



Council of Representatives Meeting Agenda

April 22, 2021, 3-5 p.m.

Adopted Minutes

Table with 3 columns and 7 rows listing various departments and their representatives. Columns include Applied Behavioral Sciences, Biological Sciences, Business Education, Engineering & Technology, English, Fine Arts, Kinesiology, Health Sciences & Athletics, Languages & Communications, Library/Learning Resources, Mathematics, Nursing/Allied Health, Performing Arts, Physical Sciences, Social Sciences, Student Development & Success, Student Services and Support, and Workforce Development.

1. Approval of agenda

Motion to approve agenda with addition from Nancy made by Roland, 2nd by Matthew, no objections.

2. Approval of minutes

Motion to approve 3-25-21 minutes w/edits by Nancy made by Jennifer, 2nd by Roland, no objections.

3. Revised Drafts of AP/BP 3725

- Lana and Cynthia incorporated CoR feedback and want to get the BP and AP passed to comply with the law.
Some faculty are still concerned with the following:
- The term "substantially equivalent". They would like it either defined or removed.
- Faculty expressed need for the college to have an accessibility expert especially with STEM information in an online platform.
The term "substantially equivalent" is used in the Chancellor's accessibility website, League Template, and U.S. Department of Education's Office for Civil Rights.
The BP states that the district has the responsibility for developing, purchasing, acquiring tools and training.
The documents are up for 2nd read at Senate 4/23.

4. DSPS Accommodations and Faculty Workload Concerns (McConnico)

- Biology faculty member had student with DSPS accommodation use spell checker, but students need to spell scientific words correctly. The faculty filed a “Fundamental Alteration Form” so that student can’t use digital spell checkers on exams. Chemistry had the same issue and completed this form.
 - Jen Donaldson from DSPS requested meeting asking that the instructor provide list of all vocabulary words student should be able to spell in each unit. This is a workload issue, and faculty member declined.
 - A colleague made a suggestion to have DSPS help students improve their ability to spell and work on spelling strategies, but that suggestion was not addressed by DSPS.
 - Recommended by DSPS that they use multiple choice questions instead of fill in the blank. Faculty have the academic right to do as they think is appropriate. There is a meeting the Dean on 4/23.
 - “Flexible attendance” document going through Senate may prevent the ability to create an equivalent experience that is fair to all students.
 - Many faculty members aren’t aware of DSPS accommodations and what is appropriate. Reps can share the Fundamental Alteration Form with our faculty. CCFT can also post on the website guidance on what is reasonable expectation from DSPS. Greg to check with DSPS for recommendations for faculty.
5. Live SLEC class as part of a DE peer evaluation process: Will an MOU be needed to go along with CBA 7.5? (Rector)
- 7.5 in contract states that “The visitation period will be at least 50 minutes for a course offered in a Classroom/Lab or synchronous DE/Hybrid mode. For asynchronous DE/Hybrid courses, the duration of the evaluation period will be agreed upon at the pre-evaluation meeting.”
 - On the new evaluation form SECTION IA: ASSESSMENT OF INSTRUCTION FOR CLASSROOM/LAB/SYNCHRONOUS MODALITY
6. Negotiations Updates and the Tentative Agreement (Tucker and Baxley)
- The TAs will be voted the week of 4/26. Marilyn Cleaves sent out email to members. The website and newsletter have summary of TAs.
 - There was a concern that the agreement from district to get COLA for the next two years will not allow us to bargain for more compensation. The English Division would like to see more than COLA and fringe like dental.
 - Dental coverage- determined by faculty on benefits committee. Contact if you have suggestions for the benefit packages.
 - One-time money doesn’t help us long term but a lot of districts haven’t gotten anything for COVID. CARES money can’t be used for paying salaries. But it can be used for one-time payment for COVID/extra training (compensated for the extra work this past year).
 - Fringe increase next year regardless of COLA, PT 60% fringe allotment.
 - We haven’t done salary survey from fall 2020. We are 6 or 7 out of 11 total districts, but above average for PT faculty.
7. COVID Updates (Baxley and Tucker)
- Sentinel testing for performing arts and athletics will be required even if students are fully vaccinated.
 - Air purification/filtration- district wide solution- helpful for faculty to hold off individual requests for now.
 - CSU and UC- implemented policy that F2F faculty and students would need to show proof of vaccination. CCC probably can’t do that- our Ed Code is more restrictive.
 - VP Student Services- updating COVID code of conduct (app on student phones/self reporting)

8. CCFT Scholarships (Baxley)

- We have money, and we do sponsor scholarships. Opportunity to set up an endowment for a CCFT specific scholarship for future students.
- Minimum endowment is 10K, Hartwig is 27K, and we get 900/year out of that. Think about it and talk to division and discuss at future date.

Nancy shared a thank you message from Julie Rose.

9. Division concerns?

- At a Division meeting, an offensive remark was made. The faculty member met with Chair and asked to make space at the beginning of future meetings to remind everyone that we are in a place to have an inclusive and supportive environment. She suggests being proactive in calling something out if you think is disrespectful.
- Kinesiology Department ongoing concern that there is no restroom available for faculty.
- Biology faculty would like CCFT to advocate for parity pay for lab courses and activity classes.

10. Part-Time Faculty Update (Steinmaus)

- Negotiations team met with PT faculty in Counseling to better understand issues in their area how the CBA is implemented. This will help inform the Service Faculty Hour issue when it is negotiated in fall.

11. Treasurer Update (Lobo)

- Treasury: 244,291 COPE: 2,533 (of which 340 is BOT)
- This academic year there is an internal financial review and a 3-5 member committee. Susan Kline will be on this committee as the financial expert, an EB member, and a member or Field Representative. If you want to serve on the committee, let Elizabeth know.
 - Everyone in the committee reviews Susan's report and compares to Elizabeth's documents.
 - CFT and AFT also look at it.
- Last year we donated 10K to CASE fund. Small gestures have big impact. We are in the position to do something like this since we have so much in our balance.

12. Grievance Update (Patchell)

- There are a few outstanding student complaints, an evaluation grievance, and an off-cycle evaluation complication.
- Biology field lab always loaded a certain way and was adapted for COVID environment. The Dean is saying that the faculty shouldn't be loaded as much as they were before because it's online. If anyone in your division experiences something like that, let Tom know.

Meeting adjourned 5:08pm