



Council of Representatives Meeting
August 22, 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 as modified (move item #14 to under #8) made by Laura, 2nd by Anne, no objections.

2. Approval of minutes

Motion to approve 4-25-24 meeting minutes made by Greg, 2nd by Tom, no objections.

3. President's Report (Baxley)

- Greg met with Jill and communicated sense that faculty get from management that we are cause of problems... Alex to communicate similar message- faulty want to work with admin on improving equity gaps... CCFT endowment scholarship for student who wants to be teacher was awarded... Bookstore still having problems.

4. Negotiations Update in Light of the 42% District Reserve (Mogull)

- MOU on evaluations completed, agreement for 2 years
Allows Level 2 PT faculty to evaluate other PT faculty.

- No limits on divisions or number of PT evaluators. Make sure FT faculty are doing their part first. Stipend applies.
- One special case where PT faculty will evaluate new FT faculty because division doesn't have FT faculty in that subject area.
- Negotiations year, survey will be going out to faculty to prioritize items they wish to address in new CBA. Send ideas to Mike by 8-30.
- State budget isn't looking great, but college has a large reserve, which may be applied to one-time money if ongoing raises aren't possible. Hope to get COLA.
- Openers agreed upon in early September, needs to go to BOT.
- PT involved in negotiations are compensated. Let Mike know if you are interested. Fall: Mike and Greg, normally between 2-5 people. Greg Enloe and Jennifer Shellhorn are interested. Could have researchers only as part of team.
- Heather to fill in for Mike as VP in spring; he will be on sabbatical.

5. Action Item: Clint Weirick is seeking CCFT Endorsement for the Grover Beach City Council, District 4 Seat. He visited the Council of Representatives on April 24, 2024. We chose to wait until the nomination period closed before deciding on an endorsement. The nomination deadline has passed, and Clint is running unopposed. Clint is a long-time supporter of higher education and works with St. Sen John Laird.

Motion to give Clint Weirick CCFT's endorsement for the Grover Beach City Council, District 4 Seat made by Galadriel, 2nd by Greg, no objections.

6. Adjustments to student evaluation timeline for evaluations, full and short-term classes (Baxley)

- CCFT was asked by instructional specialist to adjust timeline for student evaluations because they don't have enough time to get the student reports back to evaluators to write reports.
- Looked at adjusting timelines by 1-2 weeks.
- Changes not to be made this semester.
- Changing the timeline was supported by several divisions.

7. 16-Week Calendar Update (Baxley)

- Faculty group met over the summer to work on the 16-week semester.
- District looking to Chancellor's office for guidance, waiting for fiscal information.
- Hope to release schedule at next instructional cabinet meeting so chairs can distribute among faculty about block schedule
- District is supporting but not driving the issue.

8. Campus Climate Survey and Administration's Recent Legal/Ethical Issues/Grievance Office Update (Patchell)

- Last spring campus had legal problems, which were in the news.
- Board is concerned about campus climate and is commissioning 3rd party survey for faculty, staff, and students.
 - HR will contract with private company who will conduct the survey.
 - They are trying to find out what people think about what's going on at the college.
- Opening day- Alex solicited input on questions we would like on the campus climate survey. We have been given the opportunity to send in questions to Alex or Greg by 9/4.
- Board will use data to suggest changes, or they could take action based on data.
- Survey to be completely anonymous.
- Request for general information that can be shared about grievances, so we can have a better idea of some current issues.
- Tom dealing with a few cases:
 - Athletics case, district asking for extensions
 - Faculty member at CMC who used antiquated and controversial term verbally and in writing was reported by CMC staff. This will be handled by HR.

- Library – complaint and Division Chair issue
 - 5 months of investigations/interviews about staff complaint was resolved before end of semester.
 - The current Division Chair resigned for personal reasons, and the other tenured faculty declined the position.
 - Over summer the district announced there wouldn't be a chair and that the dean would oversee the division, which CCFT opposed.
 - The district conceded to a solution. Matthew Davis is acting one-year interim Chair of Library.

9. Canvas Support Issues (Rock)

- Canvas support is limited to Cynthia. We need a backup for when she is off.
- Transition from Kaltura to Panopto was difficult over summer.
- Canvas 24/7 Support 1-877-930-1178 - available for faculty and students.
- Sam is student support tech, we could have equivalent for online faculty support.

10. Division and Union Issues or Concerns?

- Students facing crises with rollout from FAFSA. Can we advocate for a streamlined process?
 - Foundation has emergency loan (CASE) for students.
 - Getting bad press in local news
 - Faculty can direct students to Jack DePuy for basic need resources.
 - <https://www.cuesta.edu/student/studentservices/basic-needs-center/index.html>
 - <https://cuesta.instructure.com/courses/12134/pages/resources>

11. COPE Update (Highhouse)

- Busy semester for elections: 5 different school board electing members, state senator, Community service district, Paso Robles City Council
- Dawn Addis and opponent to do Town Hall at Cuesta to answer questions.
- If you can think of anyone in town you are living who we as a union should support let Galadriel know.
- Trump train rally went through our county last weekend.

12. Part-Time Faculty Update (Highhouse)

- Helped PT faculty with unemployment over summer.
- Unemployment is resource for PT faculty between fall and spring and spring and summer.

13. Treasurer Report (Higgins)

- Financials are very good: over \$120,000 in checking, \$130,000 in savings, \$3700 COPE.
- Last year we anticipated bringing in less revenue and spending more but the opposite happened.
- Looking at ways to move the money so we can earn interest.
 - As nonprofit we don't get as good rate as individuals, and we have some constraints in what bank we can use.
- Working on cleaning up member database.
 - We have been using local database, but we want to match it with AFT database.
 - After first payroll, we can have accurate membership numbers (retirees and turnover).

~~14. Grievance Officer Update (Patchell) (moved to #8)~~

Next Council of Representatives Meeting: September 26, 2024