



Executive Board
Adopted Meeting Minutes
September 16, 2021

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

1. Approval of Agenda and Minutes

Motion to approve the agenda made by Elizabeth and 2nd by Heather, no objections.

Motion to approve the 9/2/21 minutes with modification made by Greg, 2nd by Elizabeth, no objections.

- Greg welcomes input from EB for items to include on future meeting agendas. Please communicate to him if you want anything from Parking Lot or other topics included.

2. Senate Report (Wes)

- Presenters pulled the Fundamental Alteration Form from the last Senate meeting. Jason said it wasn't ready, so it will be coming back to a future meeting.
A clarification in language was made to the AP7120, document on hiring that was passed last semester. Faculty are required a minimum of 2 hours of equity training that they can choose from an extensive list https://www.cuesta.edu/about/depts/humanresources/professional-development/equity_pd.html
Faculty can count this training as flex, so it's not additional work.
Chair of hiring committee asks the faculty member if they completed the 2 hours. This is a response to the lack of diversity in faculty hiring.
EEO training is separate and still required of EEO reps on hiring committees.
Duke University has negotiated to pay faculty for their Equity work. We may be able to add it to the list for the next contract negotiation.
Toward the end of October, the Flexible Attendance Policy will go to Senate. Jen Donaldson has been making recommended changes do the document.

3. Treasurer Report (Elizabeth)

- Treasury \$264,264, \$2876 COPE of which \$474
The banking documents have been submitted to open a savings account.
Greg, Heather, Elizabeth, and Amy will need to go to Mechanics Bank on the same day to sign document.
Mechanics Bank is located in Paso Robles. Elizabeth to check if some members can sign at the SLO branch.
Bank put both recent deposits in the COPE account, a mistake they need to correct.
CCFT lawyer was paid last month. Elizabeth to check to make sure that retainer is paid regularly on time.
Elizabeth still hasn't received the release time invoice from the District.
Endowment scholarship to be included on CoR agenda next week.

4. Protecting load for PT faculty with COVID cancellations in spring '22 (and fall '21?) (Heather)
 - A proposal was drafted - waiting for Melissa's return to present to HR.
 - It falls under appropriate funding .
 - If this is approved, we want to promote it through CCFT channels and within our departments.

5. PT-faculty discussion/report (Nancy)
 - Nancy to create a survey for PT faculty to gauge reassignment rights options. Input will be critical on this issue, even if we are limited in what we can do.
 - A consideration is whether a policy would benefit the PT faculty membership as a whole.
 - In or contract, it already states that a faculty member who has retired and returns as PT is Level 3 with no reassignment rights.

6. Call to Action for Equity (Greg)
 - The State Chancellor issued a Call to Action regarding equity across the state-and he stated specific things we should address.
 - Cuesta's response to the Call to Action is Board approved. All committees on campus have been asked to detail how we respond to this. These are the main points:
 - Racial Equity Priorities:**
 - Build Spaces for Open Dialogue: Intentional messaging and spaces for meaningful and open dialogue on a continuous, ongoing basis
 - Commit to Learning, Self-Reflection, and Institutional Reflection: Individual and collective inquiry and reflection and learning about race, racism, and developing equity-minded practices
 - Change the Student Experience: Assess and make changes from an equity and social justice perspective in both the instructional and student service experience
 - Commit to Structural Changes: Identify policies and procedures that remove inequities and promote equity
 - This should be discussed at next CoR meeting to develop at least one initiative to work on this next year.
 - Carina suggested some ideas including looking into resources for hiring and retaining faculty of color and bringing in a speaker to talk about equity in hiring or giving mini workshops.
 - Greg to reach out to CFT to see if they have someone with expertise in equity who could come to speak at CoR.
 - Things CCFT already does to promote equity:
 - Public Service Loan Forgiveness, Unemployment workshops
 - We enforce fair treatment of all faculty employees per the contract.
 - A few years ago- we gave equal dollar amount pay increase which helped deduce the disparities in the low end of the pay scale .

7. Repro concerns (Heather)
 - Heather to email Dan Troy to follow up on concerns raised by faculty.
 - We can seek feedback from other divisions at CoR meeting.

8. Fall Fringe Fiasco (Greg)
 - Greg investigated what 10 equal payments of fringe would look like in terms of monthly faculty out of pocket expenses.
 - Currently SISC has three different rates for these periods: Aug/Sept, Oct-Dec, Jan-May.

- Because SISC rates change monthly, Cuesta's fringe payments to faculty vary depending on what month it is. Currently, faculty out of pocket is mostly the same each month. With 10 equal payments, the monthly difference is greatly exaggerated.
- Faculty want more transparency so they can understand their fringe benefit payments.
- We can explain to faculty that fringe amount varies monthly due to SISC, and the goal is to keep the monthly out of pocket costs similar.
- **Motion** to advise HR to keep it status quo for this year made by Greg. All members in agreement.

9. Contract update (Heather)

- The contract posted on the HR and CCFT websites is not up-to-date. While the correct version was signed, an older version is posted.
- The Table of Contents need to be updated and the ratified TAs incorporated.
- This problem has been recognized, and CCFT has requested an immediate update to the document. We are awaiting HR's response.
- New faculty evaluation forms (Dean and Peer Evaluations) are on the website now.
- It has been difficult getting things done with HR especially in last month. There have been more errors, and some faculty starting to lose confidence in HR processes related to payroll and benefits.

10. COVID and return to class (Heather and Greg)

- There will be a tracker app for students in f2f class and a new jotform for reporting COVID cases. <https://www.cleared4.org/schools>
- Concerns that app only shows if students are cleared to be on campus. Admin will not require faculty to check it.
- Communication has improved regarding COVID cases.
 - The Cal/OSHA rule is that admin must respond in 24 hours to reported cases.
 - Cal Poly is getting audited.
 - So far 65 students have self-reported being COVID positive, nearly all still enrolled in Cuesta.
 - Cuesta Admin is investigating a company for onsite testing to expand current options.
 - COVID vaccine incentive- still available.

11. Task force for cluster/division reorganization (Greg)

- Faculty Taskforce is looking at reorganization in light of Guided Pathways area of study.
- The main purpose is to propose a reorganization to have more academic deans.
- Current deans seem overwhelmed by work - one dean is currently out on leave.

The following items were discussed:

- Management can reorganize however they want.
- The current administration has allowed faculty to come up with plans for consideration. However, it's not in faculty purview, and it may cause contention in Senate. It's a sensitive issue for faculty.
- Administration may not take notice or respond to it.
- Leadership has collegially consulted with faculty, and it is unknown how perceptive they will be to input regarding this. Suggestions regarding changing faculty prioritization were not taken into account.

12. Prior placement and back-pay case

- The faculty member who was misplaced on the salary schedule has moved up in current placement, which is about a 10% increase.
- CCFT lawyer will get letter requesting backpay for this member next week.

13. Grievance and Investigations and Personnel – Tom

- PT faculty not responding about constitution of evaluation committee. CCFT may need to address in contract (if you don't respond to your chair by this date, your chair will select your committee.)
- Some faculty have contacted CCFT about moving out of town and teaching DE classes. Does CCFT want to take a stand on this? Issues discussed:
 - Nothing in CBA says you have to live here. Job posting may state something about residency.
 - Some faculty have had admin approval to live out of the area.
 - Division Chair candidate- wants to live out of area.
 - Service to the college can be limited – it may affect ability to be an effective contributor to the college, participate in events such as commencement and in person evaluations.
 - There could be a split in faculty community- virtual online community. Big enough contingent online could ask for things (Internet service, travel to campus, etc.)
 - Could be employment perk, but district has ultimate right of assignment.
 - In some community colleges- faculty are required to be on campus a certain number of days or hours/week.
 - Lab parity pay would become a bigger issue if more faculty are solely DE.
 - Some PT felt they had to come back to campus because that was their only optionl.

Future discussion items:

14. Lab lecture parity, Loading for PT faculty, FT OL, and 'seniority,' eval forms for chairs (classified concerns), Lead faculty (Heather)

Next EB meeting: Oct 7

Next COR meeting Oct 21

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, membership drop?