



Executive Board

Adopted Meeting Minutes

Feb 16, 2023, 3:00 p.m.

Greg Baxley, President - P	Galadriel Bree Highhouse, COPE Chair- A
Heather Tucker, Vice President - 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	Tom Patchell, Grievance Officer -P

1. Approval of Agenda and minutes (COPE on COR for 2-23)

Motion to approve amended agenda made by Jen, 2<sup>nd</sup> by Elizabeth, no objections.

Motion to approve 2-09-23 minutes with changes made by Jen, 2<sup>nd</sup> by Roland, 8 yes, 1 abstention (Heather).

Motion to approve 1-19-23 minutes made by Greg, 2<sup>nd</sup> by Jen, 8 yes, 1 abstention (Elizabeth).

2. Senate Report (Wes) - No updates

3. Negotiations (Greg)

CCFT met with District on 2/10 and presented 5 proposals for discussion- no agreements yet reached.

a. Lab load equalization

Presented 18-hour lab/lecture proposal. District asked questions and seemed open to idea.

b. Retiree health benefit

- District pushed back on proposal.
- State law passed in 2013 reformed public agency pension programs.
  - Interpretation is that the law requires that all bargaining units at an organization need to get the same health benefits.
  - This implies that CCFT would need to bargain with CCCUE on this.
- Almost all districts had this benefit prior to this date, so it wasn't an issue for them.
- Rejection of this proposal would make a case for salary increases more compelling.

c. Sabbatical language

Need to submit proposal for sabbatical language clean up – plan to bring topic CoR

d. Reassign time for Senate and coordinators.

- District open to Senate and OER/ZTC Coordinator release time proposal.
- Would like academic reassigned time displayed in a table so they could easily see what the reassigned positions were. District to come back with proposal.
- Faculty advance in column with coursework - proposal took out pre-approval requirement for graduate coursework. Approval process left in for undergraduate work. Faculty would need to submit transcripts of completed work and would advance in column on pay scale automatically.

e. PT parity- compensation proposal not yet submitted.

- PT to FT parity between 87.4% and 85.4% depending on where you are on the salary schedule.
- Could propose a differential raise, impact the ratio of parity.
  - (e.g., given a 5% raise, FT increase by 3.5% and PT and Overload increase by 6.5%.)
- Important to work towards parity- it was identified as priority for union.
- In past, district put out misinformation in the community. When we asked for too much, we were faced with many negotiation impasses.
- District concerned about future funding- decreased enrollment, and 2027 funding formula remain flat.
- Important to make a step towards PT parity even if it's a small step.

#### f. PT Lead faculty: what programs, tiered? CTE program in theater and AVMT

- Some Chairs interested in tiered compensation structure for lead faculty.
- Programs vary in size and in amount of direction needed.

#### 4. PT discussions (Nancy)

- There are changes in appeal process when PT denied unemployment claims.
- Nancy contacted CFT who can do a workshop on unemployment claim process for PT faculty.
- Although more denials are happening, CCFT expects all appeals for PT applying for unemployment to succeed though it may take time.
- Future workshops at member only meetings is possibility.

#### 5. Treasurer report (Elizabeth)

Membership = 240; 126 FT and 114 PT, Treasury \$145,255.66, COPE \$572.50 of which \$282 is BOT, Savings \$130,038.06

- Membership #'s biggest concern
  - 12-15 members retired from Cuesta in fall 22.
  - 4-5 counseling faculty withdrew membership.
- COPE fund is increasing, treasury healthy.
- Look into moving some of our money into a place that has higher yield (e.g., 3-3.5% for savings account).

#### 6. Membership drive and social hour(s) (Elizabeth/Heather)

First online social Wednesday 2/22 from 6-7pm.

#### 7. CFT Convention March 17-19 (Greg)

- CCFT can have up to 10 delegates (one delegate/25 members is allocated).
- EB members who are elected by membership can automatically be delegates.
- EB will ensure compliance with labor laws with delegates for CFT conventions.
- Greg and Tom interested in attending this year.

#### 8. Evaluations (counseling, multi-modality)

- Counseling has separate evaluation form that references items that no longer apply/are out of date.
- Greg sent revised version to counseling faculty, doing same for DSPS (last revised in 2003).
- Plan to create more streamlined form for instructional faculty
  - Jen volunteered to work on it and will reach out to CoR for help.
  - Separate the different modalities, possibly looking at Google Forms.
- Jacquie Contreras works with evaluations- Instructional Specialist from Jason's office.

#### 9. Sabbatical leaves - Topic to be brought to CoR.

#### 10. Extra duty stipend

- We have several of these in CBA, not all the same.
  - Some are for specific disciplines (e.g., Performing Arts).
  - Need to clarify how stipend positions are given to faculty/rotated.

- In future- scope of work should be developed.

## 11. Grievance Officer updates (Tom)

1. Tom attended post-evaluation meeting with faculty member and Dean.
  - Compressed evaluation cycle. District gave 6 days to respond.
  - Tom provided assistance in response to evaluation.
  - Possibly facing a grievance and/or lawsuit unlawful dismissal.
  - Process was very complicated because of three MOUs written to alter timeline, and faculty out on leave in spring.
2. NCC librarians have expressed following concerns:
  - They are being told to supervise tutoring because there is no staff.
  - Bookstore has limited hours there, so they regularly have students pick up books from library.
  - Barnes and Nobles- private company, so this is a workload issue.
  - Dean wants library open during breaks with classified staffing it.
    - Per Title 5, a librarian is required.
  - Greg –to contact Mia and Elizabeth to clarify that faculty aren't responsibly for bookstore.
3. Faculty discovered he was no longer being granted release time but was still performing duties (CTE liaison 20%). Met with Dean and VP.
  - Senate did communicate this to him at the time. He had release time as late as spring '22.

### Future discussion items:

1. Catastrophic Leave Bank (Elizabeth and Heather)
2. FSA review (no update)

Next EB meeting: March 2, 2023

Next COR meeting: Feb 23, 2023

### Parking lot:

ADA accessibility and mandated DE training, DE certification Article 5.10 –compensation, Compensation for mandatory training 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? higher interest account for legal fund. Term limits for trustees? Rotation for PT serving on district hiring committees. Separate COPE fund for state races? CMC compensation CLB