



Executive Board Meeting

February 6, 2025

Adopted Minutes

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

1. Approval of Agenda and minutes

- Heather asked to add #9- Safety concerns.
Remove Galadriel's report from agenda since she's not here.

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

Motion to approve EB minutes 11-26-24, 11-21-24, and All Member Meeting 12-6-24 made by Jen, 2nd by Greg, no objections, Heather abstains from all, Neil abstains from All Member Meeting.

2. Negotiations (Greg)

a. Retiree benefits

- District rejected retiree health benefit proposal. Adds a liability burden to the district that they don't want.
CCFT counter- district offer faculty bonus if faculty retire by first Friday in September. \$10 K per year after the age of 60. This would cover premium cost for health care.

b. PT office hours

- PT office hours survey showed no general consensus and some inconsistency in responses.
Most people selected choice of more required office hours.
Overwhelmingly, faculty want to be paid automatically.
We could raise the office hour requirement because there is demand and offer online component. Some faculty said they did more.
Survey asked if they wanted to be compensated to the equivalent office hours of FT faculty.
There are some members who don't want required office hour.
Discussed adding .5 hours to each category that we currently have.
load of 0-20% .5 hour/week, load of 20-40% 1 hour/week, load of 40%+ 1.5 hour/week
If we do increase them, would district want tracking? May not be organizationally feasible for office of instruction to track it.

c. Article 7 revision (deans not part of evaluation)

- Katy Dittmer and Greg rewrote this to better clarify and organize the article.
Big change was to remove deans from triennial evaluations because it is extra burden for faculty and deans are overworked.
Unclear how this will be resolved.

d. Compensation

- Year 1- next academic year 3% for all salary schedule except for ancillary duties (2/3 lab rate)
CCFT asked for 6% for year 2, district proposed COLA +1.5% and additional 1% if we met FTES target.
CCFT proposes they tie compensation increase to something other than FTES (e.g., funding level or other benchmark). No way to track the FTES target data on website.

- Close to finishing up major proposals, expect completion by mid February. We could have a ratification election soon.
- 18 TAs on Canvas site, Greg will send to Amy to post on CCFT website.

3. ~~PT faculty discussion (Galadriel)~~

4. Senate Report (Alex)

- Admin consider all faculty positions on EMP team occupied because they only wanted 5 total (not Senate 5 and CCFT 5).
 - Greg Baxley, Heather Tucker, Jen Shellhorn, Kate Haisch, Dina Hallmark
- Committee doesn't have representation from Office of Instruction. Not intentional, but they will be pulled in as needed for input.
- Concern that EMP kick off was scheduled during plenary that Alex is required to attend and listening session was scheduled during her lab.
- Wondering why the sessions were scheduled in the morning (10-11am during prime class times).
- Senate priorities- Credit for Prior Learning
- Last summit- spoke a long time about the campus climate, Jason's actions at November senate and issues with interference with senate processes.
 - Resolution was brought to summit and has first draft in response to that.
 - Campus climate survey results make it hard to deny there is a problem.
 - Reason for not allowing open-ended questions: anonymity, want to give survey on regular basis and it's hard to track, avoid personal attacks
- Trustee conversation made it clear that BOT are committed to changing campus climate.
 - One trustee suggested that it shouldn't be our college leadership running our taskforces. Suggested it should be outsiders of college.
 - Survey to be readministered in Fall 2027.

5. Treasurer report (Neil)

- Accounts: checking \$145,284; COPE \$4,513 of which \$1,612 is BOT and savings \$130,116.
- Neil reviewed Q2 budget - bringing in more money than anticipated.
- No dues December and May, still looking good. Not many legal fees.
- We haven't gotten bill yet for officer release time. Billing has been inconsistent. The release time \$ may be increased in the budget shown.

a. new membership form online

- Online membership form is ready to go on CCFT website and language has been approved by lawyers.
- Neil would need to approve the forms and then they go directly into AFT database.
- Employee category FT or PT faculty is still being worked on.
- Request to remove primary work location/campus from the form.

Motion to approve new online membership form to replace paper form made by Heather, 2nd by Jen, no objections.

b. winter break stipends

- Winter stipend of \$1,000 has been given to president and treasurer in the past for their work over break. Neil worked approximately 9.5 hours and Greg 15 hours.

Motion to pay president and treasurer \$1,000 for work they did on winter break made by Amy, 2nd by Jen, no objections.

- With every check- there will be a CCFT expense form. We can process them electronically now.

6. Educational Master Plan updates

- Faculty on EMP taskforce received an email requesting a list of faculty who will allow CBT to come to classroom for listening sessions (20-30 minutes in class).
 - English, Math, CTE, and Student Success Class
 - Concern that it is quick turnaround time to communicate with faculty.
- Recommendation that team meet with student groups e.g., Stem Club
- They could work with SSC and talk to students there, to be discussed with Jen Noriega who is on taskforce.

7. ~~COPE (Galadriel)~~

8. ICE protocols

- Most recent draft of protocol to be sent out to campus and note to faculty- generic instructions.
- Good practice for faculty to follow (meet outside classroom, call public safety, don't leave classroom).
- Off campus sites- faculty would still call public safety who would call local police agency and they would be the first on scene. They can get hold of admin on call. It was in SEP- need of public safety after hours.
- Jill concerned about creating panic. Doesn't want things to go out to the media.
- Suggest message to students-we value you and you are welcome here.
- Student services- 1/28 at 4pm, sent out message that financial aid is secure.
- Look at college mission and values- send message that you belong here. Message could come from faculty if not college. Greg to discuss with Jill at next meeting.
- Other colleges: San Diego- faculty can be disciplined by college for cooperating with ICE.

9. Chair concerns on public safety (Heather)- faculty safety issues.

- Losing a Police Chief and not naming a successor.
- Public safety officers hired recently have very minimal training.
 - Concern that can't response to medical issues
- Law enforcement, medical, and fire safety. Faculty have asked to see the campus fire inspector report, but it wasn't provided.
- Concern about transparency, and protocols during power outages.
 - Who is in charge of safety? We used to get safety reports but don't have them now.

10. Grievance Officer updates (Tom)

- Investigation of faculty member who had complaint filed against them that they were not accommodating DSPS student. Investigator involved.
- Reprimanded by director and HR for messy office.
- Issues because there are limited DSPS faculty.

11. CCFT events (Greg)

a. CCFT-hosted campus climate discussion

- Discussed how to make discussion productive. Tom willing to help host or moderate.
- For what the scores were on the survey, there needs to be a more appropriate response. It's a chance to get some accountability from admin.
- CoR- troubled by Jill's response to the survey at opening day. People feel that response is inadequate.
- All member meeting approved that CCFT would do its own climate survey.
- Talk about vision- what we want at Cuesta. We can take the lead at changing the climate at Cuesta. Treat each other like we treat students.
- Wordcloud/Padlet- what are you feeling? What are you thinking about? Need space to discuss issues. Work on getting something later this month or early March.

Next EB meeting: ~~Feb 20, 2025 (cancelled)~~ Next COR meeting: Feb 27, 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