



**Council of Representatives**  
**Adopted Meeting Minutes**  
**April 28, 2022, 3-4:15 p.m.**  
Meeting in Zoom

<b>Applied Behavioral Sciences (2)</b> Elisabeth Deswart-A	<b>Kinesiology, Health Sciences &amp; Athletics (2)</b> Nancy Steinmaus-P	<b>Physical Sciences (2)</b> Greg Baxley -P Jennifer Shellhorn-P
<b>Biological Sciences (2)</b> Laurie McConnico-A Lisa Schicker-P	<b>Languages &amp; Communications (2)</b> Tony Rector-Cavagnaro-P Anne Schreiber-P	<b>Social Sciences (3)</b> Victor Krulikowski-P Mark Weber-P
<b>Business Education (3)</b> Randy Scovil-A Gary Rubin-P	<b>Library/Learning Resources (1)</b> Carina Love-P	<b>Student Development &amp; Success (1)</b> Amy Kayser-P
<b>Engineering &amp; Technology (4)</b> David Fernandez – P	<b>Mathematics (3)</b> Shelby Burnett- P Robert Schwennicke- A	<b>Student Success and Support Programs (2)</b> Lisa Curtis- P Susan Gossard-P
<b>English (3)</b> Tom Patchell -P Roland Finger -P Matthew Davis-P	<b>Nursing/Allied Health (3)</b> Heather Tucker-P Monica Millard-P	<b>Workforce Development (1)</b> VACANT
<b>Fine Arts (3)</b> Brittany Mojo-P Marcia Harvey-P	<b>Performing Arts (2)</b> Idona Cabrinha-P	<b>Non-Voting Members</b> Elizabeth Lobo- P. Treasurer Guest: Jude Rock

1. Approval of agenda

**Motion** to approve the agenda made by Matthew, 2<sup>nd</sup> by Jennifer, no objections.

2. Approval of minutes

**Motion** to approve 3-31-22 minutes with minor modification made by Nancy, 2<sup>nd</sup> by Matthew, no objections.

3. President’s Report (Baxley)

- CCFT was asked to endorse three local candidates: Jimmy Paulding, Dawn Ortiz-Legg and Dawn Addis. We already endorsed Dawn Addis. All three are invited to all member meeting in May.
- CFT- lobbying efforts to defeat AB 1705, which restricts ability to offer below transfer level classes.
  - Chancellor’s office is in favor of this bill. Main rationale: AB 705 didn’t have mechanism to enforce implementation.
  - CFT opposes bill.
    - Impacts English, Math especially, adding barriers to degrees.
    - Barrier for those who want lower level certificates and who need basic skills classes.
    - Equity issue- not offering these classes as an option.
    - Impacts colleges differently depending on where they are located.
    - Reps- send CFT communication to faculty in their division.
- 15 trees will be removed from center of campus to build new campus center. District is mindful of replacing those trees and goal is to make the campus greener.

4. Discussion: Dues-Free May for CCFT (Lobo)

- Propose to have a dues free month like December. Q3- budget report- we can afford it. Our balances are secure.
- It promotes good will with members.

- It costs 22K and anyone who wants to join from now to summer can't because not an activated member until first month until after they pay dues. We are more likely to get new members in fall.

**Motion** to approve dues free May made by Jennifer, 2<sup>nd</sup> by Roland, no objections.

#### 5. Future Negotiations (Tucker)

1. Clean up items/edits based on changes where an MOU has been created
  - Clarifying maximum faculty release time
  - Streamlining prior approval for professional development/further study.
2. Bigger items:
  - Define release time (how hours translate to load).
  - Allowing and compensating PT to conduct evaluations- adding it to CBA.
  - Sick leave language to conform to law
  - Compensation and fringe:
    - Adding steps to PT salary schedule
    - Lab/lecture parity
3. Other issues:
  - District may open service faculty hours. They were asking for entire schedule change for delivering services.
  - Still awaiting reply from District about SIP.
  - Ensuring that the district provides safe work environment like air filtering. The safety portion in CBA is generic.
  - Substitute pay parity
  - Mileage between campuses (for sub or travel)
  - 2023 automatic cost of living adjustment

#### 6. Election of Council of Representatives Co-Chair: Roland Finger is seeking reelection for the position.

- Roland unanimously elected, 2-year term.

#### 7. New Scheduling Policies (Krulikowski)

- Administration decided to change course scheduling process for spring '23.
  - Directed Division Chairs to build from clean slate. Increased workload and may delay the scheduling process.
  - Assumption that Chairs have been making schedule for faculty convenience. No data presented to support this.
  - Request that union push back on this. CCFT has countered the notion that schedules are for faculty preference.
  - Administration communication and roll out regarding change could have been improved. Impression that the feedback from Division Chairs was not considered.
  - District maintains right of faculty assignment. Concern for culture this is creating with new deans that scheduling will be more top down.
- CBA- no one can be forced to teach in online modality (health mandates can override that).

#### 8. Division concerns?

- Faculty member's class is listed F2F but wants to accommodate students who prefer DE.
  - Pursue with Chair to accommodate students who can't attend class.
  - Next semester list course as hybrid and request an OWL.
- Concern- upcoming negotiation for service faculty scheduling.
- District not ensuring safe workspace by supplying PPE, cleaning areas, and monitoring unvaccinated people.

9. Part-Time Faculty Update (Steinmaus)

- CCFT social feedback- flex workshop will be offered in fall for PT faculty.
- Unemployment denied claim - appeal went through - PT faculty who apply for unemployment and are denied, should be awarded when they appeal. If an appeal is denied, CFT can likely intervene.
- PT faculty survey-main summary of results (will be available in Newsletter)
  - Supported and valued by division chair almost 70%.
  - 42.7% feel valued as an adjunct.

10. Treasurer Update (Lobo)

- 119 FT and 150 PT CCFT Members
- Treasury \$161,752.84; COPE \$3,172.50 of which \$684 is BOT. Savings \$100,015.54

11. Grievance Update (Patchell)

**All member meeting May 12 (special guest stars Jimmy Paulding and Dawn Addis)**