



Council of Representatives
Adopted Meeting Minutes
September 22, 2022, 3-5 p.m.

Applied Behavioral Sciences (3) 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) Edith Lopez-P Anne Schreiber-P	Social Sciences (3) Victor Krulikowski-P Mark Weber-P
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- P	Student Success and Support Programs (2) Lisa Curtis- P Susan Gossard-P
English (3) Wes Sims - P Roland Finger-P Matthew Davis-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	Non-Voting Members Elizabeth Lobo-P, Treasurer Jude Rock- P.

- Approval of agenda

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

- Approval of minutes

Motion to approve 8-25-22 minutes made by Greg, 2nd by Monica, no objections.

- President’s Report and Faculty Survey—Remind constituents to take it.
- Remind faculty in divisions to complete survey:
 - 113 faculty completed so far (total faculty: 135 FT and 129 PT members).
 - CCFT is obligated to get input from ALL faculty in bargaining unit on matters that impact them and to represent nonmembers as well as members.
- Heather and Greg appointed as interim Grievance Officers.
 - Former Grievance Officers and our CFT Field Rep are able to fill in as substitutes.
 - Have faculty contact CoR or EB first.
- Galadriel Highhouse has been appointed as COPE Chair to help with political education/action.
- BOT candidate- Adrienne Garcia-Specht
 - If anyone has a contact from South County school district, let her know.
- Service Credit and Sick Leave Issue (Baxley)
- In CBA, proportional amount of sick leave is given to faculty who do overloads.
 - In 2018, district stopped crediting overload sick leave.
 - If a person retires and they have more sick leave than STRS allows, district has to pay a fee for this as service credit.
 - STRS allows 10 sick days/year, 12 days maximum.

- District is obligated to go back to give faculty credit for overload sick leave.
- Greg to meet with Melissa and request investigation into who taught overload in last 4 years and who retired to see if they were affected.

- MOU for Chair Selection (Baxley and Tucker)

MOU has been created, amending language to avoid possible problems of faculty not having tenure before Chair position begins.

- Instead of: 5.15.1 A Division Chair position shall be held by a full-time regular faculty member who has been granted tenure by the start of their term.
- CBA has been amended: 5.15.1 A Division Chair position shall be held by a full-time regular faculty member. Applicants for the division chair position need to be tenured.

- Compressed Calendar Update (Baxley and Tucker)

- CCFT to encourage district to present information about their vision of compressed calendar.
 - Ideally, they would present one or two plans for faculty input to evaluate/modify.
- Faculty would need to vote on and approve compressed calendar.
 - Contractual issue - union members would be voting and we need 50%+ 1 to approve.
- New calendar is 3-4-year process: requires approval by Chancellor's office and BOT.
- Cal Poly will be changing to semesters in 2026.
- Several divisions are opposed to shortened calendar.
- We are competing with virtual classes/colleges across the state and need to attract students.
- The state originally planned for colleges to have 18-week terms.
 - About half districts are on shorter calendars.
 - 15-17 weeks needed per Ed Code.

- Negotiations (Baxley and Tucker)

- Items that have most interest so far in survey: 1.) PT pay parity 2. Salary/fringe 3. Lab/lecture parity (top 3).
- Topics some faculty have added (written in on survey) for consideration:
 - Service faculty parity in being remote
 - Term limit on Division Chair and NCC Coordinator positions
 - There are term limits for most faculty leadership positions (Curriculum Chair, Academic Senate).
 - Could have application period reserved for faculty who haven't previously been division chair and if no one applies, then the incumbent could apply.
- CCFT plans to advocate for some issues not on survey:
 - Increase in substitute pay
 - Streamlined process for faculty professional development coursework approval and column advancement
 - Language changes for clarity, updates due to Ed Code
- Request to consider recalculating sick leave – current 3 days for bereavement seems insufficient.
 - More flexibility in that language would be helpful.
 - There may be limitations as some leave provisions are covered in Ed Code.
- CFT lobbied state to put money into the budget for PT health care (now at \$200 million).
- District will get all \$ back from state that they pay for PT health care if they meet 4 conditions.
 1. Same health plans are offered to PT as to FT.
 2. PT and FT benefits are same.
 3. PT faculty are eligible for benefits at 40% load.
 4. If PT faculty work at multiple locations, the institutions would have to split health care cost.

- This is difficult to implement, and CFT is working on issue.
- Money is available in January- so CFT is pushing for unions to take advantage of it.
- Possible survey to see how many PT faculty want healthcare benefits through Cuesta.
- District has mentioned two items as reopeners that are procedural.
- If they bring back proposal for more hours for service faculty, CCFT will contact service faculty.
- Aim to submit reopeners Oct 6th BOT, but it's been hard to meet with district team, so might not be until November.

- **Division and Union Issues or Concerns**

Biology: WEP (Windfall Elimination Provision) and the GPO (Government Pension Offset) laws

- Penalize those who have other employment where they contribute to Social Security.
 - Way to trim people's potential retirement
 - Affects those who worked in social security jobs
- NEA link for repealing WEP and GPO: <https://www.nea.org/advocating-for-change/action-center/take-action/repeal-gpo-wep?ms=daisychainconfirmation>

Library: proposed new accreditation standards out for review

- Reduces # of standards to 30-40 from 150 and made them more general.
- Removed the library and counselor standards.
- If those areas aren't named, they aren't included in the writing groups.
- Mainly Senate purview- Carina to bring to Senate

Evaluations: Request for evaluation forms to be reviewed so they are fillable, signable, and updated.

- Concern about tracking evaluation b/c office of instruction is sending them out for signatures.
- Consistent method needed, forms come from centralized place, where signatures are tracked.
- If someone grieves the process, it needs to be clear that nothing has been modified.

- **Part-Time Faculty Update (Steinmaus)**

- Nancy focused on helping EB with survey, many items specific to PT faculty.
- Share CCFT Newsletter to help inform members of current topics.

- **Treasurer Report (Lobo)**

- Treasury: \$151,669.44, COPE \$204.50, BOT \$0, Savings \$100,023.02 (COPE and BOT depleted)
- \$3000 paid to campaigns of Adrienne Garcia-Specht and \$500 to Dawn Addis (General Election)
- New dues rate 1.2% to take place in next paycheck

- **Grievance Report (Baxley and Tucker)**

- Faculty filed harassment complaint against district employee, CCFT helping faculty navigate system.
- Faculty member made complaint against other faculty member with HR and waiting for response from the complainant.

Other: CoR CoChair position- Jen expressed interested, and Nancy withdrew interest.

- Position would complete term of Tom Patchell who is now acting dean.
- Join EB representing faculty

Motion to appoint Jen Shellhorn as CoChair of CoR made by Heather, 2nd by Shelby, no objections.

Next CoR Meeting: 10/27/22