



Council of Representatives
Adopted Meeting Minutes
February 27, 2025, 3-5p.m.

Applied Behavioral Sciences (3) Elisabeth Deswart-P Cherie Moore-P	Movement & Health Sciences (2) Robert Neely -P Greg Enloe- P	Earth, Engineering, and Physical Sciences (2) Jennifer Shellhorn-P
Biological Sciences (2) Laurie McCConnico-P Lisa Schicker -P	Languages & Communications (2) Anne Schreiber-P	Social Sciences (3) Fionnuala Butler-P Victor Krulikowski-P Mark Weber-P
Business Education (2) Neil Higgins-P Katharine Kinsman-P	Library/Learning Resources (1) Carina Love – A Matthew Davis-P	Student Development & Success (2) Amy Kayser-P Laura Harris-A
Engineering & Technology (4) David Fernandez-P	Mathematics (2) Shelby Burnett-P Robert Schwennicke-P	Student Success and Support Programs (2) Kat Gritton- A
English (2) Roland Finger-P Jude Rock- P	Nursing/Allied Health (3) Heather Tucker-P Nicole Gualtieri-A	Workforce Development (1) VACANT
Fine Arts (2) Brittany Mojo-P Douglas Highland-A	Performing Arts (2) Idona Cabrinha-P John Knutson – A	Non-Voting Members Galadriel Bree Highhouse, Tom Patchell, Greg Baxley

1. Approval of agenda

Motion to approve agenda made by Jude, 2nd by Gregory Enloe, no objections.

2. Approval of minutes

Motion to approve 1-23-25 minutes made by Galadriel, 2nd by Jude, no objections.

3. CCFT Climate Survey and Discussion Forum (Baxley and Patchell)

- At 12/24 all member meeting, faculty voted to approve CCFT sponsored Climate Survey. We discussed having a discussion forum as a prelude to it. Greg mentioned reaching out to a 3rd party who could run the survey.
- The goals for the forum are to allow faculty to voice their concerns and discuss possible solutions (i.e., actionable strategies) to climate issues on campus.
- Task forces have been formed by administration, so work could be duplicated. However, faculty expressed interest in having our own taskforces with no admin present.
- Forum tentative date: Thursday March 13, 3-5 pm, 2609, potentially with Zoom option.
 - Zoom will maximize participation.
 - Concern Zoom might prevent people from speaking freely.
 - Can require RSVP and have moderator allow participants to enter the meeting.
 - Breakout rooms can be used during sessions to encourage open exchange and groups can report out.
 - CCFT represents all faculty, so open to all faculty.
 - It will focus on faculty perspective, but we will communicate with classified staff.
 - One goal of meeting- how to reach out to the classified group.
- CCFT has already decided to do our own campus survey.
 - Greg has contacted several companies who do campus surveys. \$3,000-\$10,000 to administer a campus climate survey.
 - Survey could be completed by end of semester but data not available until fall.
 - Other option is to create our own in-house survey.

- Survey that BOT sponsored had questions that were difficult to interpret. No free response questions with open answers. A lot of people expressed frustration about the way the survey was done.
 - Rep from one company (Sound rocket) <https://soundrocket.com/campus-climate-survey-experts/> repeated district concerns about free response.
 - Many times responders include identifying information, and they need to redact the responses.
 - Discussed having a good survey instead of rushing through it to get data faster.
- Jude suggested that a group review the survey instrument and research possible companies. Taskforce could facilitate discussion at form.
 - Jude, Fionnuala, Anne Schreiber, and Greg Baxley to be on taskforce.

4. Library and Issues with Administration (Davis)

- Currently library has interim Chair - admin was reluctant to move outside of the division to find a chair even though it is in our CBA.
- Experience is that dean and admin undervalue library and work librarians do.
- Proposals brought forward by district show they don't believe library needs a chair as a leader.
 - They are seeking to further divide the department.
 - Dramatically losing physical space to other areas (e.g., Affinity Center).
 - Before there were 3 FT librarians and a director, and now there is 1 FT librarian, but hiring 1 more this spring.
 - Tendency to rely more on library clerks degrades the service of the library.
- Librarians are instrumental in helping students use online tools.
 - More faculty should utilize them. They can create resource pages.
- In APPW/CPPR- divisions can include in the resource section that we need library services.
- Faculty can support library – talk about it. Library is the center of every college campus.
 - Include information about this in the next newsletter/reach out to Cuestionian.
 - EMP group survey in class- many students talked about not having central location to meet.
- District is recruiting FT librarian right now. Greg is discussing issue with district and librarians.
 - Want to get word out. If you value library speak up to support it.

5. Parity Pay (Rock)

What would propel the negotiations team to resolve the disparity between PT and FT pay?

- District is not interested in closing gap, but we are able to get larger amounts of money for everyone instead of just one group.
- Before we pushed hard for parity and no one got pay increases.
- It's a justice issue. There is a district (Peralta) that has parity for PT and FT.
 - <https://www.cft.org/article/how-peralta-won-first-pay-parity-ca-community-colleges>
 - They have other issues though: <https://www.sfchronicle.com/eastbay/article/peralta-community-college-funding-freeze-20149076.php>
- Looking at the whole picture- how to benefit most and what will be received by the district.
- There has been no differential pay for PT, and next year's compensation is almost agreed, but we haven't finalized year 2.

6. Negotiations Update (Tucker and Baxley)

- The negotiations team met with district on 2/7 and hope to finish up on 3/7. TAs in place so that we can have election in mid-spring.
- Article 7 faculty evaluation: CCFT proposed that deans be removed from faculty triennial evaluations, but this probably won't be pursued.
- Compensation- next year 3% increase, state estimated COLA is 2.4%. Still working on the second year.
- Still in negotiations about retiree health benefits. District is reluctant to do this. Looking at other ways to help give \$ to retirees so that they can cover healthcare until Medicare.
- Sub pay- now paid at faculty members step and column. Long-term subbing counts as load for PT faculty.

- Division issue and concerns: contractual items about driver's license for field trips.
 - Group was unable to reach a consensus per Mike's notes, so recommendation was not to pursue it at this time and work on building consensus.
 - Next negotiation team can start work on this in fall '25 and come up with what they want to negotiate in 26/27.
 - Faculty provided feedback that something should be done about the situation now. Group felt there was consensus that Cuesta needed to get vehicles that don't require a Class B driver's license. This affects field courses and athletics.
 - Class B driver's license requires a lot of tests, challenging in some departments. There will be a situation where they don't have enough faculty to teach the classes.
 - Option for an MOU- college pay for van rentals.
 - Jen to bring this topic up at the next negotiations.
- PT faculty office hour change not resolved.
 - PT faculty survey results were difficult to interpret. Some wanted automatic pay for more office hours, some did not want more hours, and some didn't want to do them at all. Some were willing to use timecards whereas others were not.
 - PT faculty would like to have secure, consistent offices. Typically, office space is not a contractual matter, but they can bring it up to admin.
- Lisa brought up several points to be negotiated and feels they have been postponed (PT office hours, vans/driver's license requirements), feels that Greg is pushing them off and saying they don't have consensus when she feels like there is consensus. It feels like items are being postponed just because they are difficult.
 - PT have to sign contracts every semester for our classes. We could work a similar system for extra office hours each semester.
 - Timecard is an option, but many PT faculty don't want to do them.
 - Could there be an agreement at the start of the semester/ an MOU?
- Jen reminded everyone that there are PT faculty on the negotiations team, and they work together as a team to improve working conditions.

7. 16-Week Calendar Survey Results (see attachment) (Baxley)

Greg included results in an email earlier in the day.

8. Division Chair Elections: Part-Time Vote Balance (see attachment) (Baxley)

- 3-4 years ago PT faculty were included in elections for division chairs, previously, it only included FT.
 - Want to balance the needs of divisions where FT and PT ratios are different.
 - As # of PT shrunk, few faculty control a lot of the vote in some divisions, and CCFT was asked to revise this.
- Request for a summary of what other Community Colleges are doing for Chair Elections.

9. Division and Union Issues or Concerns?

Issues and concerns from Biology:

- There is a need for better/ quicker/ comprehensive notification when we have power outages so students can avoid travel to campus, especially on Saturdays.
 - Concern about lack of police on weekends.
- Update on Class B Driver's license and vans negotiation.
- A plea for using one time money for the college to make repairs to bldgs., including electrical issues. Many feel this is necessary to avoid frequent class cancellations during the term.
 - Unit plan included things to keep things functioning (e.g., repairs on the building, removing mold, dirty furniture, vs. educational items)
 - This year planning and budget will be prioritizing funding for items you submit in unit plans in different categories.

Other Divisions:

- Faculty with emeritus status should receive free pool passes and tickets to events. This is handled with Academic Senate. Greg to bring up issue to negotiations.

- When we send out the CoR agenda, why do we only send it to CoR? We could send it to all faculty like Senate does to encourage more participation and input.

10. Mid-Year Treasurer Update (see attachment) (Higgins)

- Current bank account numbers: Checking \$155,960; Savings \$130,116; COPE \$4,710 of which \$1,679 for BOT.
- Mid-Year Budget report was shared with CoR. We are in good standing at this point in the year.

11. COPE Update (Highhouse)

AFT is suing DOGE for breach of privacy in the Dept of Ed. <https://www.aft.org//press-release/unions-sue-over-elon-musks-unprecedented-and-illegal-hack-americans-private-data>

12. Part-Time Faculty Update (Highhouse)

Part Time Faculty are encouraged to take the EEO training.

- It gives a good idea of how hiring process works
- Provides training so that PT might be able to sit on a hiring committee.

13. Grievance Officer Update (Patchell)

Tom is assisting faculty member who was target of VPI comments at previous Senate meeting.