



Executive Board

Adopted Meeting Minutes

October 21, 2021

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-P
Wes Sims, Academic Senate President – P	Roland Finger, COR co-chair-P

1. Approval of Agenda and Minutes

- **Motion** to approve agenda with addition of separation incentive in item #12 made by Heather, 2nd by Elizabeth, approved unanimously.
- **Motion** to approve 10/7 minutes made by Elizabeth, 2nd Heather, approved unanimously.

2. Senate Report (Wes)

- Taskforce on Future of Cuesta was recently announced at several college committees.
 - Academic Senate gets three appointments. Greg and Wes to work on getting broad representation across faculty.
- Hiring new faculty in Ethnic Studies discussion to be added to summit agenda.
- Greg is on taskforce for Planning and Budget, which is recommending only 4 faculty hires this year (2 already in process, so only 2 additional faculty).
- Cuesta has applied for and received funding for 8 new faculty positions from the state. This money could be an opportunity to increase faculty diversity.

3. Treasurer Report (move to once a month?) (Elizabeth)

- Quarter 1 Report was reviewed: Current balance: \$278,887.92 (\$178,887.34 in checking and \$100,000.58 in savings)
- Elizabeth to give budget report once a year to the CoR and continue regularly updating EB.
- Elizabeth checked with CFT about Stipends vs. release time
 - Not many colleges of our size for comparison
 - We can consider changing to a release time modification and calculate how that compares to stipend.

4. Protecting load for PT faculty with COVID cancellations in spring '22 (and fall '21?) (Heather)

- Heather met with district to go over proposal, and it went to Dan Troy to see if COVID funds can be used, and now waiting for his approval.
- District doesn't know how many PT faculty have lost load because it's not tracked.

5. Remote assignments in the future/service faculty (Greg)

- HR sent out memo recalling faculty and staff to campus in January.
- Greg clarified that nothing has changed for instructional faculty who are teaching DE classes.
- Expectation for service faculty is still unclear. There is disagreement between what Student Services and District want in terms of remote assignments for service faculty and whether they all need to be on campus even if they are meeting remotely with students.
- Meeting scheduled 10/29 with Student Service faculty.

6. PT-faculty discussion/report (Nancy)
 - Public service loan forgiveness program - almost everyone who applied has been turned down.
 - There are some tips to help PT faculty.
 - Nancy to send to Greg message she sent to PT faculty, which came from President of CFT.
 - Two PT faculty agreed to be on hiring committees for Associate Director positions (Varian Ranch and South County).
 - Bill increasing PT load max to 80-85 % was vetoed by Governor Newsom.
 - Possibility that PT could be paid to serve on other committees. This could be bargaining item.
7. Fall newsletter (Amy)
 - Newsletter to include following sections: Welcome by CCFT VP, lab/lecture parity, PT news including updates on legislation, acronyms, and the new scholarship.
 - Send any news items to be included by end of October. Newsletter to go out in November.
8. CCFT scholarship (see below)
 - Greg met with Jessica Strano to discuss three different ideas for scholarship (see below for the 3 options). We will be able to give award in 2023 when we have earned interest.
 - Option 1 may be a conflict of interest, and Option 3 is hard for Foundation to track.
 - Members agreed that option #2 was the best and will forward to CoR for discussion and vote.
9. Contract update status (Heather)
 - Board needs to approve the updated salary schedule to be included in CBA. The remaining part of document has been updated and should be going around for signatures soon.
9. COVID and return to class (Heather and Greg)
 - Cleared4 tracker website is fully active.
 - There has been some confusion for students about testing.
 - There have been some issues with visitors to campus having to create Cleared4 accounts. Greg to investigate this issue.
10. Lab lecture parity (Greg and Heather)
 - CCFT has asked district for lab/lecture data, but there isn't any available
 - Reasons for pursuing lab/lecture parity:
 - COVID-district wants more F2F classes, for labs to return they should be paid fairly.
 - Retaining PT faculty- PT get assigned labs more.
 - Lab rates compared to other institutions: 1/3 colleges similar to our rate, 1/3 better than ours, and 1/3 have parity
 - Some colleges use a curriculum rubric to assess whether lab is equivalent to lecture.
 - District receives the same amount of money. Apportionment is based on student weekly hours and doesn't distinguish between lecture and lab.
 - Currently, we are in research phase - not ready to put proposal forward.
 - Important to educate faculty about work involved in labs. It will be highlighted in newsletter and Greg to create an informational document to share at CoR.
11. Next contract, reopeners
 - Should be on CoR agenda
 - Letters for recruiting NCC Coordinators haven't gone out yet.
 - Separation incentive plan- 19 faculty are interested in retirement if there was an incentive plan. Greg to have meeting with them.

12. Prior placement and back-pay case update (Greg)
 - District was sent a letter from lawyer asking for 17 years of backpay, but they refused.
 - Greg has drafted response requesting backpay for 4 years, which is the state's statute of limitation.
 - Lawyer has advised that this issue is extra contractual.
 - EB agrees that we should support membership especially since this is a mistake by HR.
 - District needs to be more transparent on how faculty are placed on salary schedule.
13. Visa support for foreign nationals?
 - Tenured faculty member may need to leave country next year because he doesn't have a visa and has run out of temporary visas. Qualification for Green Card is unlikely.
 - No community college district supports visas for foreign nationals. The expectation is that employees have proof of permanent residence to work.
 - Greg to follow up with Division Chair, but this is not something CFT or HR can help with.
14. Grievance and Investigations and Personnel – Tom
 - The informal complaint against faculty member by classified for inappropriate comments during presentation has been resolved. Faculty to complete training.

Future discussion items:

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

Next EB meeting: Nov 4

Next COR meeting Oct 28

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?

CCFT scholarship update:

No award until 2023 since the account needs time to build interest. Consider making big impact vs spreading thin

Option 1: award goes to a dependent of a CCFT member

foundation acts like a bank, (CCFT deposited money, CCFT selects the recipient, foundation pays)

Option 2: award goes to a student from a historically underrepresented group who is in the teacher prep pathway

The screening process can select from the following self-entered information:

- Participates in Cuesta Pride, Latina Leadership Network, other clubs
- Identifies as a specific ethnic group (Black, Latinx, Native American)
- Interested in K-12 teaching

Option 3: award goes to a student from a historically underrepresented group who is studying or active in social justice causes.

The screening process can select from the following self-entered information:

- Participates in Cuesta Pride, Latina Leadership Network, other clubs
- Identifies as specific ethnic group (Black, Latinx, Native American)
- Majoring in Criminal Justice, Sociology, Journalism, related majors