



Council of Representatives
Adopted Meeting Minutes
August 25, 2022, 3-5 p.m.
Meeting in Zoom

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 Matthew, 2nd by Shelby, no objections.

2. Approval of minutes

Motion to approve 4-28-22 minutes with slight modification made by Nancy, 2nd by Heather, no objections.

3. Guests for District 4 Trustee Election (Baxley and Tucker)

Adrienne Garcia-Specht running for BOT for District 4.

- Experience in higher education
o Financial aid counselor at Cal Poly and Dream Program manager
o Cuesta and AHC as PT faculty, MA in English
• Values student equity, diversity and inclusion and sensitive to faculty and student needs
• Involved in Central Coast Coalition for undocumented students
• Regularly attends conferences related to equity, conducts equity-related trainings
• Nipomo location important for Cuesta
• Values role of faculty union on campus.
• Expect ballots Oct.10th -Nov. 8th
• Website: vote4adrienne.org

Trustee Sysak was invited but couldn't come to meeting. Expressed willingness to answer questions about planning and budget or board policy.

Motion for CCFT to endorse Adrienne for BOT District 4 made by Heather, 2nd by Dave, no objections.

- EB makes decision on how much to donate to a campaign but CoR can advise. There is \$3,578 COPE account of which \$773 is specified for BOT in CCFT budget.
 - COPE fund raises a little over \$1000 per year.
 - BOT money can only be spent for BOT, but COPE can be used for BOT as well.
- CCFT donated \$4,000 to BOT candidate Mary Stobridge's District 5 campaign two years ago.
- Faculty can donate directly to Adrienne's campaign (see website).

4. COPE Chair Recruitment (Baxley and Tucker)

- We haven't had a COPE Chair for over 10 years (Debra Stakes acted as this before becoming president).
- Consider ways to raise more COPE funds with possible event
- Galadriel Bree Highhouse is interested in COPE Chair.
- Current Senate Secretary, politically active
- Worked at CMC, participated in JEDI academy
- Educating people about political issues is important.
 - Prop 27, Gambling, would want input from Salinan and Chumash people.

Motion to elect Galadriel as COPE Chair made by Jennifer, 2nd by Wes, no objections.

5. Grievance Officer Recruitment (Baxley and Tucker)

- Tom Patchell is acting dean this semester so will not serve in this capacity.
- Greg and Heather volunteer to split the duties this semester.
 - Tom may return in spring, if not new Grievance Officer to be elected (FT tenured faculty member).
- Grievance officer is responsible for assisting faculty with possible grievances (contract violations) or disciplinary actions.
 - Guides faculty through process and represents that member.
 - Investigates issues, seeking resolution before they reach the grievance stage.
 - Training is available from CFT.
 - Position has 40% reassigned time, can be shared between two faculty.

Motion to approve Greg and Heather as interim Grievance Officers for fall '22 semester made by Victor, 2nd by Wes, no objections.

6. Council of Representatives Co-Chair Recruitment (Finger)

- Co-Chair needed for one year. Co-Chair position involves creating CoR meeting agendas, leading meetings, communicating with CoR, and participating in the EB.
- PT Faculty rep has been Co-Chair in the past. PT stipend to be decided by EB.
- Nancy Steinmaus and Jennifer Shellhorn interested.
- Others who are interested let Roland know.
- To be voted at next CoR meeting.

7. CCFT Budget—For Approval—and Treasurer Report (Lobo)

- 140,288.46 Treasury (current operational fund), Saving \$100,023.02
 - Healthy savings fund, minimal legal expenses.
 - Important not to overcharge members - we want to run efficiently.
- Proposed Budget shared with CoR, some key features:
- Dues rate deduction (1.2545% to 1.2%), 2 dues free months
- Budget for social event

- Not apply for formula funding grant (based on EB release time) because our expenses are minimal.
- Add back money for travel to professional development activities.
- If PT faculty want training in financial audit so they can serve on internal financial review in future, stipend available for that

Motion to approve the proposed budget as amended made by Jennifer, 2nd by Monica, no objections.

Motion to reduce dues rate from 1.2545% to 1.2% made by Wes, 2nd by Heather, no objections.

8. Hybrid Evaluation Form—For Approval (Mojo and Shellhorn)

- Evaluation forms were revised with feedback from CoR and Senate. Final drafts shared with CoR prior to meeting to review.

Motion to approve hybrid evaluation forms made by Heather, 2nd by Matthew, no objections.

9. Lab/Lecture Pay Disparity (McConnico)

- This topic was discussed last year, and Biology colleagues want to ensure it stays current.
 - A lot of time is spent in lab and faculty are not compensated fairly.
 - This applies to many disciplines including sciences, Nursing, EMT, Arts, Kinesiology/Athletics.
- Negotiations for next contract starting soon - Heather and Greg working on survey to go to membership to prioritize negotiation items.
 - This will be on an upcoming survey .
 - Suggestion to EB to consider sending survey out to all faculty.
 - Background information of issues can be put on website to educate faculty before vote
- Reps can discuss with divisions especially if you don't have labs in your area.
- Cuesta only has two categories of class loading - lecture and lab.
 - Some colleges used a tiered rate for labs (based on prep time indicated in COR); others have smaller increases for everyone.
 - Information was shared by Greg last year and in CCFT newsletter.
 - 2/3 lab rate is used for out of class duties.
 - An increase in lab rate would translate to increase in 2/3 lab rate schedule.
- A negotiation strategy TBD - a change to lab rate would impact everyone's compensation.
 - Potential negative for PT faculty (e.g., cause PT faculty to have greater than 67% load, so they could lose out on a class).
 - CFT is pushing very hard to move PT teaching load to 85%.

10. PT Pay Disparity (McConnico)

- PT faculty have no security so fair compensation is even more important.
- Helpful to educate faculty on what the pay disparity is (e.g., comparing PT and FT compensation for teaching same class).

11. Part-Time Faculty Update (Steinmaus)

- Nancy working on document about extra ways PT faculty can get compensated.
 - PT faculty can get paid for union work (e.g., COPE Chair, division rep at CoR) and district hiring committees.
- Nancy held well attended flex workshop in August to discuss PT flex hours, extra compensation, and applying for unemployment.

- Continue looking for ways to engage e.g., social events, workshops (CFT can also come to give workshops).

12. Workload Issues—COVID and DSPS Accommodations (McConnico)

- Labs are back on campus, but faculty being asked to be flexible: full online presence as well as teaching full load F2F.
 - Increased workload should be addressed.
- CFT is pressuring legislature to extend COVID approved leave through end of year.

13. Retirement Incentive (Curtis)

- A casual survey of faculty identified 19 interested in SIP.
- Could help PT move into FT positions and bring new people to Cuesta
- It is on the draft survey to prioritize negotiation items.

14. Division concerns?

Business- shared a letter from faculty members regarding Election Committee compensation.

English: Future agenda items regarding faculty input on IT decisions/changes:

- Changes to Class Finder and the difficulties students are having utilizing it (and effects on enrollment)
- Loss of functionality under Faculty Self Service re: class rosters
- To be discussed at Senate as well

Next CoR Meeting 9/22/22