



Adopted Meeting Minutes

April 7, 2022

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 Roland, no objections.

Motion to approve minutes with a few changes made by Greg, 2nd by Nancy, no objections.

2. Senate Report- N/A

3. Treasurer Report (Elizabeth)

- Treasury 150,860.96, COPE 3,545.50, of which BOT is 654
- We gave Marilyne Cleeves the go ahead to password protect the website.
- Three-quarter budget report will be provided at future EB meeting.

4. PT-faculty discussion/report (Nancy)

a. PT survey results?

- Survey was open for 3 weeks, over 100 people responded. Nancy to review results.
- PT faculty contacted Nancy about denied unemployment claim.
 - PT faculty don't have job security, so if they submit an appeal it is almost always approved, if not, CFT will get involved.
- Cuesta used to supply commencement regalia for faculty. PT faculty would be more likely to attend if they got it. Jill to check to see if that could be available this year.
- Many PT said they would go to commencement if they knew their students would be going through.
- There is no contractual obligation for faculty to attend commencement.

5. Election endorsements (Greg)

a. Dawn Addis/Jon Wizard (AD 30) CFT interview recap

b. Endorsement vote for AD 30

c. Jimmy Paulding (SLO district 4)

- Elizabeth, Heather, and Nancy, attended Q and A forum during Spring Break. CFT is endorsing Dawn, and she had strong support from people present there.
- She has experience, prioritizes education, has built bridges in state legislature, and is pragmatic.
- CCFT gave her \$500 last time in support.
- Greg to send Dawn letter today. FPPC # and address to Elizabeth.
- Dawn to be invited to attend CoR or all member meeting

Motion to endorse Dawn Addis and contribute \$500 made by Heather, 2nd by Greg, no objections.

- BOT elections- not sure if Pete Sysak will run, Adrienne Garcia-Specht interested in running.
- Jimmy Paulding running against Lyn Compton in Supervisor district 4. He has asked for our endorsement. He's a lawyer South County, pro education and labor friendly.
- Greg to invite Dawn and Jimmy to next CoR or all member meeting.

6. Service faculty remote/online appointment balance recap (Heather)

- Service faculty concerned directive return to campus in fall indicating 1-day remote assignment
 - No data supporting in person assignment and frustration with communication that happened.
 - There's no acting Dean right now (VP is overseeing Counseling).
 - CCFT agreed to petition district and speak with VPSS.
 - Aim to make it comparable to what is being offered on instructional side.
 - District has right of assignment.
 - Dr. Coria agreed to extend current MOU allowing 2 days remote work into the fall until we get data regarding student needs.
- The college could improve marketing counseling- help with student success.
- Neither online or in person counseling appointments are filling to capacity right now.

7. PT evaluation of other PT faculty (Greg)

- Greg to draft for PT evaluation process TBD- go through next negotiation process.

8. Grievance and Investigations and Personnel – Tom

- HR is investigating member of hiring committee due to allegation that person revealed information about position.
 - Cause was misunderstanding/miscommunication.
 - We should discuss ways to prevent this from happening in future.
 - Some candidates are unaware that they need to be confidential. Job posting could include a statement, "Contact HR with any questions".
 - We could include discussion at next social or flex activity (i.e., hiring committees)
- Faculty complaint of hostile work environment is ongoing, highlighting complexity of working relationships.
- Counseling- Greg, Heather, and Tom attended staff meeting.
- Counselor contacted Heather about leadership issue in her area, lack of clear communication and feeling segregated.

9. Spring Newsletter (Amy)

- Topics to include
 - Welcome from PT Committee Chair and survey results/topics for PT faculty
 - Membership drive
 - Current FT and PT membership #s
 - Highlight new members
 - Tips on claiming sick leave (Greg to write)
 - Endorsement of Dawn Addis
- Topics for fall '22 Newsletter:
 - Future teacher scholarship recipient (not awarded until August)
 - Grievance officer tips/highlighting Tom

Other

- College is planning to cut down 60-70 trees on campus- this should be discussed on campus and in community as an environmental issue. We could bring up to ASCC.
- Advice to rewrite the part of CBA that states maximum faculty reassigned time is 60%. This applies only to CCFT reassigned time in article 11. Other reassigned time can be more than this.
- Graduation drive by concerns- this is more of a Senate issue.
- 10. FSA review (no update)
- 11. Key policy (no update)

Future discussion items:

- 12. Lead faculty incl new CTE program in theater and AVMT (Heather)
- 13. Lab/lecture workload

Next EB meeting: April 21

Next COR meeting April 28 (Jimmy Paulding)

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