



Executive Board

Adopted Meeting Minutes

May 5, 2021

Greg Baxley, President- P	Elizabeth Lobo Treasurer -P
Heather Tucker, Vice President- P	Tom Patchell, COR Co-Chair/Grievance Officer-P
Tonya Leonard, Negotiator – A	Nancy Steinmaus, P.T. Faculty Committee Chair-P
Amy Kayser, Secretary/Communications Chair-P	Roland Finger, AS President and COR co-chair-P

1. Approval of Agenda and Minutes

Motion to approve agenda made by Nancy, 2nd by Heather, approved unanimously.

Motion to approve 4-1 minutes with edits suggested by Nancy made by Greg, 2nd by Elizabeth, approved unanimously.

2. Senate Report- Roland

- In the BP 5500 Standard of Conduct, the suggestion of strongly recommending students to get a COVID vaccine was removed. The recommendation remains unclear.
- The emergency DE certification will only be valid if the district requires faculty to return to online teaching, but at this point that’s unlikely.
- The Aviation Program is going to Planning and Budget Committee. Chairs are concerned how it will affect faculty prioritization. This program can be a positive addition, but there is concern how it will affect other programs.
- The president’s salary has reached the middle in the state, and CCFT would like faculty salaries to reach the middle as well.
- Lana and Cynthia’s documents were pulled from the Senate and tabled for future consideration.
- Jen from DSPS sent flexible attendance form, but it is unclear what adjustments were made.

3. Treasurer

- Treasury balances: \$232,268.72; COPE \$2,263.50; BOT \$370
- The 460 and 497 forms were not filed on time resulting in a fine of \$270, which will come out of the COPE funds.
- The following stipends are to be paid: \$1000 for each election committee member, \$3000 for CCFT President and Treasurer for summer work, \$2000 for Grievance Office summer work, \$2000 for PT Faculty Chair for spring semester.

Motion to approve paying these stipends made by Amy, 2nd by Roland, approved unanimously.

4. Acronym list

- Reviewed list with a few additions. Greg to make a shareable link to edit online.

5. COVID and return to class Heather and Greg

a. Air filtration

- CDC doesn’t recommend the air filtration system and with ongoing maintenance cost, there is not a clear benefit. Portable HEPA in the rooms make more sense. Greg to send research to Jill after other faculty have reviewed it.

## b. Vaccination requirements

- Students can get vaccinated at Cuesta and many other local places. What vaccines are available changes depending on site and availability.
- Messaging needs to go out to students to let them know this is available. They can go to <https://myturn.ca.gov/> website to schedule appointment.
- Southwestern College is the first CA community college to require vaccinations.

## 6. how to navigate COVID policies and discipline for return to campus, especially related to student compliance (Greg)

- It's useful to develop policy if we see students not complying with mask wearing/social distancing to hold the students accountable.
- Enforcing rule could be telling them that they have to wear a mask and will be subject to disciplinary action. Faculty could file an incident report and that could be sufficient action.
- Faculty have been told that their students were not complying with COVID protocols by administrators.
- CCFT wants to prevent any unnecessary burden on faculty and to make it clear what we are responsible for and what is out of our control. Ideas include:
  - Uniform document that every faculty member reads/goes over with their class (e.g., syllabus)
  - Have students on campus sign a waiver stating that they will comply.
  - Refer student to COVID safety meeting.
- Greg to put together ideas for procedure if someone was observed with COVID violations.

## 7. Loading for PT faculty, FT OL, and 'seniority'

- Greg proposes to table this for future meeting as this is a long discussion.
- Overview: some Counseling faculty are unhappy about how loading is being determined. A private agreement the district made with one faculty member outside of the CBA has been adopted for general loading practices, which is problematic and an equity issue affecting PT faculty.

## 8. Lab lecture parity

- Document was presented that compared districts in their loading of lab. There are some districts that equate lab/lecture 1:1, others 80-85%:1, 75%:1, and some are unable to determine.
- The 14 districts that are at 1:1 are larger districts. Many local colleges have the same lecture/lab loading as Cuesta, and a few districts worse than us.
- Some PT faculty are not in favor of equal loading because the unit distribution.
- CCFT to look for a time when everyone can have a raise to suggest closing the lecture/lab loading gap. An intermediate step could be to raise it from 75%:1 to 80-85%:1.

## 9. PT faculty report (Nancy)

- There is an outreach opportunity to send affiliate messages to all faculty. Some new members have joined CCFT after that contact.

## 10. Grievance and Investigations and Personnel – Tom

- The current investigations include: three in Athletics, one in Engineering – Tom to meet with Dean and faculty member, a possible off-cycle evaluation in Nursing, and a hiring pool confidentiality issue.
- There is a situation where a faculty member was hired for a position but doesn't want to perform that service for the district. The member wants to teach only online to move out of state and has asked CCFT if we can support assignment change. While a few faculty have done this in the past, the District has the ultimate right of assignment. The district has done this on a case by case basis. This puts CCFT in an uncomfortable position and not sure if it's something that the union can support.

Next EB meeting: TBA

Next COR meeting: next semester

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 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?