



Executive Board

Adopted Meeting Minutes

October 7, 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 the addition of Newsletter discussion between items #5 and #6 made by Nancy, 2nd by Heather, approved unanimously.

Motion to approve minutes (with Nancy's corrections) made by Greg, 2nd by Heather, approved by 7, with 1 abstention.

2. Senate Report (Wes)

- Salinan land acknowledgement will be coming back to Senate on 10/22 for second read. Northern Chumash land acknowledgement has had two reads but has not yet been approved. Senate wants to acknowledge the land of both tribes.
- Division Chair evaluation concern: workgroup is needed between CCFT and CCUE to rewrite document to protect anonymity of division assistants when they complete the evaluation form.
- Senate has one PT at large rep. PT faculty can represent division. Senate doesn't have funds to pay PT faculty, but the District might be able to pay for this service.

3. Treasurer Report (Elizabeth)

- Treasury balance: \$151,784.21, COPE: \$2835.50 of which, \$504 is BOT Savings \$100,000. CCFT savings account has been open and funded.
- Quarter 1 documents will be presented at upcoming meeting. Elizabeth preparing for taxes and annual report.
- CCFT has not yet been billed for the lawyer's retainer. There seems to be an invoicing issue, but they are working on correcting it.
- For summer compensation, we may consider giving more reassigned time during the academic year to simplify the process. Elizabeth to check with CFT about 1.) comparable release time and 2.) if we can apply the funding formula differently depending on positions.

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

- A document is drafted and Heather and Greg need to schedule with Melissa.
- The document specifically looks ahead to spring '22, and may possibly be retroactive to fall '21.

5. PT-faculty discussion/report (Nancy)

- No report for this week

* Ideas for fall CCFT Newsletter

- Articles could highlight possible contract reopeners such as lab parity. CoR members could contribute, interviews with faculty from different disciplines (e.g., Biology, Nursing, Chemistry, Culinary Arts, Ceramics).

- State may be increasing money for PT pay in next year's budget- 2022-2023, so that may be a better time to pursue it in negotiations.
 - Include updates on State legislation (e.g., bill proposed to increase PT load).
 - New CCFT Endowment scholarship- Greg to draft something to circulate- two options (1. Social Justice 2. Aspiring Teacher)- ask CoR if they want to have two scholarships or offer one for a larger amount of money.
 - Highlight PD opportunities and a reminder that Equity training is linked to hiring AP.
6. Call to Action for Equity (Greg)
- Encourage college to look more closely to its student orientation. An article in Chronicle of Higher Ed discussed how virtual campus tours were especially helpful for minorities.
 - Jedi participants could be asked to give talks or make short videos.
 - We could also watch some short Ted Talks related to equity and then talk about it (embedding this into our meetings), and even use breakout rooms to foster better discussions. We can discuss these ideas at next CoR.
7. Contract updates from HR? (Heather)
- Heather following up with HR to get updated and accurate Contract to post on Website.
8. COVID and return to class (Heather and Greg)
- Tracker app (Cleared4) for students on campus rolls out this week. Cleared4 can't interface with Banner. Taskforce still hasn't met this semester - no updates.
 - Goal is to get campus testing sites operational. Nicole Johnson will be running testing site on SLO campus if they don't have staffing.
 - Student Health Center page has job information:
<https://www.schooljobs.com/careers/cuesta/jobs/3133827/special-project-medical-assistant-short-term-temporary-position?page=3&pagetype=jobOpportunitiesJobs>
 - There is no unified messaging or guidelines about whether to check students. It is up to faculty discretion. Unclear what action to take if there is a problem.
 - There was a request for centralized checking point like Allan Hancock College has. However, Cuesta Campus has no fencing and many entry points.
 - Elizabeth suggested using a Canvas assignment for students to submit daily clearance.
 - We can discuss what we would like the policy for spring to look like because it's difficult to institute a new policy midsemester.
 - F2F offerings in spring will be similar to this semester (possibly a slight increase).
9. Remote assignments in the future (Greg)
- Faculty in service areas being told come back to campus in spring even if they are doing Zoom meetings and they feel discriminated against. They want CCFT support.
 - District has right of assignment.
 - Some worried about age discrimination because they are more at risk for COVID.
 - Medical exemptions/accommodations can be requested through HR.
 - Wondering what evidence is driving decision for them coming back, and if there's a need that's not currently being met.
 - Greg to meet with Dean of Student Services.
10. Lab lecture parity (Greg and Heather)
- CoR reps expressed support of lab/lecture parity. Question whether to ask for 1:1 now or take a gradual approach.
 - It could be viewed as a raise going to a select group (e.g., sciences and nursing). There may be more support if the approach is sequential and all faculty get a raise at the same time.
 - The state pays the same for labs as for lectures, and this can be considered a correction or alignment and not a raise. It's an issue of loading parity.

- PT faculty and certain disciplines disproportionately impacted.
- It's important to see how closing the gap between lab and lecture pay would affect faculty as a whole.

11. Next contract, reopeners

- Current CCFT contract goes through 2022. We can reopen contract for negotiations once we agree with district on which articles to reopen. Some districts in the state are just rolling over contracts to minimize the impact of full contract negotiations.
- Possible reopeners: loading, article 5, reassignment rights, service faculty, Division Chair selection process, and faculty lead stipends.
- Some faculty want to emphasize that COLA should be a given and it is not a raise.
 - Districts that aren't growing, difficult to find revenue for raises, but in last 6 years, we have increased revenue that goes towards salaries.

12. Prior placement and back-pay case update (Greg)

- District agreed faculty member was placed at wrong column and moved her two steps this year and paid back pay for last year.
- Lawyer has sent letter for to district requesting full 17 years of backpay for faculty member.
- Greg met with faculty and lawyer to discuss options. Board Policy is 1 year of backpay in the event of a mistake, whereas state law is 4 years.

13. Grievance and Investigations and Personnel – Tom

- Classified employee filed informal complaint against faculty member for inappropriate comments. Meeting with HR to be set up.

Future discussion items:

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

Other: on 10/13, EB members had email discussion regarding paying PT faculty to serve on hiring committees that need a CCFT rep because it has been difficult recruiting reps and to compensate PT faculty for their work.

Motion that CCFT will provide a \$500 stipend for any PT faculty who is appointed by the CCFT President to serve as the CCFT representative on a district-wide management/administrative hiring committee, payable at the completion of their duties on the committee made by Greg, 2nd by Nancy, approved unanimously.

Next EB meeting: Oct 21

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?