



Council of Representatives
Adopted Meeting Minutes
March 30, 2023, 4-5:15 p.m.

Table with 3 columns and 7 rows listing various departments and their representatives, such as Applied Behavioral Sciences, Biological Sciences, Business Education, Engineering & Technology, English, Fine Arts, Kinesiology, Health Sciences & Athletics, Languages & Communications, Library/Learning Resources, Mathematics, Nursing/Allied Health, Performing Arts, Physical Sciences, Social Sciences, Student Development & Success, Student Success and Support Programs, and Workforce Development.

1. Approval of agenda

Motion to modify agenda to add PT report after #11, made by Nancy, 2nd by Matthew, no objections.

Motion to approve modified agenda made by Shelby, 2nd by Heather, no objections.

2. Approval of minutes

Motion to approve 2-23 minutes made by Nancy, 2nd by Galadriel, no objections.

3. President's Report (Baxley)

- Greg attended CFT Statewide convention – good speakers and attendance of CFT and AFT Presidents.
BOT report- ongoing money to hire new faculty and district is not taking advantage of this.
State auditor- college districts not using money as intended.
Bill to increase PT faculty load passed in legislature, but governor vetoed it.

4. Negotiations—Compensation Discussion Relative to District Offer (Tucker and Baxley)

- Most negotiation time was spent on compensation.
The state is offering 3 different funding models: hold harmless, SCFF, stability.
Each has slightly different measures. SCFF offers lowest increase. Unsure whether Cuesta will be in stability or under SCFF funding next year.
District proposed 5.03% salary increase, and CCFT asked for 8.84%.
District had a 17% revenue increase for this year and we only got 6.55% raise, which is significantly under the combined 2 year increase totaling 30.37%.
District approach is very conservative.
District to bring counter proposal next week.
Important for district to use ongoing money on faculty, negotiation team considers encouraging faculty to go to BOT meeting to talk about how using money for intended purpose (faculty salaries/hires) makes a huge difference to employees.

- Close to agreement for OER/ZTC release time, which is paid by grant.
- District is opposed to retiree health benefit.
- District willing to offer \$5,000 one-time payment for FT faculty who submit retirement notice in September. This would be a permanent incentive plan that would go in CBA.

Other proposals by CCFT:

- CCFT lab/load proposal to change 20 hours to 18 hours to be equivalent to 15 for FT load.
- Propose an additional 1% increase to PT salary schedule (62% of FT rate to 63% of FT rate on per unit basis).
 - When considering per load basis the number is 82% because this takes into account other duties such as governance, committee work and office hours.
 - Estimate additional 1% increase for PT would affect FT by .4%, 2% would affect all by .8%.
- We are a wall to wall union- representing FT and PT faculty, and we don't always have same primary interests. If we wanted to increase PT salary more, it would affect overall salary increase.
- Membership needs to approve contract, and both sides need to agree.
- Lab lecture parity pay will affect PT faculty as many teach labs.
- Salary raise in equal dollar amount wouldn't make permanent change in salary schedule. It has greater immediate impact.
- At this point district is obligated to give us a 5% raise this year, even if that's the best, it's still better than many colleges. We are making some progress.
- Making topics more public can be part of effective strategy.
- District has sent message to community in past that PT faculty at Cuesta are paid more than at other colleges, but they highlighted the high end of the pay scale for comparison.

5. Spring Officer Elections—Nominations and Election Timeline (Kayser)

- Treasurer, VP, and PT committee chair to be elected this semester.
- Elections Committee (EC) has been formed and are currently working on timeline- beginning of April to May and deciding on paper vs. electronic voting.
- EC is independent of EB to ensure fair election.
- First step is for EC to send notice of election and then call for nominations.
- Membership will also need to vote to ratify the CBA.

6. Recruitment for Open Positions on Negotiations Team 2023-2024

- Notify Greg if anyone interested in being on Negotiations Team next year. Looking for 1-2 people.

7. Evaluation Forms—Consolidated Instructional Faculty Form and New Counseling Form (Baxley and Shellhorn)

- Instructional evaluation form has been consolidated into one general form - CoR asked to review it and give feedback.
- Counseling evaluation is new/updated form.
- Intention to have a fillable document form later.
- Major changes: new regulation from state chancellor's office requires a diversity, equity, inclusion component in all evaluation forms.
 - Suggestion is to add question to self-eval, which is not intended to be prescriptive.

8. Benefits of CCFT Membership for Decision Making vs. Non-Membership (Baxley)

- Postponed to future meeting.

9. Load Bank Leave Language (Baxley)

- Currently process for banking load allows FT faculty to bank 30-unit hours that has to be used within 3 years. Trouble- faculty can't accumulate enough load to use in that time period.
- CCFT proposing 8-year time period, but need to make concession.
 - Option: limit load bank to 15 units.

- This would allow faculty to only take 1 semester of leave instead of 1 year.
- Option: require more load in bank if you want to take semester (e.g., have 120% load banked, because faculty aren't doing governance work during that time).
- CoR asked to get feedback from division with goal of agreeing on language before next CoR meeting.
- Sometimes we need to bring up emerging issues that haven't been on survey.
- Concern: difficult to eliminate this perk even if it hasn't benefited many people. Faculty have used this time for important purpose in past.

Items 10-13 and 15 postponed to future meeting.

10. Discussion about the Number of NC Coordinator Positions (Baxley)

11. Division and Union Issues or Concerns

12. PT Faculty Update (added)

13. COPE Update (Highhouse)

14. Treasurer Report (Lobo)

Information shared via email to CoR:

- Membership: 244 total, 125 FT, and 119 PT
- Please continue to promote CCFT membership!
- Account balances: Treasury: \$140,648.60, COPE: \$771.50 of which \$350 is specified for the Board of Trustees, Savings: \$130,038.06
- Our 3rd quarter budget report will be prepared in April.
- No-dues May looks likely.

15. Grievance Officer Update (Patchell)

Next CoR Meeting: 4/27