



Executive Board Meeting

November 21, 2024

Adopted Minutes

Table with 2 columns and 5 rows listing board members and their roles: Greg Baxley, Michael Mogull, Amy Kayser, Alex Kahane, Neil Higgins, Galadriel Bree Highhouse, Roland Finger, Jennifer Shellhorn, Tom Patchell.

1. Approval of Agenda and minutes

Motion to approve modified agenda (moving Senate item to #3) made by Jen, 2nd by Roland, no objections.

Motion to approve 11-7-24 minutes made by Neil, 2nd by Jen, no objections.

2. Upcoming negotiations (Mike)

Many TAs on minor contractual issues have been created. Greg to work on getting them published along with explanations.

a. Load limits w reassign time

- District is concerned that some faculty with positions that have reassigned times are not able to fulfill duties because of teaching overloads.
District is considering limiting overloads, but flexibility will be necessary in many cases.

b. PT office hours

Mixed results from survey. Proposal has not yet been submitted.

c. Article 7 revision (please review)

- Send feedback and comments to Greg, and this has not been presented to district yet.
Evaluation cycles for tenure-track faculty that start in spring semester means that the tenure process is extended by a semester - request for more equitable process.
Ed Code doesn't allow tenure track evaluations to start in spring.
Those starting in spring will have student evaluation component only.
Recommend hyperlink evaluation guide in the CBA. It's posted on CCFT website.
Consideration of eliminating dean participation in tenured triennial evaluations. It could be a peer process that doesn't involve a dean, which is done at several other colleges.

d. Lab loading

- Received many comments from faculty across campus about lab/lecture load parity.
Some faculty request that loads be returned to former ratio (20 lab = 15 lecture), so that PT can teach more courses. For example, in Welding PT used to teach 2 courses/semester but now can only teach one.
Other faculty want movement in making lab/lecture more equitable.
Difficult to have district change lab loading so soon after recent change in Jan 2024. Some disciplines still figuring out scheduling. Probably won't propose anything this semester.

e. Compensation

- Greg showed a spreadsheet of district budget over next four years.
Discussed projected raises based on excess contingency projections. Should be minimum 2.9% next year and 5.8% the following year. Contingencies could be based on revenue expectations.

- District is rarely optimistic about projected revenues or reserves; they tend to underestimate them. Contingency increase projected based on property taxes.

3. Senate Report (Alex)

- Senate has been slow this fall, but task forces have been working on several things such as AI academic honest policies and credit for prior learning, which we will learn more about in January flex sessions.
- Campus climate survey-disappointment that there are no open-ended response questions.
 - Senate to voice concern at next BOT meeting, more groups who provide feedback on this will help. Alex to check with classified union.
- Creating community college 101 self-paced course or guide to help those applying for FT positions. Intent to help people to learn more about the workings of the college and duties outside of classroom.
- Issue to summit: previously when students were in mental distress and a faculty walked them over to the health center they would be helped immediately. This is no longer the case because they don't have the capacity, so unless there is an immediate self-harm risk, students will be put on a waitlist. Faculty should be aware of this and manage expectations so we give correct information to students.
- Common course numbering phase 2 is underway. Faculty collaborating on templates, which will be sent out to discipline faculty for feedback. Art History, History, and Economics have already been sent out. Next semester, the group will be even larger.

4. PT faculty discussion (Galadriel)

Galadriel to be doing PT unemployment workshop in first week of December. A lot of new hires, and many unaware that they can get benefits over break.

5. Treasurer report (Neil)

- Neil met with Coast Hills- only signatories will need to complete forms (electronically), and he will let us know when to go in and sign.
- Current balances:
 - Checking \$132,681.61
 - COPE \$4,118.75 of which BOT is \$1,545
 - Savings \$130,105.85
- Writing stipend checks for PT CoR- Amy to send attendance record to Neil.
- Sent in tax information to accountant, so the process is under way.

6. COPE (Galadriel)

- Secretary of Education appointment may mean a lot of changes.
- Woman's march coming up nationally in January.
- [Tracking Trump's Cabinet and Staff Picks: Who Has He Nominated So Far? - The New York Times](#)
- Matt Gaetz stepped down as Attorney General nominee.

7. Campus Climate Survey (Greg, see next page)

- Can advocate for another survey to go out.
- Other colleges having issues because after climate survey some administrators were placed on leave.
 - Main complaints were retaliation.
 - College of Canyons

8. Grievance Officer updates (Tom)

- Athletics case still ongoing
- Library- dean component of the evaluation wasn't finished, MOU to proceed without it.
 - Division Chair didn't include dean in the schedule for triennial evaluation. Discussed fact that this is not the usual practice. Dean schedules meetings separately.

9. 16-week calendar (Greg)

- 14-15 people at each session.

- Student reporter for Cuestionian at one and will interview Greg.
 - CCFT bringing pizza and snacks and drinks the session 11/22.
10. CCFT events (Greg)
 - a. Dec 5 All Member meeting- in room 2609
 - b. Dec 6 STRS workshops- 38 faculty signed up for it already.
 - c. Faculty 16-week forum – next one is tomorrow 11-22

11. (no updates):

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

Other:

- Retreat rights- if the educational administrator is qualified and there is an open faculty position, they don't need to apply. Academic Senate has to evaluate preparation to see what disciplines they can be assigned.
- District is intent on having counselors scheduled for 30 student contact hours. Data shows that is significantly above the average, but district is not budging on this. Latest proposal – 37 hours work week
 - 7 hours college service and prep time and 30 hours student contact
 - Some colleges have 30-31 contact hours, but other activities embedded (e.g., training and dept. meetings, email, follow up)
- The average is 27.5, so Cuesta is on the low-end at 23 hours/week. However, many of the other colleges are on a 16-week calendar already so the contact hours are higher.
- Track student contact hours- all appointments are in online format, run reports. Connex Ed- click start and end at each session.
- This system is not good for students- and this argument that has been made.

Next EB meeting: Nov 21, 2024 Next COR meeting: 2025

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

Campus Climate Survey Requested questions from CCFT (sent to Trustees Stakes/Stroud)

1. I am confident that I can answer the survey questions honestly without fear of repercussions in the workplace.
2. I feel that my opinion is valued by management (deans and directors).
3. I feel that my opinion is valued by the executive administration (executive deans, VPs, President).
4. My supervisor is aware of my current workload before assigning new responsibilities or projects.
5. The district provided adequate training for me to complete my assigned tasks.
6. I am comfortable sharing dissenting opinions with my manager.
7. My manager works to solve problems rather than place blame.
8. The executive administration (executive deans, VPs, President) work to solve problems rather than place blame.
9. I have a positive opinion of the campus climate.

Important free response follow-up:
What contributes to your opinion on campus climate?
10. I am currently, or have in the last 6 months, considered looking for a new employer.

Important free response follow-up:
What has contributed to your search for a new employer?