



## Executive Board Meeting

March 6, 2025

### Adopted Minutes

|  |  |
|--|--|
| Greg Baxley, President – P                   | Galadriel Bree Highhouse, PT Faculty Committee & COPE Chair- A |
| Heather Tucker, 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 amended agenda made by Jen, 2<sup>nd</sup> by Heather, no objections.

- Add Faculty leave and long-term subs/load addition
- Move Neil to #2, delete EMP report

**Motion** to approve 2-6-25 minutes made by Heather, 2<sup>nd</sup> by Jen, no objections.

#### 2. Treasurer report (Neil)

- Checking 155,960, 130,116 savings, 4,710 in COPE 1,679 in BOT
- CCFT is still with Mechanics bank, but Neil is still working on changing it to Coast Hills but there are issues because the organization is not showing up as nonprofit.
- Request to have Neil send out monthly new members to CCFT.
- Can contact members who need to do a 1099 in advance to make sure they have the correct tax documents sent to the correct address.

#### 3. Negotiations (Greg)

The district provided many counteroffers this past week.

##### a. Retiree benefits

- Refused to negotiate on retiree health benefits. Willing to bump up retirement bonus to \$10,000 from \$5,000. To press that issue further, we could need action from members (e.g., letter writing, showing up at BOT).
- When they talk about the plans at other colleges, they share it is a liability and counterparts at other college are trying to negotiate out of the retiree health benefits.

##### b. PT office hours

A lot of discussion at CoR about PT office hours. The negotiations team worked on proposal this week:

Each PT faculty member would select an option based on their load prior to the start of the semester, and it would be paid automatically.

- a. Less than 20% load= 0, .5, or 1 hour/week
- b. Load of 20-39.9% = either 0, 1, or 2 hours per week, faculty choice
- c. Load of 40% or greater = either 0, 1, or 2 or 3 hours per week, faculty choice

##### c. Article 7 revision (evaluation)

- The district mentioned before that they wanted to have a joint evaluation meeting between the faculty peer committee and the dean, but it wasn't proposed.

##### d. Article 5 revision (chair selection)

- Work hours- brought back the idea that finals week was a regular instructional week.
- Brought to Senate at summit and asked for feedback.

- The taskforce is not charged with making a recommendation but rather gathering data to inform discussion amongst faculty.
- Based on the survey, the faculty are split on whether they want a finals week or not.
- District proposed to have last week of semester instructional where faculty would offer office hours, participate in governance, and hold regular class meetings. Needs to be more general like “faculty are required to fulfill their contractual obligations the last week of the semester.”
  - It’s a concern that there would be a lot of instructional hours the last week instead of a two hour meeting for a final exam.
  - State allows us to have a finals exam week and we are compensated as the same.
  - Discrepancy for online vs. face-to-face faculty.

#### e. Compensation

- Strategy to move on PT salary parity because it’s a priority to the membership.
  - Currently we are at 82% PT vs. FT parity. Formally CCFT asked for .5% differential raise for PT and FT salary increases.
  - Request that the district matches that so that there will be a 1% differential for each of the next two years. With office hour pay, parity would increase to high 80s %.
  - Peralta district has PT salary parity. They worked over 10 years to get there.

#### 4. PT faculty discussion (Galadriel)

- Establish a subcommittee for PT faculty. Galadriel wants to get more feedback from PT faculty.
- If approved, we could provide food or drinks for meeting.
- We could discuss compensation for PT faculty member participation.
- We could afford it but would need to vote to approve it, and we could add it to the budget in future years.

#### 5. Senate Report (Alex)

- Sent email out calling for participation on several taskforces:
- The campus climate taskforce met this week: 2 faculty members met with Jill and Melissa. Discussion was positive.
  - Erich Tucker is current nominee for incoming Academic Senate president and offered to join meeting.
  - Send faculty who are interested in joining campus climate taskforce to Alex.
  - Strength would come from diverse group (Humanities and Social Science, longtime faculty, Service Faculty).
- Data collection for finals week. Taskforce needs more members.
- Working on Senate bylaws.
- Senate approved resolution of concern about VPI behavior. Alex to bring next to BOT.
- 3/21 off-pattern Senate meeting

#### ~~6. Educational Master Plan updates~~

#### 7. Faculty leave and long-term subs (Heather)

- It is a local decision for what constitutes long-term. Subbing for more than 10% of a class will count toward PT faculty load at Cuesta.
- The district’s attorney reviewed this and interpreted it differently. Chairs were supposed to receive notification.
- Combined subbing might meet 10%, and because it counts as load for PT faculty it could lead to overload.
- Chairs and deans are responsible for tracking these.
- Possible solution- have a different salary schedule that would allow more pay but wouldn’t involve load.
- There are reasons for keeping this as load and has implications for salary and healthcare benefits.

#### 8. COPE (Galadriel)

- Galadriel would like to know what Cuesta’s response will be Trump’s policies and would they be supportive of faculty and students protesting. Asked Alex to bring topic to summit.

## 9. Public Safety Concerns

- If you have a campus event scheduled, make sure it's scheduled in 25 Live, contact facilities
- District uses that to locate people on campus.
- Public safety at night
  - Red Oaks Security will be on campus more often.
  - Campus police phones go to local dispatch if they are closed.
- Faculty getting mixed messages about what to do if there's a power outage.

## 10. Grievance Officer updates (Tom)

- Tom working with the faculty member focus of VPI comments. Admin denied faculty requests. Working with Heather on an appeal.
- Library – district planning to get rid of Division Chair and put library faculty with English or Education.
- Possibility of hiring director for the library again.

## 11. CCFT events (Greg)

a. CCFT-hosted campus climate discussion March 20, Tom and Roland to assist

- Climate discussion forum – hoping to have it solution focused.
- Use technology (e.g., Word cloud) like teaching to get ideas and organize groups.

Next EB meeting: April 3, 2025      Next COR meeting: April 24, 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