a 15-unit load.
- If you're teaching a class with 3 hours of lecture (or 3 units), that is a 20% load (3/15).
- PT faculty would reach their maximum load set by the state (67%) with 10.0 hours of lecture.

For faculty teaching **lab/activity** courses, calculating load % load is based on a 20-hour teaching week.

- Each lab hour counts as 1/20<sup>th</sup> of a FT load, so 20 hours of lab per week equals a FT load.
- Lab hours don't equate to units very well and can vary depending on time spent in lab. A one unit lab is often 3 weekly hours.
- If you're teaching class with 3 hours of lab (usually 1 unit), that is a 15% load (3/20).
- PT faculty would reach their maximum load set by the state (67%) with 13.3 hours of lab.
- Lab faculty must teach 33.3% more hours per week for the equivalent load compared to teaching lecture.

Loading for faculty

Course type	Base hours per week 100% load	units for FT load	% of load for 3 hour of class-time
Lecture	15	15	3/15 or 20%
Lab or Activity	20	varies	3/20 or 15%

### Do lab/activity courses get less in apportionment?

No, the state calculates apportionment based on WSCH, or Weekly Student Contact Hours. WSCH is calculated based on time in class and doesn't differentiate between lab or lecture. The state pays the same regardless of a lecture hour or a lab hour.

**What do other colleges do?** (*Cuesta is 20 weekly lab hours*)

- At least 16 of 72 districts have equal lab loading (15 weekly hours), meaning that a lab counts just like a lecture. This is the ideal situation.
- At least 29 districts have lab loading that is better than at Cuesta, somewhere between 15–20 weekly hours. Many of these districts have a sliding scale for lab loads depending on the amount of grading and prep.
- About 15 districts are similar to Cuesta at 20 weekly hours for lab loading.
- About 6 districts are lower than Cuesta (21-25 weekly hours).
- We're missing about 10 districts if you're keeping score at home.
- Allan Hancock is 16-17 weekly hours, and SBCC is at 18.75 weekly hours.

### **Does this only affect science faculty?**

No, there are labs in Business, Architecture, Engineering, Auto, ECE, Education, Fine Art, Music, Drama, KINA and KINE, Culinary, Welding, Anthropology, Nursing, Paramedicine, and more!

### **Isn't it easier to teach labs?**

Ask a lab teacher. Many lab teachers are guaranteed a stack of lab reports to grade every week. Many labs require observing students for safety, extra training, risk of injury, prep time, and direct student interaction for 2-4 hours at a time.

### **Are PT faculty affected more than FT faculty?**

In certain divisions or disciplines, it's common for the FT faculty to teach more lecture hours while PT faculty are assigned the labs, so PT faculty are likely more affected by having to work more hours.

### **Can labs just be recoded as lecture?**

Not in many cases. Science labs need to be considered labs for articulation, for example.

### **Does it matter if FT overload is designated as lab or lecture?**

While the rate of pay is different for lab time, the hours per week for the same percent load are greater for classes coded as lab. Any FT overload pay will be calculated as the same dollar amount whether coded as lecture or lab (provided there are no Banner/payroll errors).

#### 9. COVID issues, concerns, and updates (Baxley and Tucker)

- Meetings are focused on people returning to campus.
- Personal air filters for service faculty are needed for small office spaces, but system is not yet in place.
- Concerns about Cleared4 app:
  - Some students used rapid test results because they hadn't got the cleared result.
  - Many students still don't understand Cleared4.
  - Cleared4 is not being checked, some faculty don't feel safe on campus, outbreaks occur.
- If you have to remind student of policy constantly- faculty can report to instruction or Donna Howard.
- Spring 22, 60% classes schedule for online.
- SBCC had vaccine mandate by certain date. If the goal is to have more F2F classes, we can reevaluate our vaccine position/mandate. Current system feels like a temporary solution to some.

#### ~~10. Cluster reorganization draft~~ (Baxley) (moved- see #4)

#### 11. Division concerns? Email Roland or Tom with division concerns.

#### 12. Part-Time Faculty Update (Steinmaus) Updates incorporated into above agenda items.

#### ~~13. Treasurer Update (Lobo)~~ (moved - see # 3)

#### 14. Grievance Update (Patchell)

### **All-member meeting in December (12/2/21)**