



Executive Board

Adopted Meeting Minutes

February 3, 2022

Greg Baxley, President- P	Elizabeth Lobo Treasurer -P
Heather Tucker, Vice President- P	Tom Patchell, COR Co-Chair/Grievance Officer-P
Amy Kayser, Secretary/Communications Chair-P	Nancy Steinmaus, P.T. Faculty Committee Chair-P
Wes Sims, Academic Senate President – P	Roland Finger, COR co-chair-P

1. Approval of Agenda and Minutes

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

Motion to approve minutes with revision made by Greg, 2nd by Elizabeth, no objections, 1 abstention.

2. Senate Report

- Senate passed resolution in support of FT tenured faculty member Canguo Liu and presented it at BOT meeting with intent to influence district to help with immigration status.
- District’s position is that board policies and hiring processes prevent them from helping. Wes questioned what the policies and processes are to see what we can do to overcome them.
- District communication was focused on fact checking Senate Resolution instead of finding way to support faculty member.
- Encourage faculty members to attend BOT meeting 3/1 for public comment in support of Canguo Liu.
- The BOT approved of his sabbatical leave with one no vote.

3. Treasurer Report (Elizabeth)

118,887.24 treasury 3291.50 COPE of which 624 is BOT

- Reconciliations sent to EB. Following Susan Kline’s recommendation, Elizabeth to close out old checks.
- Internal financial review signed by Greg and Susan. Field rep to review it and meet with Elizabeth.
- Fall 2020 reassigned time invoice no charge to CCFT, and we are awaiting invoice for Spring 2021.
- We applied for CFT funding for reassigned time. CFT awards about \$1000/month.
 - If we have another \$0 bill, we can’t apply for it again.
 - If you apply on time, you are guaranteed to get it.
- Elizabeth to purchase new printer (approximately \$250).
- In past, CCFT has made donation to BOT election and Dawn Addis (\$500).

4. PT-faculty discussion/report (Nancy)

a. PT scheduling priority

- Nancy continues to review language in CBAs and is trying to get PT group to meet.
- In contact with CFT PT Campaign Manager, Chase Golding, to find ways to support funding PT faculty healthcare.
 - Governor has asked for \$200 million for PT healthcare, now up to legislature to approve or not.
- Possible discussion item at future CoR meeting: PT faculty evaluate other PT faculty
 - Need to investigate if it is allowed and if PT are interested in this. May not be a priority.
 - It could be a way for PT to be more involved, develop professionally, and get compensated.
 - Greg to put in Parking Lot to be discussed as possible future bargaining item.

5. Membership drive (Heather)
 - Heather to send out a reminder to faculty for upcoming division meetings.
 - Heather to update FAQs and organize Zoom Social/Q and A for potential members.
 - All members and potential members welcome if they have questions.
 - Incentives to be offered.
 - Heather to send possible dates and times by email to EB.

6. COVID?
 - Board Report
 - Greg requested more protective masks, but we can't mandate them.
 - Discussed vaccine mandate for students because many faculty members request this.
 - Current testing for students is not working well. They test a week in advance, which is not effective.
 - Some faculty opposed to mandate because proof of prior illness is more effective and there have been some negative side effects of vaccine.
 - Cuesta has been sending out emails to faculty and students to inform of possible exposure. Message is unclear and no details or instructions are included.

7. Grievance and Investigations and Personnel – Tom
 1. Investigator is completing work on faculty complaint regarding hostile work environment.
 2. PT faculty member who is ill is having trouble with income due to current unemployment and sick leave policies. PT are temporary employees, so if they don't have assignment, they aren't considered employees so don't have sick leave.
 - Sick leave policy is in CBA and California labor law.
 - Heather to check with HR about catastrophic leave bank for PT faculty who are not currently teaching.
 3. DSPS student made informal complaint about instructor not adhering to accommodations. Tom met with instructor and will meet with dean, instructor, and student to resolve it.
 4. DE instructors who teach dual enrollment class complained that their course material has been published and critiqued in private Facebook group. Cuesta administration are meeting with Paso High administrators. Assignments were appropriate for the course and academic freedom should be protected.

8. FSA updates
 - Faculty Service Area (FSA) applies to FT faculty. Mechanism in Ed Code for college districts to prioritize people for layoffs when there is reduction.
 - Cuesta's FSA is tied to minimum qualifications and hasn't been updated in a long time.
 - Greg has been reviewing FSAs in other community college contracts and will begin process of updating in conjunction with HR.

9. Key policy
 - New policy logistically difficult.
 - PT faculty need to check out and check in keys at the beginning and end of each semester.
 - Could involve multiple keys on multiple campuses.
 - If you lose keys twice over career you wouldn't be issued replacement keys.
 - One concern is security with unaccounted keys.
 - Possible solutions:
 - Key deposit
 - Key pads or key cards- way to keep track of people entering building
 - CCCUE to meet with district as policy gives new responsibility to division assistants to maintain key control. This is additional duty and level of responsibility that they don't have currently.

10. Upcoming officer election (President and Secretary)

- Scheduled election for CCFT president and secretary this semester.
- Election committee established last year.
- Greg suggested timeline to have election results by spring break so we could better plan for fall classes, but timeline hasn't yet been established.

11. State/national election endorsements (Dawn Addis, Jon Wizzard AD 30)

- Two candidates for State Assembly district 30 requested endorsement from CCFT.
- CCFT to wait until filing deadline before deciding on who to endorse.
- Greg posed questions to candidates asking their position on the SCFF and PT faculty healthcare funding.
- We can invite candidates to speak to CCFT.

Future discussion items:

12. Lead faculty incl new CTE program in theater and AVMT (Heather)
13. Lab/lecture workload

Next EB meeting: Feb 17

Next COR meeting Feb 24 (chair eval forms)

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? Service faculty loading, retiree benefits