



Adopted Meeting Minutes

Sept 15, 2022, 3:00 p.m.

Table with 2 columns and 5 rows listing meeting attendees and their roles, such as Greg Baxley, Heather Tucker, Amy Kayser, Wes Sims, Elizabeth Lobo, Galadriel Bree Highhouse, Nancy Steinmaus, and Roland Finger.

1. Approval of Agenda and Minutes

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

Motion to approve the 9-1-22 minutes made by Greg, 2nd by Elizabeth, no objections.

2. Senate Report

- The proposal for Acting Deans to serve in faculty roles on senate committees did not pass.
- Wes contacted Bret Clark and rescinded his faculty appointment for College Council and Enrollment Management.
- Empty seat on those two committees (Clusters 1, 3, 6 not represented), College Council needs co-chair replacement.
- No PT representative on College Council, which should be addressed.
- College Council needs to rewrite composition – it is very heavy on Chairs.
- Communication gap between Chairs and Academic Senate
- Wes to possibly attend next Chairs’ meeting.

3. Treasurer Report (Elizabeth)

- Treasury \$151, 285.44, COPE \$204.50, BOT 0, \$100,023.02 Savings
- Membership 134 FT, 126 PT, 260 total
- State Council for CFT- October 7 and 8th, register by September 23rd

4. PT-faculty discussion/report (Nancy)

- CFT is pushing to increase PT load to 85%
- It could disincentivize districts from hiring FT faculty.
- The majority of membership supports increasing PT load.
- Nancy to send out PT update encouraging faculty to complete negotiation survey and join union.
- 7 new PT faculty in new orientation
- Let PT faculty know things we have negotiated for (e.g., paid office hours).
- Greg to discuss with Jill about issue with overloading PT faculty.
- Galadriel to send email to Greg about benefits of PT doing an overload.

5. Sick leave for overload/summer

- CBA states faculty get proportional amount of sick leave credited to overload sick leave category.
- District stopped crediting overload sick leave 4 years ago without negotiating it.
- District gets charged by STRS when they report “excess” sick leave (there’s a limit/year) by STRS.

- Some CBAs in other districts state that overload sick leave is only for use by faculty member if they are sick and they won't be credited for it in STRS.
- CCFT to request District to provide account of who was affected as starting point.
- District to pull from overload sick balance first going forward so that gets depleted first.
- Topic to be on next CoR agenda as informational item.

6. Compressed Calendar update

- Suggest district convene Q and A meeting to discuss standard (16.5-week term) compressed calendar
 - Look at ramifications on course lengths, FTES, funding as starting point.
 - Admin can produce the example calendar/model.
 - We have higher # of FTES from DE than SLO campus. Competing with other colleges for students and having a long semester hurting us.
- It takes a year for Chancellor's office approval of new calendars and BOT needs calendar a year ahead of time.
- Topic for next CoR meeting
- This could be opportunity to highlight the lab/lecture parity issue.

7. COPE (Galadriel)

a. District 4 Trustee

- Galadriel met with Adrienne last week.
 - Reach out to student groups, hold a Zoom Q and A.
 - Possible Meet and Greet on Campus, solicit help for phone banking.
 - Adrienne's campaign would cover phone banking and Meet & Greet supplies.
- CCFT needs to report "in kind" donations.
- Prop 27- gambling issue contentious
 - Online gaming would negatively affect Native American casino business on Central Coast.
 - Advised that CCFT members vote NO on Prop 27 and YES on Prop 26.
- Local school boards have extreme candidates – Galadriel can research if members interested.
- Forum in South County in planning stages: Pete Sysak and Adrienne Garcia-Specht to be invited.

8. Negotiations/Survey (Heather)

- Survey items were discussed and revised.
- Important to highlight issues affecting PT faculty.
- Salary increase /salary and fringe
- Take sub pay off, but inform CoR that we will still be advocating for increase.
- Cuesta already has a PT step schedule that goes to 14, and many others only go to 6.
- Highlight PT issues are important

9. Fall Newsletter (Amy)

- Fall Newsletter draft was shared and discussed.
 - Section on Negotiation Survey to provide background information on topics.
 - COLA to be explained that it's not automatically awarded to faculty as an increase.
 - Lead Pay Stipends to be further explained.
 - PT faculty where there are no FT faculty
 - Disciplines with special duties/assignments (e.g., Performing Arts, Journalism, Coaching).
- Newsletter to be sent out with survey.

10. Acting Deans MOU (Heather)

- Acting Deans considered 100% faculty, but additional duties such as evaluations/scheduling, and governance obligations are affected.
- CCFT needed MOU that clarified the position so we can protect faculty. It was signed this week.
- Greg met with district in July to discuss position, but there was no negotiation or agreement.
- Management duties aren't covered in CBA.
- Consulted CCFT lawyer about possible PERB action violation.
 - Grey area where districts give stipends that aren't negotiated.
- Acting Dean position won't be continued in future.

11. Random updates (Greg) (1701, retirement, TA for acting deans, CMC faculty, reapportionment timeline, Div Chair eligibility)

- Room 1701 cleaned out and being used for video and photo shoots by foundation.
- CCFT helped faculty member push retirement date to June instead of December.
- CMC faculty- investigate further compensation possibilities.
- Need to clarify Division Chair Eligibility:
 - CBA states candidates to be FT faculty member who has tenure granted before they start their term as chair.
 - CBA could be altered to state that FT faculty member must have tenure to apply. CCFT to consider MOU with district to clarify this.
- CCFT Website- may need new Webmaster.

12. Grievance Officer updates (Heather and Greg)

- Informal faculty complaint against another faculty member just filed- may progress to formal complaint
 - Uncomfortable/hostile work environment
 - Breach of contract with scheduling
 - Complainant and respondent both have CCFT representation.
 - Heather met with CCFT Legal assistant for guidance.

Future discussion items:

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

Next EB meeting: Oct 6

Next COR meeting: Sept 22

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