



Council of Representatives
Adopted Meeting Minutes
April 27, 2023, 3-5p.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 agenda made by Robert, 2nd by David, no objections.

2. Approval of minutes

Motion to approve 3-30-23 minutes made by Greg, 2nd by Monica, no objections.

3. President’s Report (Baxley)

- Some CFT locals have emergency funds for members; perhaps discuss the possibility next year (with limitations – accident, medical emergency, etc. w/ \$500 limit) funded by voluntary contributions.
Matthew gave an update and a plug for applicants for this year’s JEDI Academy. Greg shared that he had a positive experience during the Academy and found that it was helpful in shifting his thinking about better serving students.

4. Negotiations (Tucker and Baxley)

- Greg reiterated the rumors addressed in his email to faculty earlier this week.
Administration needs to wait for May board meeting re: offering more than they have offered thus far; they continue to argue that they can’t give all of COLA to faculty as concerns about ongoing finances worry them. Could be a positive sign or could be stalling tactic.
Still working on other agreements including sabbatical leave and dual enrollment language.
Funding for travel expenses for part-time faculty teaching on both campuses - to be revisited next year.
There is a provision in the CBA to offer compensation for faculty teaching on two campuses on the same day.
Next steps in negotiations- possibility of “Work to Contract” as response.
CCFT negotiations with district administration, typically the vice presidents. The board relies on the information they receive from the administration during the closed portion of board meetings.
Under state labor law, the previous contract remains in effect until a new contract is ratified. This could result in retroactive pay, but that also needs to be negotiated.

Motion to discuss agenda item #6 now made by Jen, 2nd by Brittany, no objections.

6. Event Before Next Board of Trustees Meeting (Baxley)

- Talking with CCCUE about a possible joint “social gathering” on Wednesday 5/3 in 5400 complex, around the time of the Board Meeting transition from closed to open session (4 PM) a non-confrontation gathering (no signs or chants – just a show of bargaining unit support).
- Discussion included how to encourage faculty to attend.
- Essential to make the case that we need COLA to go to faculty as intended.
- Brittany: why not make it a “cola” gathering – we could share “cola” with others. We could also organize to wear the same color – perhaps red which is oftentimes used by bargaining units.
- Greg suggested providing the food/drink as we are better resourced than CCCUE.
- Advocate to divisions to go to BOT- EB can vote on allocating funds to provide food and drink. Brittany and Jen will help with logistics and organization

5. 16-Week Calendar--Logistics Leaders (Baxley)

- 16-week calendar taskforce met this semester (discussed class lengths, schedule changes), determined 16 weeks was possible and may attract more students. It needs to be approved by BOT. It will take research and education for faculty, students, admin, and student services.
- EB proposed having 2-3 faculty members on calendar negotiation committee in fall and maybe spring.
 - Call to interested CCFT members with a short letter of interest.
 - If we had more than 3 applicants, we could make sure there was a blend representing different divisions.
 - EB can decide on compensation (proposed \$2,000/semester).

7. Do handwritten student evals for faculty need to be transcribed? (Baxley)

- Office of Instruction spends a lot of time transcribing student evaluation comments. Do people think it's necessary? Do they have to transcribe all of them?
- Fully online- response rates are low for student evals. Feedback is better with handwritten forms.
- If more evaluations could be done online, then comments wouldn't need to be transcribed.
- Propose to Jason- move to Chromebooks to classrooms where it is technologically feasible, and places where it's not feasible, keep paper, which would reduce their workload.

8. Division and Union Issues or Concerns

- Parking lot #4 is closed, and faculty not happy about it. Ideal situation would be to keep part of the parking lot open.
- A lot of dentists no longer working with Delta Dental. At this time, no plan to change providers.
 - [CDA files new legal action against Delta Dental of California - CDA](#)
 - Recommendation- communicate with benefits committee or join it.
- There is no guarantee of COLA being passed to employees. District has offered 5%, so that floor has been established.
- Faculty stipends (coaches, CMC Coordinator, PT leads) are negotiated separately and don't increase each year. The Chairs stipend has increased a lot over last few years, so proposed increase an 80% increase (i.e., increase in salary but not stipend increase)

9. COPE Update (Highhouse)

- Diane Feinstein to retire. CFT hasn't decided which candidate to endorse yet.
- Kenney Enney is leading 1,000 votes in Paso Robles School Board. Results TBD.
- Local election 2024- Dawn Addis, who we endorsed last time, will need to run again.
- Spread word to member to contribute and help increase COPE fund.
- 3 members on State Capital Education Committee were turned out. CFT trying to reestablish relationship with these members.
- CFT state legislature: reassess cap on how many times a student can repeat a class (right now it's 3, but equity issue and may be extended)

- Galadriel to send out bullet point list to our entire membership of current CFT campaigns.

10. Part-Time Faculty Update

- Working on document that outlines ways for PT to make extra income.
- PT help for applying for unemployment.
 - Faculty can apply online, must be currently looking for work.
 - Training/help session to be set up.
 - CFT can also do a workshop – see <https://www.cft.org/post/unemployment-benefits>.

11. Treasurer Report (Lobo) Shared via email

- Account balances: Treasury: \$136,466.38, COPE: \$970.50 of which is BOT: \$350.00m Savings: \$130,038.06
- Membership = 243, of which 123 are FT and 120 are PT
- We have budgeted for a dues-free May.

12. Grievance Officer Update (Patchell)

- There is one complicated case with student accusations - Tom to follow up.
- CCFT looking for people who are interested in training for grievance officer position.
- In the past, we have had two grievance officers split the reassigned time.

All Member Meeting planned for May 11th.