



Council of Representatives
Adopted Meeting Minutes
February 23, 2023, 3-5 p.m.

Table with 3 columns and 7 rows listing various departments and their representatives, such as Applied Behavioral Sciences, Biological Sciences, Business Education, etc.

1. Approval of agenda

Motion to approve modified agenda made by Matthew and 2nd by David, no objections.

2. Approval of minutes

Motion to approve amended 1-26-2023 minutes made by Nancy, 2nd by Elisabeth, no objections.

3. Part-Time Faculty Update (Steinmaus)

- ALL PT instructors are eligible for unemployment for winter break and summer if they are not teaching. This is because technically, it is NOT a "break." PT faculty do NOT have a guarantee of a class load from semester to semester. This is indicated in both Ed. Code and in our contract.
There is a new online process available that makes denial appeals easier.
o ALL denials SHOULD be appealed since we expect 100% of them to be reversed!
o Nancy has emailed all PT faculty about the new process.
o Amy has uploaded the new information on the CCFT website.
PT faculty responses to Nancy's email indicate there is enough interest in providing a workshop for PT faculty on applying for unemployment. CFT has consented to doing the workshop. Nancy is working on a date for it.

4. Ethnic Studies Representation

- Ethnic Studies doesn't officially belong to division, so they don't have representation on CCFT or Senate.
Currently there are 2 FT faculty.
Bylaws state CCFT secretary calculates representative apportionment before elections, which is this semester.

Motion to recognize that ETHN will have a proportional rep to the Council until they become a division or part of a division made by Greg, 2nd by Roland, no objections.

5. President's Report (Baxley) – no updates

6. Negotiations (Tucker and Baxley)

- CCFT has had 2-3 meetings with district team but not submitted main compensation proposal yet. Five submitted proposals:
 - Senate leadership reassigned time
 - OER/ZTC reassigned time
 - Column advancement (no preapproval needed for any graduate unit being counted toward column advancement, preapproval undergraduate and work experience only)
 - Retiree health benefits
 - Lab/loading parity
- There have been minor agreements/language changes.
- District has been receptive to Senate and OER/ZTC reassigned time, lab/lecture parity, and column advancement.
- District uninterested in retiree health benefit.
- Timetable: end of semester, prior to June BOT meeting. In past, we were negotiating back salary and it caused problems for HR.

7. Overload Issues for PT and FT, Lab/Lecture Pay Parity, PT Pay Parity, Pay Increase for All, Need for FT Hires

- Due to feedback, separating FT and PT salary schedule will not be pursued.
- Ed Code allows PT faculty to be overloaded twice every 6 semesters, but the district has discretion.
- District reluctant to hire FT temps. Unclear about dealing with temporary needs and maintaining enrollments.
- Lab/lecture proposal: currently 15 hours/week for lecture, 20 hours/lab (lab is 75% of lecture load).
 - Researched 71/72 colleges, average lab is 83% lecture (18 lab hours/week = full load)
 - Allan Hancock is 88-94% lab/lecture
 - Funding (apportionment) for lab and lecture is the same.
 - Lab/lecture parity was one of the top four priorities of CCFT survey.
 - CCFT proposed to change current 20-hour lab to 18 hours = full load,
 - Aligns with statewide average and allows PT to teach 4 1-unit labs and remain at 67% load.
 - 19% of fall 2022 were lab units, PT faculty teach 61% of lab units.
 - Goal to make gradual change and consider further narrowing of lecture/lab gap later if membership wants.
 - First time in 19 years moving on this topic.
 - Members have worked to bring this issue to faculty body at large and there has been support from non-lab teaching faculty.
 - Some districts have tiered system (some labs are worth more load and some less), other unions recommend against this because it caused problems among membership.

PT Parity

- PT to FT parity ratio is almost 82%. This is calculated by pay per unit (regardless of prep time).
 - Adding office hour pay increases PT to FT to 88%.
 - Ranges from 82%- 91.5% depending on where you are in salary schedule.
 - Cuesta has 12 steps and 7 columns in PT salary schedule.
 - Cuesta is above average in the # of steps and # columns for PT.
- One possibility in working toward parity is to propose a raise differential.
 - Examples:
 - 5% raise, where 4.5%- FT, and 5.5% to PT; parity improve from 82-82.77%
 - 3.5% to FT and 6.5 % to PT, parity improve from 82-84.36%
 - We could agree to have small differentials and over time, parity would improve.

Discussion included the following:

- This can be a divisive issue and has not been addressed at Cuesta.
- 2-3 other districts claim they have reached parity, but it's for a limited number of salary cells.

- At some colleges, BOT not in support of PT parity, preferring to increase FT schedule.
- Inflation rate and cost of living increases very high.
- Improving PT faculty pay parity was one of the top 2 items in faculty survey.
- Large state COLA expected and many believe all faculty should automatically get this. Less seems like misappropriation from district.
- District should use other money to move toward PT parity.
- The state gives the COLA to the colleges, and there's no guaranteed COLA pass through to salary increases.
- It seems CoR is split between equal increase for everyone and incremental differential increase for PT.
- Over 15-year period 2007-2022, Cuesta has had second largest salary increase 31.7% compared to 10 comparable colleges.
- It's rare to get higher salary increase higher than COLA.
- Negotiations team want to make sure that expectations are reasonable.

8. Spring Officer Elections (Baxley)

- Officer elections this semester: PT Committee Chair, Treasurer, Vice President
- Elections committee has been established.
- There will be a call for nominations coming out from elections committee, and those interested will need to submit nomination form.

9. Untangling Faculty Evaluation Forms Based on Modality (Shellhorn)

- Evaluation forms need to be reconfigured and streamlined so they are more user friendly, possibly digitized.
- Reps or members who are interested in working on taskforce, let Jen know.

10. Chancellor's Equity Requirement for Faculty Evaluations (Shellhorn)

- New DEIA component is required for evaluation process.
- Most likely it will be incorporated into the self-evaluation portion.
- Those interested in working on this, contact Jen.

11. Counseling Evaluation Form (Baxley)

- Greg working on updating Counseling and DSPS evaluation

12. Intellectual Property Rights in Courses (Deswart)

- BP and AP need updating, items going to Senate tomorrow.
- Allow faculty to own materials that they create.

13. Division and Union Issues or Concerns

- Bio-feel strongly about FT faculty hires and better wages for PT faculty.
- Increasing need to have smartphone and personal devices to do college work (2nd factor authentication)

14. COPE Update (Highhouse)- no update

15. Treasurer Report (Lobo)- shared in chat

- Treasury \$145,255.66, COPE \$572.50 of which is \$282 is BOT, Savings \$130,038.06
- 240 members; 126 FT and 114 PT
- Membership down, encourage PT faculty to join. You can win \$250 certificate during membership drive.

16. Grievance Officer Update (Patchell)- no update

- CCFT provided a get-well gift basket to Doug Highland.

Next CoR Meeting: 3/30—Moved back a week because of Spring Break