



Executive Board

Adopted Meeting Minutes

November 4, 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 – A	Roland Finger, COR co-chair-P

1. Approval of Agenda and Minutes

Motion to approve agenda made by Elizabeth, 2nd by Heather, approved unanimously.

Motion to approve 10/21/21 minutes by Greg, 2nd by Elizabeth, approved with 1 abstention.

2. Treasurer Report (Elizabeth)

a. CCFT scholarship paperwork

- Treasury: 162,977.53, COPE 2,962.50, of which BOT \$534
- CoR approved the new endowment scholarship, and Elizabeth will send wording to Foundation.
- Still waiting for bill from lawyer and Cuesta for reassigned time.
- BOT election coming up (currently held by Pete Sysak)- Greg to email Adrienne to see if she’s still interested in running. We can invite her to speak to CCFT.

3. PT-faculty discussion/report (Nancy)

- Nancy is creating a survey for all PT faculty to identify priorities to help with negotiations.
- Survey to include question: are you a CCFT member and link to application form.
- Greg and Nancy to meet with new CFT PT Campaign Coordinator, Chase Golding next week.

4. Fall newsletter (Amy)

- Draft of newsletter was emailed to EB for feedback/corrections, to be sent out before Thanksgiving.
- A comment at CoR meeting suggested that lab/lecture parity doesn’t apply to Kinesiology. Nancy reached out to correct misconception.
- Contract reopeners section deleted- probably won’t open until current salary agreement expires in 2023. We can bring one off items for consideration before then.
- NCC Coordinators still haven’t received email from VPAA. Two are on the MOU extension already. Heather to request MOU to be extended through spring ’22.

5. Contract update status (Heather)

- CBA with corrections will be sent out for signatures.
- This was busy year for hiring new faculty. 1st Thursday of every month, Heather meets with new hires and goes over union information.

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

Mandatory vaccination for employees at other districts?

Remote assignments in the future/service faculty (Greg)

- CFT communicated to local unions that a mandatory vaccination policy will likely be instituted by State Jan 1 or July 1 next year. This would require all staff and faculty to be vaccinated or have an exemption.
- Local unions may be able to negotiate getting time off if faculty get COVID, to get vaccinated, or if faculty feel sick from vaccination.

7. Lab lecture parity (Greg and Heather)

a. Experience at other districts

- In CFT local president's email group Greg has been updating information from different colleges and sharing experiences.
- Colleges that have recently established differential for labs depending on discipline shared that this approach created chaos and divisiveness on campus.
- A better approach may be to take smaller increments for everyone, rather than larger increments for some and less for others.
- Data for SLO, NCC, DE- fall '19 separated by lab and lecture loading. Lab loading – 26% of faculty load (instructional assignments).
- If we blended the load- and distributed equally across all faculty it would be 16.3 hours/full load.
- Changing lab loading affects scheduling and other variables that need to be considered to avoid disruptions to programs.

b. PT/overload schedule

- Most FT faculty get paid more for overload than in other districts. Some districts have separation between PT and FT overload pay. We could freeze FT faculty overload and put more money to PT salary schedules. It could be a way to better compensate PT faculty.
- FT beginning salaries and upper salaries are lower compared to 10 districts. For other salary categories- we are at average.
- State most likely will have surplus this year which would mean guaranteed COLA.
 - We could consider equal dollar distribution this year. That helps people at the lower end of salary scale and/or alternate equal dollars and percentages each year.
 - Choice will go to membership to decide.

8. Next contract, reopeners, Separation Incentive

- 19-20 FT faculty are thinking about retiring next year or the following year. Current financial situation may not allow for a large payout. Topic will be discussed with District.

9. Grievance and Investigations and Personnel – Tom

- Faculty member claimed to be discriminated against by the Dean, but evidence didn't support this.
 - Equity money provided by Que to develop curriculum was halted by dean.
- Controversy about Ethnic Studies Program at the college.
- Position of Lead Faculty needs to be clarified for everyone.

10. Eval forms for chairs (classified concerns) Greg

- Division Chairs are evaluated the 2nd and 5th term of their 4-year chair position.
- There is a separate form for each position (VP form, Dean form, Faculty form, and Classified form).
- Usually only one classified is evaluating the chair, so anonymity is not possible.
- The forms are similar, and Greg proposes to blend them together and bring it to the CoR.
- Head of CCUE, Hunter Perry, is invited to collaborate on this.

Future discussion items:

11. , Loading for PT faculty, FT OL, and ‘seniority,’ Lead faculty (Heather)

Items with no updates:

12. Visa support for foreign nationals.

- Most Districts have job applications that state that they won’t support visas.

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

- Proposal for spring ’22 protection for PT faculty who would lose load for class cancellation using CARES funding. Melissa to meet with Greg and Heather to discuss it. CCFT to ask for salary benefits, and protection for reassignment rights. In fall ’21 42 PT sections cancelled, 6 PT lost all of their load.

Next EB meeting: Dec 2

Next COR meeting Nov 18 off schedule

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?