



Executive Board

Unadopted Meeting Minutes

March 3, 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 – P	Roland Finger, COR co-chair-P

1. Approval of Agenda and Minutes

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

Motion to approve 2-3-22 minutes made by Greg, 2nd by Elizabeth, no objections.

2. Senate Report

- In the original cluster reorganization presented by Jason, there was a reduction of one Division Chair. This was discussed at Senate and Jason explained that this was not his intention and current divisions will stay intact for next year.
- Over 40 faculty members attended 3/2 BOT meeting in support of Canguo.
 - District has consulted law firms about immigration matters.
 - District policy is that they do not sponsor employee visas. There are other Cuesta employees without permanent visas.
 - System wide issue now, many jobs have a note that they will not sponsor visas or foreign nationals.
 - Canguo was advised to hire attorney and District is willing to meet with his attorney.

3. Treasurer Report (Elizabeth)

- Treasury: 140,836.20, COPE 3,418.50 of which \$624 is BOT, savings 100,008
- CFT Field Rep completed financial review and suggested:
 - Be more accountable for members (e.g., announce current member #s at meetings).
 - Financial information can be more private:
 - Financial reports on the website could be password protected for members only. Elizabeth to check with Marilyne Cleeves about this.
 - Financials should be communicated in private email.

4. PT-faculty discussion/report (Nancy)

a. PT scheduling priority

- Nancy launched PT survey. Included questions about job satisfaction, priorities, and interest in being more involved (e.g., attending graduation)
- Received 58 responses so far and will discuss results at future meeting to inform negotiations.
- CoR had discussion about possibility of PT faculty evaluating other PT faculty.

5. Bezemek vs Conway: pick your favorite lawyer

- CCFT uses Bezemek law firm, and David Conway is the lawyer we routinely work with. He is leaving to start his own firm and invited CCFT to sign on with him.
- Doesn't charge a retainer. \$250/hour, \$75 for paralegal work (same as current).

- Reasons to sign with David: He has been handling CCFT work for years, attentive to CCFT, knows our CBA and is familiar with history, so efficient in reviewing CBA. Reservations- he is just one person. Greg to talk with him 3/4.
 - We will vote on this next meeting.
6. Membership drive (Heather)
 - Deadline for membership drive is before Spring Break.
 - Only 2 referrals so far
 - Heather to send email Monday for final push.
 - Heather to get list of new hires to contact once they have Cuesta email. This will help in membership accounting.
 - Membership data base is current, and faculty can check pay stub to see CCFT dues are deducted to check membership status.
 7. COVID and mask policy update (Greg/Heather)
 - Greg and Heather met with Jason, Elizabeth, Jill to discuss change to mask policy on campus.
 - Their proposal was to have a transitional period March 14-25, where faculty could require masks in classroom or office, and on March 28th, masks wouldn't be required on campus.
 - Some faculty have asked to be able to require mask even if college adopts a no masks policy.
 - A short policy, one week of which is during Spring Break is confusing. Having the transition for this short amount of time will not help community feel safe.
 - Faculty can continue to encourage students to wear masks if they want.
 - Greg and Heather to follow up with district.
 8. SIP update (Greg)
 - 20 members asked District to provide SIP.
 - District offered 10K by certain date and 5K by a later date.
 - Greg communicated to Melissa that faculty would not want this and would probably postpone retirement.
 9. Cluster reorg and CCFT role in restructuring (Amy)
 - CBA gives district right to reorganize.
 - If departments move, we may be able to negotiate the compensation for chairs if workload increases.
 - Chairs are appointed to 4-year term, and it's unclear whether they can be reassigned during the contract period.
 10. PT evaluation of other PT faculty (Greg)
 - HR was supportive of this, and there is no Ed Code or Board Policy barrier.
 - This would provide more mentorship for PT faculty, reduce workload in departments where there aren't many FT faculty.
 - CCFT may negotiate for pay for evaluators.
 11. Grievance and Investigations and Personnel – Tom
 - Formal complaint filed against instructor by classified staff for offensive statements.
 - Tom to meet with Elizabeth Coria and possibly HR.
 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