



Executive Board Meeting

November 7, 2024

Adopted Minutes

Table with 2 columns and 5 rows listing board members and their roles.

1. Approval of Agenda and minutes

Motion to approve modified agenda (moving item #9 to #3) made by Jen, 2nd by Neil, no objections.

Motion to approve 10-17-24 minutes made by Neil, 2nd by Jen, no objections.

2. Senate Report (Alex)

3. Upcoming negotiations (Mike)

a. Recent TAs (how to publicize?)

- HR could post the TAs on the HR website.
Agendas and TAs on CCFT website with short descriptions of TAs.
Canvas could be used, which has a discussion capability.
Mike, Jen, and Greg to talk to the negotiation team about options.

b. PT office hours

Survey results indicate interest in allowing additional office hours with more flexibility but not required.

- Discussed feedback and ways to incorporate change, possibly being paid at the end of the semester.
System like open enrollment for office hours- faculty opt-in at the beginning of the semester and complete a timecard at the end to confirm the hours.
Some PT may not want to complete timecards.
Suggestion to poll PT faculty to see if they would be willing to complete timecards if we could bargain an increase in office hours.

c. Article 5, chair election, faculty assignments, job descriptions

- Several years ago, the Chair election process was opened to include PT faculty votes. FT counts for 60% and PT for 40%.
Some divisions have a lot of PT faculty whereas others don't.
Propose to change the weight of the PT vote so it's proportional up to 40%.
Assignment of faculty
Proposing to amend section in Article 5.12 that states assignment of Level 2 faculty can be based on evaluation results and diversity (want to strike out both).
Change Level 2 Assignments (5.12.3.2):
Eligibility for FT faculty overload assignment at the level taught in 4 out of 8 previous semesters. This would then be the same as PT faculty load eligibility.
Once initial assignments created, no one can be bumped unless it's for a FT who is loaded less than 100%.
This article can be made a priority for discussion at CoR when we are not in negotiations.
District requests that we adopt job descriptions, which will be sent to faculty groups to review.

d. Article 7, evaluation timelines

Evaluation timelines will be adjusted for shorter-term classes and earlier completion times.

e. Compensation

Survey results: 52% F2F, 55% PT, 248 responses

- Final exam week- 40% preferred to keep the same, 30% had no preference, 30% preferred no finals week. This issue is best to keep until the 16-week calendar, and methods of assessment are an Academic Senate issue.
- Compensation rating
 - Rating #1 from highest to lowest: retirement benefit, salary only, salary and fringe, PT parity, longevity, add steps to FT/PT scale.
 - Ratings #2 from highest to lowest: PT salary parity, longevity and FT- retirement healthcare, and everyone wanted salary increase.
 - Discussed results and how to prioritize based on input.
 - PT parity is large issue
 - Last time faculty received differential increase, the raise was 8%, this time unlikely raise won't be as high
 - District hasn't prioritized PT faculty parity- CFT pushed for PT parity before, and it resulted in less for everyone. May be able to improve pay by getting a larger increase for everyone.
- Discussed budget and contingency fund - bulk of contingency funds is one-time money, not ongoing money
 - 20% raise is not realistic, and faculty need to adjust expectations.
 - Greg shared data and discussed possible fund percentages to aim for compensation raises.

4. PT faculty discussion (Galadriel)

Galadriel to meet with Samantha from New Times to discuss veto of bill 2277 (increase PT faculty load that has been vetoed several times by the governor). She invites PT faculty to share their opinions about how this has affected Cuesta and faculty.

5. Treasurer report (Neil)

Current balances:

- Checking \$144,534.64
- COPE \$4,118.75 of which \$1,478.00 is for BOT
- Saving \$130,105.85
 - a. Bank change?
- Savings account and interest- most around 1%, CDs will give a higher rate.
- Neil researched Bank of California, US Bank, Coast Hills, SESLOC, and Mechanics
 - A lot of work involved in changing banks: open up new account, signing, provide paperwork
 - Recommendation to change to Coast Hills, entire EB would need to sign.

Motion to approve move to Coast Hills bank made by Greg, 2nd by Roland, no objections.

b. Ramifications if we increase stipends above \$599?

- AFT- membership database is more accurate- Neil to check it against October dues.
- Online membership form from AFT is almost ready, added Banner ID, PT and FT, and department name.
- \$599 is recommended max for stipend so that faculty don't need to complete 1099.
- Some PT faculty might exceed this and need to do tax form anyway.

Motion to increase PT stipend on hiring committee to \$599 made by Amy, 2nd by Greg, no objections, 1 abstention.

6. COPE (Galadriel)

- Election- topic of discussion across campus- suggestion to be mindful as it is a stressful time for people.
- Several School Board races are too close to call.
- Results on propositions: YES #2, 3, 4, 34, 35, 36 / NO # 5, 6, 32, 33
- Current reporting: [ElectionSummaryReportRPT](#)

7. Elections Committee (Amy) – No update

Canva is used for Newsletters and Election flyer. Amy paid for upgrade subscription, which is a yearly cost. It's possible to allow others access to the account for union use.

Motion to approve \$120 for reimbursement for Canva upgrade made by Greg, 2nd by Galadriel, no objections.

8. Grievance Officer updates (Tom) - No update

9. 16-week calendar (Greg)

- Schedules of forums were sent out today: urge faculty to come to forums.
- Friday 11/22 is specifically for faculty.
- CCFT budgeted money for social events and providing food can encourage attendance.

Motion to provide food for 11/22 calendar forum and 12/6 STRS event made by Neil, 2nd by Jen, no objections.

Jen requests more presence from CCFT EB and/or CoR at these events with a welcoming table to serve food, first aid kits, and CCFT materials.

10. CCFT events (Greg)

- a. Dec 6 STRS workshops – There is a morning session for all faculty and an afternoon session specific for PT faculty.
 - b. Faculty 16-week forums
 - c. Member meeting
- Thursday 12-5 for all-member meeting during usual EB meeting time. Greg to work on the agenda, table flyers for CALSTRS event, room 2609

Motion to approve providing food for all-member meeting made by Jen, 2nd by Greg, no objections.

11. (no updates):

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

Next EB meeting: Nov 21, 2024 Next COR meeting: 2025

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, and Engr & Tech, **request to add Level 2 re-assignments rights**