



Executive Board

Adopted Meeting Minutes

May 4, 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-A
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 -A

1. Approval of Agenda and minutes

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

Motion to approve 4-20-23 minutes made by Heather, 2nd by Jen, no objections.

2. Negotiations (Heather and Greg)

a. District counter

- District provided a counter that was labeled as last and final offer.
- Load bank leave proposal: allow faculty to use banked load in 5 years instead of 3 years and limit to two semesters leave in 5-year period. District specified that banked load was only for instructional contractual time, wanting to distinguish from sabbatical.
- Compensation: compensation will increase to equal state funded COLA for 2023/2024.
- 2024/2025- compensation increase proposal = ½ of state funded COLA if traditional credit FTES grows by 2-2.9% OR full COLA if FTES grows by 3%.
 - Concern about measuring FTES on June 1st.
 - Some other colleges have salary increases based on growth and enrollments.
- The state has set aside certain money to add more diversity to FT faculty, but many colleges have not used the money as intended. Chancellor’s office to make reporting /accounting system. They don’t seem to value faculty.
- OER/ZTC and SLOA Coordinator release time agreed.
- Lab parity would be achieved by taking 0.4 % from overall compensation increase.
- \$5,000 one-time payment for FT faculty who submit plan to retire in early September.
- First time district negotiations team has proposed intention to eliminate NCC Coordinator positions. Concerns include:
 - Last minute items included in final offer (Greg to check with lawyer about legitimacy of bargaining practice that propose large changes at the last minute.)
 - Effect of eliminating faculty support at NCC and leadership positions – what is plan for NCC?
 - Equity- concerns about valuing PT faculty (NCC coordinators would take load from PT faculty).
 - EB would like negotiation team to continue negotiating especially regarding NCC positions.
- Instructional cabinet focused on division budgets proposed including concern of PT faculty costs while scheduling. Doesn’t support growth or student-centered scheduling.

b. counseling table

c. ETHN stipend

Two FT faculty working without Division Chair (scheduling, hiring committees, evaluations) with minimal support from dean. Submitting stipend proposal to compensate them for additional work.

3. BOT meeting 5/3 recap

- Good turnout, important to have faculty speak out during public comment when negotiations stall.

- Recognize vulnerability of PT and tenure track faculty, tenured faculty can speak on their behalf.
- 4. Senate Report (Wes)
- Wes is outgoing Senate President, and Alex Kahane is new president.
- Wes encourages reaching out to Alex. There are many advantages of Senate President attending EB.
- 5. 16-week calendar for 2026-2027 need to send request for applicants for the volunteer position, make them answer a few questions, \$2,000 to calendar, must be a member of CCFT
- Greg to email CCFT members regarding opportunity.
- 6. Spring Newsletter (Amy)

Amy has made recommended changes and updated Newsletter with information and pictures from COLA event. She will upload it to the CCFT website and send it to faculty this week.

- 7. Treasurer report (Elizabeth)
- Members = 240, 120 FT and 120 PT.
- Treasury account: \$112,810.25, savings \$130,047.15, cope \$970.50 of which \$486 is BOT
- No dues May
- Susan Kline will do financial review. Interested faculty can be committee member.

Motion to appoint Susan Kline as chair of financial review committee made by Elizabeth, 2nd by Greg, no objections.

- Elizabeth to process PT faculty stipends.
 - Amy to send PT CoR meeting attendance for semester reps so she can send out checks.
 - Other stipends include: Galadriel for completing Nancy's term as PT Faculty Chair, and Jen in role as CoR co-chair.
- CoR co-chair position in fall needs to be revisited and voted on.

- 8. COPE (Galadriel) – no report
- 9. Membership, EB social, and/or member social hour(s) (Elizabeth/Heather)
- 10. Member meeting May 11 – Possible joint in person/zoom meeting followed by social
- 11. Grievance Officer updates (Tom) – no report

Future discussion items: Catastrophic Leave Bank (Elizabeth and Heather)

Next EB meeting: May 18? Next COR meeting: August, 2023

Parking lot: 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? 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? FSA review (no update) Rotation for PT serving on district hiring committees. Separate COPE fund for state races? CMC compensation Member benefits table