



Council of Representatives Meeting
April 25, 2024, 3-5p.m.
Adopted Meeting Minutes

Table with 3 columns and 6 rows listing various departments and their representatives, such as Applied Behavioral Sciences, Biological Sciences, Business Education, etc.

1. Approval of agenda

Motion to approve agenda made by Laura, 2nd by Jude; no objections.

2. Approval of minutes

Motion to approve 2-22-24 minutes made by Jude, 2nd by Galadriel, no objections.

Nancy questioned whether this will be addressed from the last meeting: Item #9: Request for clarification/contract language regarding who is responsible for finding substitutes when instructors are ill or injured.

3. Action Item: Clint Weirick Visit to Seek CCFT Endorsement for Grover Beach City Council Seat--Clint is a long-time supporter of higher ed, works with St. Sen John Laird, and has asked us for his endorsement.

- Clint is from Grover Beach, on City Council, and wants to serve his community.
- went to Cuesta and served on committees as a student.
- works for John Laird, comes from a union family, on the bond oversight committee.
- More detailed bio: https://www.grover.org/527/Council-Member-Clint-Weirick
Requesting CCFT endorsement to confirm relationship between City Council and higher education.
Discussion about South County Center- land, courses being offered, concern about classes being cancelled if not planned well, and working conditions need to be maintained.
In past we have invited competitors to visit our meetings. Decided to wait until nominations close to vote on endorsement. To be included in August meeting. https://www.grover.org/611/November-5-2024-General-Municipal-Electi

4. Action Item: Co-Chair of Council Representatives Appointment--Roland's term as Co-Chair is concluding this semester. He is requesting reappointment. If anyone else wishes to be appointed, please attend our meeting on April 25 to request appointment.

Motion to appoint Roland as Co-Chair of Council of Representatives for another two-year term made by Jude; 2nd by Laura, no objections.

#### 5. President's Report (Baxley) via email:

- The scholarship committee is in urgent need of scholarship application reviewers. A reviewer could work as little as 1-2 hours and make a huge difference. The committee of 7 has 6,000 applications to review and score by May 14. It's a daunting task for the 7 of us. The delays with the FAFSA forms have put a big time crunch on this important task. This is one way to directly help students get money they need for scholarships.
- The district is interested in sponsoring a training or mentoring program for PT faculty who are looking for full-time positions (at Cuesta or elsewhere), with topics including college governance, pedagogy, interview skills, and equity.

#### 6. Negotiations Update (Mogull)

- Potential to earn 3% raise next year, but waiting for this to be finalized.
- Technically the district could require us to go back to the bargaining table.
- Agreement last year: automatically get 1% increase, higher depending on FTES if COLA was between 1-3%. COLA is expected to be less than 1%.
- Waiting for May budget revision to finalize and board approval.

#### 7. Addressing the Part-Time Pay Gap (Schicker)—Ed Source Article: "Community College Faculty Should All Be Allowed to Work Full Time" <https://edsource.org/2024/community-college-faculty-should-all-be-allowed-to-work-full-time/710086>

- Frustration that PT don't receive the same pay as FT for same work.
- PT faculty apply for FT positions but are not selected.
- Overall system doesn't value PT faculty, we can improve it at Cuesta.
- From Greg via email: The legislature has approved bills to increase the PT cap from 67% to 85% in 3 of the last 5 years. The governor has vetoed each time, most recently in 2022 due to lack of funding for PT health care. This has been addressed so perhaps the governor will not veto this year's bill. If you know Gavin, give him a call please. CFT did oppose a bill to increase the PT cap in 2007. I can attest to a very different attitude in CFT ranks and leadership based on my experiences at the CFT convention in 2023. CFT is very much in support of this and other legislation beneficial to people who teach part-time.

#### 8. Expanding the List of Items for Which PT Faculty Can Receive Pay (Schreiber)—Please see attached list.

- List of ways PT can earn extra money (see attached document). This is a draft and meant to be revised.
- All work needs to be approved before work is done (Division Chair, Dean, VP).
- List of possible stipends is also on salary schedule.
- 2/3 lab rate for work has been allowed with categorical funding in some divisions.

#### 9. Addressing Declining Enrollment at North County Campus (Schreiber)

- Spanish instructors noticed that enrollments have declined in NCC. They are wondering if it applies to other areas.
- Concern about lack of support services for students at NCC like the bookstore.
- Ask your division about enrollments at NCC is and what might have affected it.
- CCAP at Paso Robles may affect enrollment. The college gets FTES, but PT lose classes/jobs.

#### 10. 16-Week Calendar and Faculty Vote Update (Baxley and Galadriel)

From Greg via email: There is now an executive-level steering committee for the 16-week semester. Alex and I are also on the committee. We have decided to put off voting until fall to ensure accurate information for all faculty. One note is that our original information had 3 unit, twice-a-week classes moving from 1 hr 20 minutes to 1 hr 25 minutes. It's likely that this is going to be 1 hr 30 minutes.

#### 11. Administration's Recent Legal Issues That Appeared in Local News (Patchell)

<https://calcoastnews.com/2024/04/cuesta-college-settles-whistleblower-lawsuit/>

<https://www.sanluisobispo.com/news/local/article287741380.html>

<https://kprl.com/cuesta-college-settles-whistleblower-lawsuit-04-17-2024/>

- The case indicates that there was retaliation and possibly a coverup.
- We could do an RFI to find out how the district paid for the legal fees (paid a deductible, not the full amount).
- If you have any issues, let Tom and Greg know.
- To ensure some accountability- faculty component for administrator evaluation (AP 7150).
- Academic Senate- needs PT at large, Business, Social Sciences, Lang Com reps. Not enough reps to look at these documents. A lot of BPs and APs coming through.
- Should the union make a public statement about these issues?
  - This doesn't fall under 10+1, so we can't go to the BOT. [https://www.asccc.org/10\\_1](https://www.asccc.org/10_1)
- District feels what was represented in the news is inaccurate and they were one-sided.
- Workplace issue – culture of fear for people who want to speak out or discuss something.
- When AS brought Dana Reserve item to BOT, they said they lost confidence in faculty. Consider ramifications and what it could mean for negotiations. Reach out to CCEUE.

## 12. Division and Union Issues or Concerns?

- Windfall Elimination Program (Social Security) law to repeal because it badly affects those who contributed. Lisa shared an update with Roland. Senate to vote on issue.

[https://www.congress.gov/bill/118th-congress/senate-](https://www.congress.gov/bill/118th-congress/senate-bill/597?q=%7B%22search%22%3A%5B%22brown%22%5D%7D&s=3&r=1)

[bill/597?q=%7B%22search%22%3A%5B%22brown%22%5D%7D&s=3&r=1](https://www.congress.gov/bill/118th-congress/senate-bill/597?q=%7B%22search%22%3A%5B%22brown%22%5D%7D&s=3&r=1)

<https://www.nea.org/advocating-for-change/action-center/take-action/fully-repeal-unfair-social-security-penalties>

- NCC facility and IT work displaced faculty, which affected instruction. Screen was put in the middle of the whiteboard, so teachers have less writing space. Faculty were not consulted about these changes.

## 13. COPE Update (Highhouse)

- Possible Meet and Greet activity with Dawn Addis, opponent, and John Laird.
- Load increase for PT faculty may be going to the governor.
  - Galadriel can write a letter of support, but we need to bring it back to the group to make sure CCFT supports it.
- CFT was against it before but now they are for it. CFT reasons for not wanting raise % load for PT, was a push for more FT faculty.
- EEO training- recommended. Gives idea of what to expect and PT can be eligible for hiring committee. CFT appoints faculty to hiring committees.

## 14. Part-Time Faculty Update (Highhouse)

- Many PT faculty are frustrated with hiring process.
- Lack of transparency. They don't know why they weren't moved forward.

## 15. Treasurer Report (Lobo)

- Treasury 148,296.30; COPE 3,048.75 of which 1,176.00 is BOT; Savings 130,076.34
- Membership is 118 FT, 121 PT for 239 total
- Neil Higgins will take over as the new Treasurer effective 5/6/2024. As treasurer, he will also be the new signatory for the CCFT account.
- The CCFT account signatories will be: Greg Baxley, President; Mike Mogull, Vice President; Amy Kayser, Secretary; and Neil Higgins, Treasurer.

## 16. Grievance Officer Update (Patchell)

- Gag orders the district put on faculty who are part of an investigation aren't legal and they are monitoring their language.
- Busy with grievances, but things are wrapping up.