



Executive Board
Adopted Meeting Minutes

Feb 9, 2023, 3:00 p.m.

Table with 2 columns and 5 rows listing board members: Greg Baxley, Heather Tucker, Amy Kayser, Wes Sims, Elizabeth Lobo, Galadriel Bree Highhouse, Nancy Steinmaus, Roland Finger, Jen Shellhorn, Tom Patchell.

1. Approval of Agenda

Normal business agenda not included to focus on negotiations. Next negotiations 2/10 and 2/24.

Motion to approve agenda made by Amy, 2nd by Elizabeth, no objections.

Motion to amend agenda to include OER/ZTC and Senate SLOA reassigned time made by Jen, 2nd by Elizabeth, no objections.

2. Constitution update-how to publish (Greg)

- The CoR voted to amend constitution regarding election timelines last year.
CCFT website will list the term lengths next to EB officers.
Greg will revise the constitution with the updated amendment to be posted on website.

3. Membership drive and social hour(s) (Greg)

- Elizabeth to take over scheduling membership drive and social hours.
CCFT lost 3 FT counselors as members due to disappointment with agreement regarding counseling hours.
Negotiation team met with Counseling group multiple times.
- CCFT negotiated 2 full remote days, paid office hours for PT.
- 2 more student contact hours/week will be required.
- Counselors voted on how to proceed, but they weren't unanimous - CCFT went with majority.

4. CFT Convention March 17-19 (Greg)

May need to change Constitution language about EB being delegates-TBD at later date.

5. Negotiations (Greg)

a. TA for workload committee language

Agreed to minor edits proposed by District.

b. Lab load equalization

- Different ratios of lab to lecture have been proposed to reduce the parity gap between them. Now it is 20 lab hours =15 lecture hours.
- May diminish PT faculty ability to do certain labs and remain @ 67% load.
- 60.7% of lab hours are taught by PT, 38% of lecture is taught by PT. PT disproportionately impacted.
- District gets paid the same amount whether it's lab or lecture.
- Greg discussed issue at BOT meeting in February.
- Faculty and large population of CCFT and CoR support this.
Some lab faculty may support a tiered system depending on lab activities.

- CFT discussed tiered system – those who negotiated tiered system said it caused too much divisiveness.

#### c. PT parity

- PT pay/unit vs. FT pay/unit is approx. 82% - a calculation used by other districts.
- Discussions at last CoR meeting – one potential way to get more parity was not supported by all (freezing FT overload salary schedule and increasing PT.)
- Greg discussed other possibilities to improve parity (e.g., increasing both FT overload and PT pay, but increasing PT pay more – FT 4% increase and PT 7% increase would improve parity to 84.35%.)
- CCFT is in control of awarding certain PT stipends.
- District has concern about future funding when we are no longer in stability funding (in 2-3 years).
- Cuesta most likely to be in category not eligible for COLA and limited salary increases.
- Many PT faculty do not have another position and rely on Cuesta salary.
- COLA
  - Some faculty believe that the district should make COLA automatic and not be considered a raise because it's state sanctioned money that should always go to faculty.
  - Data to be shared with CoR.
- Could propose equal dollar distribution raise, which benefits those on the lower end of the salary scale more with minimal negative impact at the high end of the scale.
- Permanently changes the salary schedule but doesn't address the parity issue because the ratio of PT to FT doesn't change.
- Awarding equal dollar amount was last done in 2019.
- Cuesta has a greater number of columns and steps for PT faculty than other districts.
- Bring discussion of equal dollar amount raise to CoR meeting.

#### d. Retiree health benefit

- CCFT last brought retiree health benefit proposal to district 2 years ago, but district rejected it.
- Almost all colleges have some health benefits for retirees. Some colleges give health benefits for life.
- EB agreed to move retiree health benefit proposal forward.

#### e. Sabbatical language

OER/ZTC and Senate SLOA reassigned time (added topic)

- State wants us to promote degree opportunities for zero textbook costs.
- State allocating funds for this position.
- Propose one position at 20% release time.
- Could include language that faculty could take it as stipend instead so it would be available to PT faculty.

Senate reassigned time proposal (added topic)

- Reassigned time for Senate varies across other colleges.
- CCFT proposal to increase reassigned time from 1.8 to 2.0 FTE.
- Proposal increases SLOA coordinator to 40% release up from 20%.
  - Discussion about including flexibility with request for SLOA Coordinator release time.
  - Could allocate release time to senate appointed positions (those outside of central Senate Leadership)

Other

- State requiring DEI work related component to faculty evaluations.
- Discussion in Instructional Cabinet about problems with faculty banking load, and these requests may not be approved in future.
- CMC is back face to face- how to make pay equitable for faculty (to be put in parking lot as future agenda item).

Future discussion items:

1. Catastrophic Leave Bank (Elizabeth and Heather)

2. Lead faculty
3. FSA review (no update)
4. Evaluations (counseling, multi-modality)
5. new CTE program in theater and AVMT (Heather)

Next EB meeting: Feb 16, 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?