



Executive Board

Adopted Meeting Minutes

September 21, 2023 3:00 p.m.

Table with 2 columns and 5 rows listing board members: Greg Baxley, Michael Mogull, Amy Kayser, Alex Kahane, Elizabeth Lobo, Galadriel Bree Highhouse, Roland Finger, Jennifer Shellhorn, Tom Patchell.

1. Approval of Agenda and minutes

Motion to approve agenda without COPE update made by Tom, 2nd by Jennifer, no objections.

Motion to approve 9-7-23 minutes made by made by Greg, second by Galadriel, no objections.

2. Senate Report (Alex)

- Senate will be bringing a resolution for proctoring center to BOT meeting 10-4.
• Working on making sure that the district is following established processes and procedures.
• Taskforce for revising AB 7120 (hiring policy) - Elizabeth to represent CCFT

3. PT faculty discussion (Galadriel)

- Galadriel is planning to:
o set up a Zoom meeting for PT faculty and HR to discuss insurance and benefits.
o send out information about loan forgiveness program.
o email faculty reminding them to check Spam/junk mailbox for surveys about AI.

4. Treasurer report (Elizabeth)

- Members: 228 - 116 FT, 112 PT
• Treasury \$117,617.20, COPE \$1,722.50, \$1,677 is BOT, Savings \$130,056.88
• Susan Kline is working on the financial review.
• Elizabeth sent paperwork to Mechanics Bank for signatories for checks.

5. 16-week calendar update (Greg)

- Group: Wes Sims, Chris Machado Kate Porter, Kat Gritton, Galadriel, and Greg have already met.
• Alex to add Senate representative to the 16-week taskforce.
• District is hosting 16-week forum on October 13 from 12-1 in room 2609; Greg to request optional Zoom link.

6. Evaluation updates (PT in ABS and SDS, coaches next?) Peer eval form (Greg)

- MOU created to allow PT to evaluate other PT faculty in two divisions, and Greg communicated this with deans.
• If other divisions want to do this, we can expand it next year (e.g., coaches).
• Peer evaluation form will remain an MS Word document for this year because of the numerous obstacles in implementing the revised PDF form.
o Jen was planning on giving a flex workshop on the new form but will cancel it.

7. PT faculty legacy fringe (Greg)

- In 2000, PT faculty teaching a 50% load or more were able to get cash in lieu of health benefits.
• In 2006 that was negotiated away, and PT faculty hired prior to fall 2006 were given legacy rights (i.e., they were eligible for \$274/month). This affects approximately 25 faculty.

- When CCFT negotiated PT healthcare, the cash in lieu benefit was no longer an option.
  - The district is required to provide PT the same health benefits as FT faculty, the cash in lieu is much less. It is also a requirement that money given towards fringe is used for the district health plan.
  - Goal of legislation is to provide healthcare for PT faculty.
- The district paid the cash in lieu benefit through last year but stopped in fall '23. Faculty were not notified by the district or CCFT.
- CCFT negotiated that the affected faculty will receive cash in lieu for fall 2023 due to the lack of communication, but after this semester it will stop.
- Faculty can enroll in healthcare in January (open enrollment period).
- It is permissible for FT faculty to get cash in lieu (SISC requires all FT faculty to enroll in their health plan), only if the domestic partner also works in a SISC school/college.

#### 8. COPE (Galadriel)- no report

- American Moms for Liberty group has been active in getting people on school boards. Galadriel to investigate candidates that CCFT can endorse for local school boards.
- Dual enrollment courses are taught in some areas, so this concerns Cuesta faculty.

#### 9. Fall member social hour(s) (Jen)

- JEDI Social conflicts with CoR planned social hour. Jen recommends switching the date to 10/26, and an hour long CoR meeting instead of 2 hours.
- Jen suggests streamlining meeting and providing some information in advance instead of discussion in order to shorten meeting time to allow faculty to participate in socials (September and October- shorten agendas due to social hours). Jen to make flyer.

#### 10. Grievance Officer updates (Tom) interest in grievance position

- Tom met with faculty and HR concerning EEO violation on hiring committee.
  - Faculty member overheard inappropriate conversation during hiring process.
- Student in first week incident has been suspended by VPSS and no contact order.
- Evaluations:
  - CBA indicates that the Canvas course should be available to evaluators who teach DE or hybrid modalities.
  - Faculty who are teaching F2F course do not need to grant access to Canvas materials.

#### Other:

- CFT Community College Council meeting on Friday 10/13 and the CFT State Council meeting on Saturday 10/14 in San Jose. If interested, let Greg know.
- AB811- the bill that allows students to take classes several times was revised on 9/1/23 and now is left up to individual community colleges.
- Some other districts are not implementing health care, despite the fact that PT faculty want this benefit.

#### 11. Upcoming negotiations (no updates):

- a. Service faculty hours
- b. NC Coordinators (evaluation, # of positions and/or compensation, duties)
- c. 16-Week semester (service faculty weekly hours, finals week, membership outreach)
- d. DEI and mentoring in peer evaluations
- e. **NEW:** 12 month faculty in RN/LVN, LVN, Paramedic

Next EB meeting: Oct 5, 2023      Next COR meeting: Sept 28, 2023

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

#### Initiatives for 23-24?

- Pay for training prior to semester starting or onboarding
- College pays for PT serving on other committees and doing other college work
- help faculty feel less encumbered by bureaucracy and paperwork, help simplify procedures and reduce bookstore hurdles. Can CCFT help admin get out of the way.
- Support each other.
- Compensation for personal phones needed for field trips, sporting events.
- Jen: streamline 2 factor authentication, shouldn't need phone. There's always one more thing.
- Galadriel: IT work taking over classrooms in Social Sciences?
- Include faculty in planning like deciding when changes happen, purchases for furniture and tech getting bought instead of what's needed (lift desks in NC)
- ~~Cal Cards for Culinary?~~
- Contract for faculty checking out laptops
- Switch from Delta Dental to MetLife
- Update website