



Executive Board Meeting

October 17, 2024

Adopted Minutes

Greg Baxley, President – P	Galadriel Bree Highhouse, PT Faculty Committee & COPE Chair- P
Michael Mogull, Vice President – P	Roland Finger, CoR Co-chair-P
Amy Kayser, Secretary/Communications Chair-P	Jennifer Shellhorn, CoR Co-Chair -P
Alex Kahane, Academic Senate President – P	Tom Patchell, Grievance Officer - P
Neil Higgins, Treasurer – P	

1. Approval of Agenda and minutes

Motion to approve agenda made by Roland, 2nd by Neil, no objections.

Motion to approve 9-19-24 minutes made by Greg, 2nd by Jen, no objections.

2. Senate Report (Alex)

- Common course numbering
 - Faculty are conducting surveys and revising course outlines to match templates.
 - Met with Dr. Stearns and Jason to discuss process and compensation opportunities for extra work.
- AB 928 Cal-GETC- new transferable GE pathway active starting fall 2025
 - Revising all 37 ADTs to have new pattern.
 - The Curriculum Committee will submit list of tasks to negotiate pay for those working on this. Funding is available.
- Student Success Center offered a faculty collaboration forum and survey to get feedback.
 - FT position filled proctoring hours to be expanded. One evening a week may be added to schedule.
- New courses will be coming through with new Fire Tech Program.

3. PT faculty discussion (Galadriel)

- Galadriel requested PPT presentation about pay stubs from HR and will send out again to faculty.
- Request for simple way to calculate hours if you have lab hours.
 - PT can combine load at other colleges or nonprofit organizations to meet the equivalent of 30 hours/week to be considered FT public service employees to qualify for loan forgiveness program.
- PT faculty office hours: 20% loads and more are required to hold at least 9 office hours/semester.
 - This needs to be communicated to PT faculty.
 - Online classes still need to offer office hours: 50% synchronous, 50% can be asynchronous.
- Adjunct faculty are not required to participate in CALSTRS at Cuesta. This needs to be communicated to members. PT can get this benefit, but need to opt in and contact HR/CALTRs.
- CALSTRS coming to give presentation to faculty in December 6th. They will put together informational flyers.
- Greg to check with HR about what information they are presenting to new faculty regarding paystubs and CALSTRS. Discussed having a booklet for new hires.

4. Stipend to KD for evaluation primer preparation (Greg)

Katy Dittmer created document about best practices for peer evaluations, and the Academic Senate Council reviewed it with some suggestions. Document will be brought to CoR next week for final discussion.

Motion to offer Katy a \$500 stipend for this work made by Greg, 2nd by Mike, no objections.

5. Question for VPAS forum?

HR asked if CCFT would like to submit a question for VPAS forum October 30th. Discussed possible questions:

- What is something you are proudest of that you've done at a previous job that has benefited students?
- What's your position on student-run enterprises such as culinary students running a coffee stand or selling food on campus?
- What's your stance on building reserves in excess vs. spending for things that the college needs right now that would benefit students?

Planning and budget will be reviewing bookstore options. Not many options available to colleges.

6. Stipends for faculty on district-wide hiring committees-extend to FT also? (Greg)

PT faculty already have been offered stipends, difficult to find people to serve on these committees.

- Serving on hiring committees is part of FT duties. CCFT and Senate have difficulty recruiting for hiring committees.
- PT don't get compensated for a lot of their work, and this is an opportunity for PT to be compensated. We can consider offering a larger stipend since many of these hiring committees require a lot of work.
- Neil to look into rule regarding stipend limit- can we go over \$600?

7. Treasurer report (Neil)

a. Bank change?

- Neil researching several banks: Union, Bank of California, Western Bank, and SESLOC. He will bring summary of pros and cons to future EB meeting.
- Database AFT monthly updates match what we have. Benefit is that we can make changes to database with immediate effect.
- We need to submit a form for COPE if we plan on making donations to support candidates this year. COPE balance- \$4,103.

8. COPE (Galadriel)

- Last election we donated to Dawn Addis and Mary Sturbridge. Suggest we endorse Dawn again, and Galadriel is trying to set up a Q & A with her.
- Working with group updates about candidates supported by Moms for Liberty- active especially in North County.
- Discussed waiting to donate to elections that directly impact us at the college such as Board of Trustees. Now all BOT candidates are running unopposed. As a local, we can only donate to local elections.
- Attorney General – sign up for overpaying for gas Cal Gas litigation www.calgaslitigation.com

9. Elections Committee (Amy)

- 2 members have confirmed: Rachael Barnett and Kerry Bailey, looking for a third.
- Galadriel to reach out to PT faculty and former EC members.
- Would like to have CoR vote to approve committee next week if we can get the third member.

10. Grievance Officer updates (Tom)

- David Becker has been reinstated in PT teaching position. It took 5 meetings to get to this point. Unprecedented for district to change their mind. CCFT support was crucial- we save people's jobs.
- Athletics Faculty member under investigation.
- Library- consultant hired by the district. Tom has requested meeting.
- Library Chair had a dispute about library faculty direct student contact hours (dean was calculating them incorrectly).
- Question over Chair's/Dean's office in that area. Do we have a say in assigning offices? Greg to talk to Elizabeth in person about issue.
- Clause in CBA 9.6- confidentiality clause which is no longer in alignment with the law. It's illegal to tell people they can't discuss workplace investigations with other people.

11. Upcoming negotiations (Mike)

- District sent proposal for changing article 9 to eliminate pre-conference meeting.
 - Agree to change.
 - Counterproposal- strike article 9.6. rationale for striking that is advice from attorney. The blanket confidentiality is unlawful.
 - Greg suggests looking into contract language at other colleges for reference.
- Service faculty hours- need to come up with counterproposal for counselors, DSPS, librarians.
- Survey coming up- reviewed questions and discussed:
 - Question about PT office hours, option for those who don't want to hold them?
 - Lack of office space for PT faculty- leverage to allow them to hold them online.
- Finals week or same schedule as all other classes of the term?
 - We should prepare students to transfer, and they will have final exams.
 - Regular class periods are not long enough for cumulative finals in some areas.
 - Problematic if we don't have it standardized- faculty making own schedules could pose problems for students with several finals.
 - Q- who owns final exam schedule, admin or faculty? There are issue with hybrid schedules. Faculty have suggested solutions.
 - Is it Ed Code that we need to be somewhere giving the final exam?
- Faculty to rate priorities regarding compensation. Rank where increases would go or use a point system.
- Survey to go out to all FT and PT faculty.

12. 16-week calendar (Greg)

- A little progress has been made.
- Admin put information on the institutional research website:
 - Meeting notes and general information
 - Draft shows three 16-week terms throughout the year that was not agreed upon by the group.
 - Unclear about short-term classes.
- Cal Poly is considering three year-round 16-week terms, not received well. Would not advocate taking to membership for a vote. Continue to work in the admin.

13. Fall Newsletter (Amy)

Possible topics:

- Meet negotiation team members
 - Link to updates that will be listed on HR site
 - Link to survey and/or survey result
- Faculty spotlight
- Reminding faculty of important issues

14. (no updates):

- a. NC Coordinators (evaluation, # of positions and/or compensation, duties)
- b. Workplace violence training module

Next EB meeting: Nov 7, 2024 Next COR meeting: Oct 24, 2024

Parking lot: Catastrophic Leave Bank ADA accessibility and mandated DE training, DE certification Article 5.10 –compensation, Compensation for mandatory training, Can Legacy faculty be required to take DE training and compensation? More control over dean-initiated off-cycle evaluation, like VP of HR approval or some kind of just cause clause? FSA review Rotation for PT serving on district hiring committees. CMC compensation, additional Health care plans, reapportionment based on MACS and PEACE, and Engr & Tech