



Executive Board Meeting

Sept 5, 2024

Adopted Minutes

Greg Baxley, President – P	Galadriel Bree Highhouse, PT Faculty Committee & COPE Chair- P
Michael Mogull, Vice President – P	Roland Finger, CoR Co-chair-P
Amy Kayser, Secretary/Communications Chair-P	Jennifer Shellhorn, CoR Co-Chair -P
Alex Kahane, Academic Senate President – P	Tom Patchell, Grievance Officer -P
Neil Higgins, Treasurer – P	

1. Approval of Agenda and minutes

Motion to approve agenda made by Jen, 2<sup>nd</sup> by Neil, no objections.

Motion to approve 8-15-24 minutes made by Greg, 2<sup>nd</sup> by Jen, no objections.

2. Senate Report (Alex)

- First Senate meeting: orientation and one business item (accreditation midterm report)
- Next Senate meeting 9-13, small agenda so far.
- Summit- discussed the importance of good communication.
- CCFT has one item for the Senate: training documents for peer evaluators.

3. PT faculty discussion (Galadriel)

- Sent email out to PT faculty encouraging them to join CCFT
- 2 new members joined recently.

4. 16-week calendar update (Greg)

- District has cancelled planning meetings.
- Submission to the chancellor's office in process; waiting on further information.
- Considering the implications of block scheduling and classes with special circumstances could be done at the same time.

5. Treasurer report (Neil)

- Bank change?
- Membership and unit member database
- Annual budget

- Neil working on cleaning up member database and contacting AFT.
- Membership is looking good. Approaching the same number of members as last year.
  - Currently 232 members, a few submitted applications after that date (5).
  - Last spring 241 members.
- CCFT collected \$780 more than last August in dues (pay raises).
- Shared proposed budget- based new budget on updated dues, not applying for grants.
  - Reviewed the expenditure estimates with the following considerations/changes:
    - We may consider adding scholarship options.
    - Increased release time from last year.
    - Adding legal defense savings account.
    - Added category membership mixers- other unions do this when they have excess funds.
    - Including savings account to show true balance.

- EB to review budget and vote on next meeting
  - Request to recalculate for no dues December and May.
  - Will send out new version to include in minutes.
  - Number of grievances increased, might need attorney services more. May need advice for negotiation strategies.
  - Members asked not to collect dues in summer. Greg to bring data to next meeting. Brought in \$17,000 over summer.

## 6. COPE (Galadriel)

- AB2277- increase PT load to 85% FT load is still on the governor's desk, concern about impact on health insurance.
  - Encourage colleagues to call Newsom's office to sign 2277, CFT will have a letter campaign
  - [legiscan.com/CA/text/AB2277/2023](https://legiscan.com/CA/text/AB2277/2023)
- [ASM Greg Wallis' AB 2277 \(FACT SHEET\): Raising the Part-Time Faculty Workload Cap – CPFA Forum and Blog](#)
  - 17 CFT locals have negotiated for PT health insurance.
  - Bill is widely supported by established PT faculty who have loading rights, especially in large districts, less popular among less established PT because it could mean they no longer receive assignments.
  - This allows underpaid employees to continue to be underpaid, and doesn't address goal of parity
- 1 tier model- long-term project, a lot of Ed Code and budget work involved.
- Video has resurfaced with Vance taking a shot at CFT President regarding educators who don't have children.

## 7. Elections Committee (Amy)

- Amy to review minutes to find out when EC was last established.
- If we need to recruit for EC, we can put it in the newsletter and bring to CoR.
- Goal is to establish committee by end of the semester.

## 8. Grievance Officer updates (Tom)

- Last week 3 cases were closed.
  1. Athletics- student complaint
  2. CMC Faculty member using a controversial term was terminated after in-house investigation.
    - Retaining tech position at college
    - 87665- Ed Code, temporary employee may be terminated at any time for any reason.
    - District will need to find a replacement or cancel the class.

CCFT may consider improving language for CMC faculty and consulting MOU from Los Rios that protects faculty who teach in prison.

## 9. Upcoming negotiations and reopeners (Mike)

- Negotiations committee: Mike, Greg, Nancy, Amy, Lisa, Heidi Weber, Kate Porter, Laurie McConnico, Jen Shellhorn, reserve 2<sup>nd</sup> Thursday of the month 3-5pm for meetings.
- The district sent reopeners- best not to discuss particulars of them at this point.
  - Articles to be opened include 4, 5, 6, 7, 9, 13.
  - Big negotiations team- allow for more research and get more information
  - Work with the district to find out their concerns and work out solutions that work with faculty and district
- Discussed commencement and efforts to get more faculty involved and changes that admin are supportive of and not supportive of.
- In the past, district has sent list of reopeners but not followed them up with proposals.
  - a. Survey?
  - b. Service faculty hours

## 10. (no updates):

- a. NC Coordinators (evaluation, # of positions and/or compensation, duties)
- b. Workplace violence training module
- c. Evaluator training

Next EB meeting: Sept 19, 2024      Next COR meeting: Sept 26, 2024

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, additional Health care plans reapportionment based on MACS and PEACE,