



Executive Board

Adopted Meeting Minutes

April 18, 2024

Greg Baxley, President – P	Galadriel Bree Highhouse, PT Faculty Committee & COPE Chair- P
Michael Mogull, Vice President – P	Roland Finger, CoR Co-chair-P
Amy Kayser, Secretary/Communications Chair-P	Jennifer Shellhorn, CoR Co-Chair -P
Alex Kahane, Academic Senate President – A	Tom Patchell, Grievance Officer -P
Elizabeth Lobo Treasurer – P	Neil Higgins - P

1. Approval of Agenda and minutes

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

Motion to approve 4-4-24 minutes made by Mike, 2nd by Greg, no objections.

2. Senate Report (Alex)

3. PT faculty discussion (Galadriel)

- Many PT faculty have questions about bumping rights and are concerned about losing teaching load.
- CCFT can only get involved if there’s a problem with the process.
- Zoom meeting TBA to help PT apply for unemployment.
- Messaging across campus- when we have retirements, it doesn’t mean part-time faculty will be hired.
- A few PT frustrated about lack of transparency about why they didn’t get the position.
- Dr. Stearns policy-not notifying anyone including the committee who has been offered the position until it has been board approved.

4. Summer (Greg and Mike)

- Greg to be out of country from May 18 to July 5.
- Mike has agreed to act as Union president and problem solver during summer and Greg’s absence.
- Tom will be available for grievance matters.
- Greg to send out communication later in the semester, for union issues over summer Mike and Tom are the contacts.

Motion to approve \$3000 summer stipend to Mike made by Jen, 2nd by Greg, no objections.

5. 16-week calendar update (Greg and Galadriel)
fall voting

- Greg contacted the Elections Committee who did not respond. Seems too late to have a vote this semester. We can have it in the fall, which would give faculty more time to consider it.
- The current EC Committee includes Erich Tucker, Ron Clark, Jodi Meyer.
- Greg to contact Erich again and work on possibly recruiting new people.
- CoR can appoint new EC members as needed.

6. Treasurer report (Elizabeth)

- Membership: 115 FT, 122 PT = 237 total
 - Treasury \$161,964.58, COPE \$3,048.75 of which \$1,104.00 is BOT
 - Savings \$130,076.34
 - Balances look healthy.
 - Neil has an estimate for technology needs, and training coming up with Elizabeth.
 - We have delegates allowed to the national convention over the summer. AFT in Houston, Texas.
- Note: Neil will be taking over as signatory starting May 1st.

7. Compensation for 2024-2025 (Mike)

- District had agreed to 3% increase, but Melissa said to wait until the May revision budget increase.
- Mike asked for MOU, but it has not been finalized.
- Litigation/settlement- press release in local news regarding former employee.
- COLA is likely to fall below threshold that we agreed to for this year. It would be more challenging to get more than 3%.

8. Newsletter (Amy)

- Amy requested feedback by next Thursday. She will send it out electronically next Friday.
- Discussed possibly printing some to have for in-person meetings/around campus.
- Amy to look into cost of printing 30 copies.

9. Spring social and/or scholarship reviewers (Greg)

- The scholarship committee needs help reviewing applications. Discussed combining this with a social event.
- Possibly Friday- 5/3 or Monday 5/6.
- Takes 5 minutes to teach people how to do it, rotate scholarship committee in the room.
- Greg to discuss with Jill and bring to CoR.

Motion to authorize Greg to spend up to \$500 for food and beverages for scholarship review session and social 2nd by Jen, no objections.

10. Dsps faculty overloads: lecture rate (Greg)

Lecture rate was restored for DSPS faculty after referencing a 2016 email discussing the issue with HR.

11. CCFT endorsement of Clint Weyrick, Grover Beach City Council

- Clint is a long-time supporter of higher ed, works with State Senator John Laird and has asked us for his endorsement.
- He will be invited to next CoR meeting.
- Election for Roland as Co-Chair for next term. Invite faculty interested in co-chair position to attend next CoR meeting.

12. COPE (Galadriel)

- How do we want to split the COPE money for politicians we want to support. Possibilities:
 - Local schoolboard elections
 - Pride week is 4/24-5/3, events
 - Drag Show, Pride Prom NCC

13. Grievance Officer updates (Tom)

- A few cases still ongoing in Athletics and Library
- CMC case has gone to lawsuit.
- There have been a lot of complaints about low morale, turnover, treatment of some people by administrators.

14. Upcoming negotiations (no updates):

- a. Service faculty hours
- b. NC Coordinators (evaluation, # of positions and/or compensation, duties)
- c. Workplace violence training module

Next EB meeting: ~~May 2, 2024~~ Next COR meeting: April 25, 2024

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