



Executive Board

Adopted Meeting Minutes

May 5, 2022

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

1. Approval of Agenda and Minutes

Motion to approve agenda with added discussion of new scheduling process made by Roland, 2nd by Elizabeth, no objections.

Motion to approve amended 4-21-22 minutes made by Heather 2nd by Greg, no objections, 1 abstention.

2. Senate Report

- BP 7210.1 (early retirement) will come up in College Council, and HR reached out to CCFT to review.
- New hybrid peer evaluation forms will come to Senate for feedback, which will be shared at next CoR. Possible to have in effect for fall.
- Letter from faculty member about reconsidering position on not loading 3 PT counselors in fall. Faculty member seeking feedback and CCFT/Senate support.
- Wes working on the committee appointments for next year.

3. Treasurer Report (Elizabeth)

- No dues for May as approved by CoR has been communicated to Payroll.
- 161,752.84, 3172.50 COPE and 684 for BOT
- No change in savings or membership since last CoR meeting.

4. PT-faculty discussion/report (Nancy) N/A

5. Election endorsements (Greg)

a. Dawn Ortiz-Legg, Jimmy Paulding

- Both have asked for endorsement and have been invited to All Member Meeting next week.
- Potential questions/topics:
  - What county solutions do you envision assisting students who are homeless?
  - How can transportation accessibility between campuses be improved?
  - Student support- textbook and food assistance/community involvement.
  - College Corps- can they promote and support this/creating opportunities with local employers.

6. Future negotiations (Heather)

- Fall negotiation items and schedule TBD soon.
- Survey to gauge membership priorities specifically pay, lab/lecture parity, fringe, retirement including health care benefits, PT serving on evaluation committee compensation, consider adding COLA as permanent item in CBA.
- Clean up items - Heather to prepare article by article
- SIP request- several people asked Greg about this for next academic year. CFT says locals advise against advocating for SIP because it reduces FT faculty.
  - If a lot of people retire at once, it might cause strain on remaining FT faculty in the division.
  - Faculty Prioritization is a Senate process: considerations:

- automatic rehire built in if many FT leave at same time
- workload issues for remaining FT and division representation
- President has authority for extra position if there are many retirements in one area.
- CFT has locals in districts that benefit from student centered funding formula while others like Cuesta will not benefit. Basing all increases on COLA is not with SCFF is problematic.
- Sub pay: equalizing regular vs. long-term pay

#### 7. Grievance and Investigations and Personnel – Tom

- Complaint against faculty member for confidentiality breach in HR pool- sustained. Tom to help faculty member draft a response.
- Complaint against faculty member for hostile work environment is ongoing. PT faculty member who didn't file complaint is concerned about misrepresentation.
- FT member allegedly breached confidentiality by talking to a witness and has been scheduled to meet with dean. Tom to offer go to the meeting with faculty member.
- People are being interviewed without CCFT representation. We should educate membership about this.
  - CCFT representation is available. Members should be aware of the process and what their rights are.
  - Future Newsletter topic and opening day meeting.

#### 8. SIP requests (Greg) (see #6)

#### 9. Member meeting topics? (Greg)

- CCFT representation if faculty is involved in investigation (Tom)
- Dawn Addis and Jimmy Paulding
- No dues May, endowment scholarship (Elizabeth)
- Highlight main negotiation items and fall faculty survey (Heather)

#### Other

- Stipend for elections committee- no election only one nomination for each position, so full \$500 stipend does not seem appropriate.
- **Motion** to award an \$100 honorarium for each member of the elections committee made by Greg, 2<sup>nd</sup> by Roland, no objections. \*(see addendum)
- Two faculty in Biology were locked out of all Cuesta accounts over weekend due to password breach. Can notification be improved. Greg to contact Praveen in IT committee.

#### Future discussion items:

10. Lead faculty incl new CTE program in theater and AVMT (Heather)
11. Lab/lecture workload
12. PT evaluation of other PT faculty (no update)
13. FSA review (no update)

Next All member meeting May 12 (special guest stars Jimmy Paulding and Dawn Addis)

#### 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 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? Service faculty loading, retiree benefits

## **Addendum**

- Communications between EB and Elections Committee members revealed a misunderstanding in compensation for this work.
- The initial financial agreement was recorded in 2018 meeting minutes and was not well understood or communicated. As a result, EB had email dialog regarding issue.

email **Motion** (5/9/22) to pay a \$500 stipend to each person on the EC this semester and revisit/clarify future compensation details at a later date made by Greg, 2<sup>nd</sup> by Roland, no objections.