



Council of Representatives
Adopted Meeting Minutes
January 26, 2023, 3-5 p.m.

Applied Behavioral Sciences (3) Elisabeth Deswart-A	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) Edith Lopez-P Anne Schreiber-P	Social Sciences (3) Victor Krulikowski-P Mark Weber-A
Business Education (3) Randy Scovil-A Katharine Kinsman- P	Library/Learning Resources (1) Carina Love-P	Student Development & Success (2) Amy Kayser-P
Engineering & Technology (4) David Fernandez-P	Mathematics (2) Shelby Burnett-P Robert Schwennicke- A	Student Success and Support Programs (2) Lisa Curtis- P Susan Gossard-P
English (3) Wes Sims-P (for Roland Finger) Matthew Davis-P Tom Patchell-P	Nursing/Allied Health (3) Heather Tucker-P Monica Millard-P	Workforce Development (1) VACANT
Fine Arts (2) Brittany Mojo-P Douglas Highland-A	Performing Arts (2) Idona Cabrinha-P John Knutson - P	Non-Voting Members Elizabeth Lobo-P, Treasurer Jude Rock- P Galadriel Bree Highhouse- P

1. Approval of agenda

Motion to approve agenda with movement of PT faculty update to #6 made by Matthew, 2nd by Amy, no objections.

2. Approval of minutes

Motion to approve 10-27-22 minutes with modifications/clarifications made by Nancy, 2nd by Heather, no objections.

3. President’s Report (Baxley)

Thanks to all who donated to the GoFundMe that helped faculty member with previous immigration issues. Faculty member has resolved issues and has been reinstated in position.

4. Negotiations (Tucker)

- Before break, CCFT successfully negotiated PT health care benefits.
 - Negotiations team met with district several times.
 - Greg researched policies at other institution to address district concerns.
 - PT health care benefits available starting in January.
- General edits (clean up items) need to be made in CBA to reflect recent policy changes.
- Negotiations on 1/27 to focus on proposals for Basic Needs Coordinator Position (assigned work hours) and Academic Senate new faculty position OER/ZTC Faculty Coordinator.

5. PT/FT Overload Discussion (Baxley)

- In researching the CBAs at other districts for retiree benefits, Greg also collected information on FT/PT salary schedules.
 - 6-10 districts have different rate for FT overload vs. PT faculty load.

- FT overload slightly lower rate compared to PT faculty. (e.g., Palomar FT overload is 96% PT rate, Contra Costa is lower at 80%)
- Of 72 districts, Cuesta is 17 highest for FT faculty overload compensation and PT pay rate.
- CCFT expects salary increase for next year. Considering ways to spread money around to deal with inequities in our compensation package (e.g., PT parity, lecture/lab rate difference) rather than just a salary increase across the board.
 - We have addressed inequities before when we gave raises in equal dollar amounts instead of salary %, which helped faculty at the low end of the scale.
 - Easier to give everyone salary raise but then the inequities in compensation package don't get resolved.
- CCFT could propose that we increase per hour/per unit rate on PT schedule but keep FT overload schedule the same for this round of negotiations only. We could develop new model separating FT overload rate and PT salary schedule.
 - If we made this adjustment, FT overload would get paid slightly less than PT rate.
 - It could be a way to shift some of the money to PT faculty and be less expensive to district, so we could still increase salaries. Everyone would get more \$, but boost others to address inequities.
- Concerns that FT faculty who do overload are not compensated adequately. In some divisions, FT take overload because they have to because can't find PT faculty. Already FT faculty overload compensation is much lower than regular compensation.
- PT faculty load that maxes out at 67% of FT load is not a local decision.
 - Recent legislation has aimed to increase load but governor has vetoed this.
- PT faculty can be overloaded 2 times over 6 semesters per Ed Code. But the college can decide otherwise, it is a local college decision.
 - Currently, admin is not allowing PT overloads unless extreme circumstance.
- Reps advised to discuss possible proposal with divisions to get feedback.

6. Part-Time Faculty Update (Steinmaus)

- PT work focus has been on the health care negotiation.
 - CFT monthly meetings to help districts understand how to capture state allotted money for PT health care.
 - District approved the health care proposal and it was implemented within the month.
 - New policy was communicated to PT faculty and Chairs.
 - Next step to look at how many PT faculty enrolled, data to be available soon.

7. Column Advancement Process Discussion (Baxley)

- Current policy for advancing column in salary schedule for additional education requires preapproval.
- Greg drafted proposal for column advancement that would:
 - eliminate preapproval for additional graduate level coursework and require faculty to send transcripts to HR instead.
 - require preapproval by VP only for undergraduate coursework and non-academic experience.

8. Spring Officer Elections (Baxley)

- Greg shared the master calendar for elections. Spring of odd number years has many elections: Treasurer, VP, COPE chair, PT faculty Committee Chair, CoR Co-Chair.
 - Those interested in running for Treasurer or VP- there's a form to complete that needs 10 signatures to be nominated.
- We may need one more member for elections committee.

9. Membership Drive and Social Hours(s) (Tucker)

- Membership Drive will be similar to last year with the addition of an in person social.
 - Drive to start 2/1 and end 3/17 before Spring Break.
 - The Zoom social to be at the end of February or beginning of March. Useful to answer questions.
 - The drawing for the \$250 visa gift card could be at in person social, possibly 3/30.
 - We have 14 Starbucks gift cards left and could use an additional 30.
 - Last year we funded \$250 visa card.

Motion to use funds to purchase 30 \$10 gift cards and one \$250 visa gift card for membership drive made by Heather, 2nd by Tom, no objections.

10. Testing/Proctoring Center Update (Baxley)

- Currently no proctoring center, the retirement position is not going to be replaced per Admin.
 - Technically, we do have center, it's just not staffed.
 - We are supposed to have testing center because of agreement with the Virtual Academy.
- Admin asked faculty to consider other colleges with good model for proctoring center.
 - Greg to ask Online Education Committee to research possibilities.
- At other colleges, proctoring centers closed during pandemic.
- Academic Senate could establish new Proctoring Center taskforce.

11. Division and Union Issues or Concerns

Math

- Online Instruction and Technology Survey from Online Education Committee sent to all faculty had questions that were concerning.
 - One question asked what is preventing you from being fully online in 5 years.
 - Faculty are allowed to refuse an online assignment per CBA.
 - Concern about what is motivating these questions
- If anyone feels pressure about teaching online, let CCFT know.

Biology

- Division has been affected by loss of FT faculty despite one FT hire this year.
- Would like CCFT to push for FT faculty replacements when we get retirees and address not being able to overload PT faculty.

Social Sciences

- Also concerned about implications of Online Instruction and Technology Survey questions. CCFT should keep an eye on this to see if there is an agenda.

Engineering and Technology

- Faculty got message directly from VP about giving a student an incomplete. The faculty member doesn't have an assignment this semester but still needs to work on the incomplete.
- Concern that this is not the correct process and direct messaging from VP added pressure on faculty.
- David to contact Greg and Tom next week to further discuss issue.

12. COPE Update (Highhouse)

- More people donating to COPE. Small amounts can help.
- COPE is separate from Union dues.
- The candidate we supported for board lost by a very small margin.
- Changes in CA (Diane Feinstein retiring).
- Committee on political education- research candidates who support CFT and CCFT, research propositions and get information out to Cuesta community.

13. Treasurer Report (Lobo)

- Treasury \$122,905.97, COPE \$380.50 and \$220 of it is specified for Board of Trustees; Savings \$130,038.06
- Membership 260, 132 FT, 128 PT
- Midyear Budget report shared
 - checking balance lower because we shifted \$30K to savings
 - expenditures lower than expected (legal fees)
- Financial reports are posted on website.
- Robert G. Porter Scholarship- CFT sponsored scholarship open to members whose children are high school seniors, encourage members to apply.

14. Grievance Officer Update (Patchell) – no report

Next CoR Meeting: 2/23