



Council of Representatives Meeting

Adopted Minutes

September 23, 2021, 3-5 p.m.

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

1. Approval of agenda

Motion to approve agenda made by Jennifer, 2nd by Matthew, no objections.

2. Approval of minutes

Motion to approve 8/26 minutes made by Greg, 2nd by Marcia, no objections.

3. Lab/Lecture parity pay (McConnico)

- Teaching lab hours is not paid at the same rate as teaching lecture hours – a lab hour counts as .75 of lecture hour. There is a misconception about lab courses- you go to lab and you don't do anything. They require the same work as lecture classes.
 - Most faculty prep their own labs (e.g., collecting samples in the field, lab room set up, pre-lab lecture, shopping, visiting sites, etc.)
 - Nursing clinical is paid at lab rate and requires a great deal of work.
- For 20 years the rate has not changed. There was an expectation of getting incremental increases, but that hasn't happened. Lab faculty interested in getting parity or moving toward parity.
- Laurie M. prepared spreadsheet of comparable colleges and found that at least 5 colleges have .80 lab:1 lecture hour, some have .75:1 like Cuesta, a few are worse, and 9 colleges, many large ones in Southern California have parity for all labs including Bakersfield College.
- For PT faculty it is unfair because many of them teach the labs, they have a lower load cap, and they do more work to get paid less.
- There's no differentiation in state apportionment for labs vs. lecture hours.
- There was a discussion of trying to get membership to vote to see if they would support negotiations for lab/lecture parity, but all reps seem to support it. It's important to see what other issues are going to be up for negotiation to decide priorities.
- Some faculty are not familiar with labs, so standard information that is disseminated to all divisions would be helpful to keep messaging consistent.

- 2022-2023 contract negotiations late fall, early spring. As full disclosure EB has faculty that teach lab, although this advocacy did not initiate with the EB.
- Timely concern- COVID restriction, pressure to get back in person to teach labs. It's not reasonable to feel more pressure but get paid less.
- Retirement incentive plan- we need to decide if we will put it on negotiations this year. We can come up with a list and have faculty rate priorities to see if there is support for this.
- Membership is low right now. Greg encourages reps to share why join CCFT document with PT faculty and recruit more members.

4. PT faculty and issues with step and column ranking in the pay scale (McConnico and Steinmaus)

- PT faculty salary schedule is capped at 14 steps. FT faculty have more steps.
- Most other districts only offer 6 steps for PT faculty, so we already have more.
- CCFT could push for more parity pay for PT.
- Full parity would be 75% because FT have other duties and extra hours to work. 5 hours college governance, 5 office hours. PT faculty do get some extra compensation (e.g., office hours, trainings, and SLOA work.)
- College can do a better job in sharing initial steps and placement on the salary schedules because many PT faculty don't understand the step and columns.

5. Endowed scholarship from CoR: What should the award criteria be? (Lobo)

- Presently, we support three scholarships for \$500 each.
- We are planning to start a new \$40,000 endowment scholarship, which will produce approximately \$1,000/year for the scholarship. We discussed possible target recipients:
 - Students interested in government (e.g., president of student body)
 - CCFT family members
 - Students in teaching pathway who plan to get a teaching credential
 - Students of color and/or those who are historically underrepresented
- EB to bring proposals back to CoR to consider and get feedback from division.
- This would be managed by the foundation but open to students who apply and are eligible at the beginning of the year.

6. COVID issues, concerns, and updates—including the tracking app (Baxley and Tucker)

- Cuesta will start using the Cleared 4 Tracking app, which can be used on phones, tablets or laptops.
 - The app has two codes: 1. Cleared for being on campus (either vaccinated or tested negative for COVID) and 2. Not cleared to be on campus. There are no exemptions- either people on campus are vaccinated or testing weekly.
 - Anybody on campus should be prepared to show their proof at any point.
 - Checks in other public spaces have not yet been decided.
 - Checking the app is optional for faculty - if you have F2F class, you can check at your own discretion.
- Onsite COVID testing logistics are being worked out. There's no testing at NCC yet. They need staff to monitor the self-testing.
- Some suggestions and concerns were raised, including:
 - Admin should keep track of students' COVID status on campus not faculty.
 - If faculty turn students away from class, they may complain and it could affect faculty/student relationship. Checking could waste class time.
 - Some questioned whether it could be linked to Banner.
 - Students who don't have a device may have trouble showing proof.
- Greg to take these concerns back to app team.

7. CoR and the Call to Action (Baxley)

- The Chancellor's Call to Action asked all colleges to take steps to improve equitable outcomes. In response, the Equity and Student Success Committee developed a call to action for our district.
- Each committee/organization on campus is being asked to report on progress in four areas. We will discuss this in more detail at future meetings.
- Greg shared a quote from an African American student focus group, which reminded us that we can ask students what help they need to succeed.

8. CFT resources for equity in hiring and retaining faculty (Baxley)

- To be discussed at future meeting.

9. Reprographics (Tucker)

- Heather invites feedback and questions on ASAP Reprographics She will follow up and send out information to faculty.
 - Faculty can use room on campus 9am-4pm. Public Safety opens it.
 - Turnaround time is fast with ASAP.

10. Call for a CCFT Representative for the Online Education Committee

- Let your divisions know, and if interested- contact Greg.

11. Division concerns?

- Physical Science- suggest evaluating Division Chair selection process to make modifications.
- English- consider PT bumping rights with goal of helping longtime PT faculty.
 - Recommended to find better phrase for "bumping" because of negative connotation.

12. Part-Time Faculty Update (Steinmaus)

- Nancy is working on survey to ask PT faculty about their opinion regarding reassignment preference.

13. Treasurer Update (Lobo)

- Treasury account is \$264,264.08 and COPE account has \$2,835.50 of which \$474 is BOT.

14. Grievance Update (Patchell)

- Nothing new to report.

Next CoR meeting: 10/28/21