



Executive Board

Adopted Meeting Minutes

March 17, 2022

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| 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 – P | Roland Finger, COR co-chair-P |

1. Approval of Agenda and Minutes

Motion to approve agenda made by Heather, 2nd by Elizabeth, no objections.

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

2. Senate Report

- Faculty committee appointment sign up deadline is 3/31.
- Wes to send reminder email after Spring Break.

3. Treasurer Report (Elizabeth)

- Treasury 149,948.15, COPE 3,545.50, of which BOT is \$654
- CFT field rep advised us to password protect financial information on website.
- Marilyne estimated that it would be 4-6 hours of work to install a plug-in at a cost of \$350-\$550.
- This topic to be discussed at CoR.
 - Do we want to password protect minutes and financial information on website?
 - Amy to check with Marilyne about mechanics of password system to share with CoR.

4. PT-faculty discussion/report (Nancy)

a. PT survey results?

- PT survey is still ongoing.
- A late start class cancelled and PT person lost load and has to pay back wages to payroll.
 - Faculty are paid in 5 installments from start of term.
 - Payback time frames have been established on a case by case basis.
 - Faculty could be made more aware of what paychecks should look like. Automatic notification might be useful especially with late start classes.

5. Bezemek vs Conway decision (Greg)

- Greg talked to David about questions from last EB meeting.
 - David plans to bring on another colleague/partner into his practice. He will also have a paralegal. He could also refer to outside colleague if necessary.
 - Greg to send note to Bezemek thanking him.

Motion to retain David Conway as CCFT attorney made by Greg, 2nd by Heather, no objections.

6. Election endorsements (Greg)

- a. Dawn Addis/Jon Wizard (AD 30) CFT interviews on Tues March 22, 3-6 pm
- b. Jimmy Paulding (SLO district 4)

- Dawn Addis and Jon Wizard are interested in CCFT endorsement. CFT is organizing a Zoom interview March 22nd. Greg to check if it will be recorded.
- Jimmy Paulding is running for District 4 Supervisor and is also interested in endorsement.

- Most locals follow the CFT endorsement.
- Greg to communicate to candidates that after CFT interview process, we will let them know about possibly inviting them to speak at a CoR or EB meeting/next steps.

7. Membership drive update (Heather)

- 7 new members joined during Membership drive to date.
- Elizabeth to video the grand prize drawing.
- Heather to follow up with new members after spring orientation, and then Nancy to get in touch with new PT members.
- Idea to have membership drive every spring as part of plan for healthy local union. Social gathering – in person or via Zoom can be built into the plan.

8. Early FT resignation options (Greg)

- Greg contacted by 2-3 FT faculty who are considering resigning (not retiring) and want to teach PT as Level 2 faculty. STRS has a 6-month window for retirements, but CBA doesn't address process after resignation.
- Heather and Greg to ask District if they can get MOU for faculty to come back as PT Level 2 and 50% load provided it's available in their division.

9. PT counseling load (Greg)

- Counseling has lost funding due to lower enrollments and fewer student appointments, and 3 PT faculty to lose load starting fall. District has given inconsistent messaging about the reasons.
- Heather and Greg meet with Counseling faculty 3/18 to clarify messaging from District.
- Lawyer to review CBA regarding assignment rights to assist in correct interpretation.
- Service faculty may consider promoting services like instructional faculty to be proactive in getting students for appointments.
- This semester, VPSS is assuming role of the Dean of Student Services as well.

10. PT evaluation of other PT faculty (Greg)

- Melissa seemed supportive and will take it to Executive Team. Aside from benefits to faculty, it would relieve the pressure on divisions with few FT.
- Question whether PT faculty can work in tutoring center. It would be classified, so salary couldn't be bargained through CCFT. Tutors may need to be students. Greg to check with Melissa.

11. Grievance and Investigations and Personnel – Tom

- Tom talked to PT faculty member who will lose load. Ed Code clause states that PT can be let go at any time, but faculty member felt that communication has not been clear and upfront.
 - If funding is going away, could district seek funding from another source to keep these positions.
 - Counseling should have access to information if appointments have declined, so they can check the accuracy of the data being used for decisions.
- Complaints filed against tenured faculty member about hostile work environment and all communication has been by email.
- Tom dealing with two other grievances as well.

12. FSA review (no update)

13. Key policy (no update)

Future discussion items:

14. Lead faculty incl new CTE program in theater and AVMT (Heather)
15. Lab/lecture workload

Next EB meeting: March 17

Next COR meeting March 31 (chair eval forms, ratify amendment to remove election cycle)

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