



Strength Through Unity

Executive Board

Adopted Meeting Minutes

May 13, 2021, 3pm

Greg Baxley, President- P	Elizabeth Lobo Treasurer -P
Heather Tucker, Vice President- P	Tom Patchell, COR Co-Chair/Grievance Officer-A
Tonya Leonard, Negotiator – P	Nancy Steinmaus, P.T. Faculty Committee Chair-P
Amy Kayser, Secretary/Communications Chair-P	Roland Finger, COR co-chair-A

The purpose of the meeting was to discuss HR’s request for CCFT interpretation of the contract regarding the loading of FT overload before PT assignment. Counseling Department is the originator of request.

Discussion Points

- Priority hasn’t been given to one over the other. It has been left to divisions to decide how they want to interpret it.
- Since the contract lists this in bullet points and not numbers, CCFT lawyer advised that it doesn’t show a ranking.
- Before we offer overloads to FT, do we want to make sure PT who have been working for 8 semesters are loaded first? PT in some areas have lost their loads. This may be something we would want to open up and clarify in the future especially the word “inclusive” in 5.12. It’s not clear what it applies to.
- Length of service or seniority is not prioritized in how faculty get assigned load in the CBA.
- CBA states the Division Chair should work with the faculty to make the schedule for Dean approval.
- In the future, this could be a bigger issue as enrollments are declining and loads will be reduced.

Response

- EB believes CBA allows divisions to decide how to assign load. Within divisions, they can have the flexibility to assign FT overload first or PT faculty load. It’s bulleted and doesn’t imply order.
- Encourage chairs to use collaborative practice to assign load to protect PT faculty.
- Use experience instead of “qualification” in assigning load. Everyone meets min quals. Difference between experience and min quals.

Following the meeting, Greg sent email to HR:

“The CCFT EB believes at this time that the contract is ambiguous in terms of full-time overload or temporary Level Two assignment in Article 5.12.4.2. While it’s permissible for divisions to prioritize full-time overload over temporary Level Two faculty, it’s not required by the CBA and divisions may elect to consider these two classifications as equivalent (while following the other parameters described in that section). We hope that divisions will develop collaborative models of loading for this category and to consider the needs of our most vulnerable faculty when determining loads.”