



Executive Board

Adopted Meeting Minutes

August 18, 2022, 3:00 p.m.

Greg Baxley, President- P	Elizabeth Lobo Treasurer -P
Heather Tucker, Vice President- P	COR Co-Chair/Grievance Officer-VACANT
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 without #2 Senate report made by Roland, 2nd by Elizabeth, no objections.

Motion to approve 5-5-22 & 5-12-22 EB minutes, and 5-12-22 All Member Meeting minutes with slight modification made by Greg, 2nd by Nancy, no objections.

- Website: Amy to check with Marilyne about plug-in for Website and investigate ways to have CCFT EB member be primary Web host/person of contact.

2. Senate Report – Not available

- Senate to discuss whether to have remote or in person meetings this year.

3. Treasurer Report (Elizabeth)

- Treasury 140, 288.46, COPE 3,577.50, BOT 773, savings 100,023.02
- Membership: 266, 127 FT and 139 PT

Motion to pay \$1,150 to John Pooley and Rita Villa for tax forms 990 & 1099 made by Heather, 2nd Elizabeth, no objections.

- External audit is not needed every year because we are small union - Elizabeth to prepare financial statements compilation.
- Staff funding formula grant has been steadily declining and requires extra work. Easy to apply for this grant, and restarting does not seem difficult.
- More reassigned time in spring or summer rather than summer stipend may be preferable for tax filing purposes.

Motion to pause staff funding grant made by Amy, 2nd by Greg, no objections.

- No pass-through dues this year
- Elizabeth reviewed the proposed budget and recommends increasing expenditures to lower ending balance. The following increases were discussed:
 - Stipends for PT representatives in CCFT (PT faculty COPE Chair, PT Co-Chair)
 - Budget \$ for conference travel – CFT training (negotiation, leadership)
 - Legal defense budget
 - Endowment scholarship
 - Members-only social event
- Dues could be lowered to 1.2% with two dues free months.

- Elizabeth to prepare budget proposal for CoR meeting.
4. PT-faculty discussion/report (Nancy)
 - Zoom social hour/flex activity held in August, 30 participants
 - Zoom good format for participation, plan to offer periodically
 - Nancy is compiling list of PT opportunities for compensation to be shared with members.
 - PT could have opportunity for internal financial review (e.g., PT accountant).
 - Some PT faculty feeling discouraged and marginalized.

 5. Grievance Officer position
 - Tom is acting academic Dean fall '22 and will not serve as CoR co-chair or grievance officer this semester.
 - CoR is in charge of appointing someone to the position:
 - Propose that Greg and Heather split the position in fall and recruit new person to start in spring '23.
 - Idea to recruit someone soon so they can be trained for spring.
 - Tom may be willing to split the assignment in future.
 - Bylaws refer to a grievance committee

 6. Election endorsements (Greg)
 - District 4 Trustee- Adrienne Garcia Specht and incumbent Pete Sysak are running.
 - Candidates to be invited to next CoR meeting so we can choose which candidate to endorse.
 - CCFT to work on the campaign. Position on BOT affects all faculty.
 - Faculty may want to make direct donation to candidate CCFT endorses.
 - Greg to notify members of COPE chair position opening and will be discussed at next CoR.
 - In past, stipend \$1000/semester to COPE chair
 - History and interest of restarting stipend for this position will be discussed with reps.
 - Most candidates that CCFT endorsed did well (Jimmy Paulding and Dawn Addis).

 7. Negotiations (Heather)
 - Admin may be considering three 16-week terms, and if so summer could count as load.
 - Greg shared list of possible negotiation items. Some included:
 - Lead faculty positions
 - Increased Music stipends
 - Retirement medical benefit to bridge gap to Medicare eligibility
 - SIP- some faculty have ongoing interest
 - CFT advises against unions advocating for SIP because it means loss of faculty.
 - These usually are administrative-driven.
 - PT evaluation other PT
 - Lab-lecture parity
 - Stipends for PT to serve on college wide committees
 - Several clean-up items
 - Major items to be presented to CoR and survey created to have members prioritize items.

 8. PT evaluation of other PT faculty (Greg)- To be discussed next meeting

 9. Fall Newsletter (Amy)
 - Highlight availability and importance of CCFT representation
 - AFT scholarship and first Future Teacher scholarship recipient

 10. Fall meeting format

- EB decided to continue to meet remotely on Zoom this semester for increased convenience.
 - Hybrid format could be considered in future.
- All member social event TBD, possibly tied to BOT election.

Future discussion items:

11. Lead faculty incl new CTE program in theater and AVMT (Heather)
12. Lab/lecture workload
13. FSA review (no update)

Next EB meeting: Sept 1

Next COR meeting Aug 25

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

Addendum

Email vote 8/21/22-8/22/22

Motion to change the CCFT dues rate to 1.2% made by Elizabeth, 2nd by Heather, no objections.