



Executive Board

Adopted Meeting Minutes

Dec 1, 2022, 3:00 p.m.

Greg Baxley, President & Grievance Officer- P	Galadriel Bree Highhouse, COPE Chair- P
Heather Tucker, Vice President & Grievance Officer - P	Nancy Steinmaus, P.T. Faculty Committee Chair-P
Amy Kayser, Secretary/Communications Chair-P	Roland Finger, CoR Co-chair-P
Wes Sims, Academic Senate President – P	Jen Shellhorn, CoR Co-Chair -P
Elizabeth Lobo Treasurer – P	

1. Approval of Agenda and Minutes

Motion to approve agenda made by Heather, 2nd by Jennifer, no objections.

Motion to approve 10-20-22 minutes with minor correction made by Greg, 2nd by Nancy, no objections.

2. Senate Report

- Wes to investigate creating webpage that lists Senate leadership/faculty reassigned time positions (who is in the position, email contact, when position term has ended).
- Senate reassigned time- group considering this failed to reach consensus. Senate requests CCFT ask for more reassigned time in general.

3. Treasurer report and compensation for sub GOs (Elizabeth)

- Treasury 167,384.92, COPE 538.50, Savings 100,030.58. 263 members, 134 FT and 129 PT
- Q1 & Q 2 reports to be emailed soon.
- Discussed best ways to award stipend for grievance officer volunteer services.
 - In past, this was based on hourly 2/3 lab rate C14 (\$56.53/hour).
 - This semester there are two faculty who have volunteered their services for grievances.
 - Important to have guidelines in advance of asking for services.
 - Possible tiers of service could be considered depending on case complexity and time required.

Motion to award volunteer grievance officers a stipend based on an hour estimate made by Elizabeth, 2nd by Greg, no objections.

4. Faculty fundraiser? (Greg)

- Faculty member with immigration issues has been approved for Green Card, but has not yet obtained it.
 - Visa expired, and result is unable to officially work in US so placed on unpaid leave.
 - Checked with CFT or AFT for emergency loans, but nothing available.
 - Locals are able to give loans.
 - Congressional representatives can advocate for faculty. Greg to write a letter on his behalf, and Galadriel to contact Dawn Addis.
 - Idea to have get together/ CCFT social to raise funds through raffling art pieces by faculty member and art colleagues.
 - We could reach out to CCLC to help (Greg to contact Debra Stakes).

5. PT-faculty discussion/report (Nancy)
 - PT survey administered- 124 responses
 - 60% interested (80 faculty) health insurance coverage.
 - 84% only teach at Cuesta.
 - 10% teach both at AHC and Cuesta to make 40% load
 - Those with load less than 40% load, 46% would be interested in healthcare if threshold were lower.
 - State has 40% load requirement to qualify for healthcare coverage.
 - a. PT health care update (Greg)
 - At statewide meeting, CCFT was one of few districts who did survey for PT faculty about healthcare.
 - Encourage PT faculty come to board meetings to talk about how helpful it will be to have healthcare during public comment
 - Organize campaign maybe as early as December/January board meetings
6. COPE (Galadriel)
 - Dawn Addis won for State Assembly
 - Pete Sysak won by a few votes (50.8%) vs. Adrienne Garcia-Sprect (49.2%).
 - Faculty will be asked to start donating to COPE fund again.
 - need to complete form for payroll deduction (COPE form on website)
 - encourage small amounts of money- e.g. \$1/month
7. Testing/proctoring center update (Greg) -No updates
8. Elections Committee recruitment (Greg)
 - Two faculty members needed, Erich Tucker will remain on committee.
 - Reach out to faculty who might be interested.
9. Evaluation signatures and other (Amy)
 - Faculty have had issues with new fillable form.
 - Can't expand comment boxes for collaboration while writing or to print/read for evaluatee.
 - Unsigned evaluation forms are now shared with instructional specialists who circulate them for signatures.
 - Problematic if full form isn't accessible, or if there's a question it could have been altered.
 - Forms not created properly. CCFT gives HR evaluations in Word format and they convert the forms and put them on the website.
 - Meeting is needed to correct this problem (CCFT could convert the forms or have step by step instructions).
 - Evaluation form length is also an issue, and some faculty have requested that the different modalities be separated out.
 - Task force to work on revising evaluations and making it more of a priority.
10. Negotiations (Heather)
 - a. Reopening articles from district
 - The reopeners need to be approved at the December board meeting.
 - not allowed to negotiate until BOT approves reopeners
 - Articles requested to be reopened:
 - Article 4, compensation (District is seeking clarification for dual enrollment courses.)

- Article 5.2-5.4 (Service faculty work hours- currently working on language to continue 2 days remote)
- Article 5.7- workload committee goals
 - Term limits for chairs
- Article 5.1 – Chairs (2 consecutive terms) and NCC based on reorganization
 - Concern for small divisions, but there is a provision in areas where there are only 2 FT, they are supposed to rotate it unless there is a written agreement
 - We need to find a way to encourage more faculty to take leadership positions.
- Article 7- Evaluations to include DEI – joint effort
 - new CTE program in theater and AVMT (Heather)
- Asking for Lead stipends for two of the new programs where there are no FT faculty/updating compensation for these roles.
- Many large items on negotiations: PT faculty healthcare, Lab/Lecture parity, PT parity
- State legislation estimating significant COLA for upcoming year (8.5%)

11. Grievance Officer updates (Heather and Greg)

- Waiting on summaries from outside investigators for two complaints from beginning of semester.
 - Investigators report to district (accounts of interviews and results), make determination if board or state policy was violated.
 - District is responsible for taking that information and deciding on a resolution.

12. Lab/lecture workload - Postpone to future meeting

Future discussion items:

- 13. Lead faculty incl
- 14. FSA review (no update)

All-member meeting Dec 8?

- Studython is next Wed and Thurs, so not a good date for meeting.
- We can send informative email in lieu of having an all member meeting.
 - We had meeting in August and we also gave a faculty survey this semester.

Motion to approve no Dues December made by Greg, 2nd by Elizabeth, no objections.

Email discussion 12/6-12/7/22

Motion to pay all PT CoR members regardless of attendance with the intent to communicate the expectation of 2 meeting/semester minimum attendance going forward made by Elizabeth, 2nd by Greg, 5 yes votes, 2 abstentions.

Next EB meeting: Dec 15 or Jan 19, 2023

Next COR meeting: Jan 26, 2023

Parking lot:

ADA accessibility and mandated DE training, DE certification Article 5.10 –compensation, Compensation for mandatory training Substitute pay scale (and timing), Edits to Article 5.7 Workload committee load bank clean up Can Legacy faculty be required to take DE training and compensation? Can DE certification be used for column advancement? More control over dean-initiated off-cycle evaluation, like VP of HR approval or some kind of just cause clause? retiree benefits