



Executive Board

Adopted Meeting Minutes

October 19, 2023 4:05 -5:30 p.m.

Table with 2 columns and 5 rows listing board members and their roles: Greg Baxley, Michael Mogull, Amy Kayser, Alex Kahane, Elizabeth Lobo, Galadriel Bree Highhouse, Roland Finger, Jennifer Shellhorn, Tom Patchell.

1. Approval of Agenda and minutes

Motion to approve agenda made by Jen, 2nd by Roland, no objections.

Motion to approve minutes made by Greg, 2nd by Galadriel, no objections.

2. Senate Report (Alex)

- The resolution for the proctoring center was pulled from BOT agenda, and Alex met with Jason and Elizabeth Coria to move forward in setting up a proctoring center.
- Job description is being developed.
- Need to identify locations for proctoring.
- Maria Elena at NCC can proctor exams there right now.

- A decision was brought about at Taft College, where a ruling was made against a teacher who was misgendering a student. Teachers must respect and use student pronouns.

U.S. Department of Education’s Office for Civil Rights Announces Resolution of Sex-Based Harassment Investigation of Taft College in California (govdelivery.com)

3. Bachelor’s Programs (Greg)

- Greg met with the Education faculty, other classified staff and management, Senate leadership, and Jill to discuss BA for students interested in education.
- Political issues with CSU, can’t duplicate what CSU offers. Must be carefully planned to make sure it meets needs of students and has the best chance of not overstepping CSU.
- CCFT will need to negotiate for faculty who teach in the BA program.
- Some faculty have lower unit load for upper division courses (e.g., 12 hours vs. 15).
- Other colleges have stipends or reassigned time for those developing or teaching BA programs.
- Compensation for faculty working on the proposal has already been requested.
- Some processes/procedures would need to be updated through shared governance.
- The earliest it could happen is fall 2025.

4. PT faculty discussion (Galadriel)

- There was a meeting with HR about benefits. PT faculty still confused about benefits.
- CALSTRS deals with retirement.
- CFT is planning a guide to the different retirement systems. Each community college has its own set of retirement plans.
- Some frustration with HR not responding promptly.

- PT can no longer get paid cash in lieu of benefits, which was \$274/month and affected 24-25 faculty. To be eligible for the state PT health care program:
 - Each faculty that is eligible for benefits needs to be provided the same benefit level.
 - If one group is getting cash and the other is not, it's not the same benefit level.
 - This would put Cuesta in jeopardy of being out of compliance with PT health care plan.
 - There is a disparity in what faculty could be compensated based on hire date.
 - In 2006, CCFT bargained away cash in lieu for larger salary increase.
- Health insurance is now more equitable and attainable. Cuesta is one of only 14 districts out of 72 that have implemented this.

5. COPE (Galadriel)

Recent bills that affect higher education:

- Gavin Newsom signed:
 - AB 5: training for teachers to support LGBTQ (dpt. of education will be drafting training)
 - AB 800: Workplace readiness, teaching students labor rights.
 - AB 897: permanent status for Adult Ed teachers after 2-year probationary period
- Vetoed:
 - AB 504: picketing
 - AB 811: allow community college students who want to repeat certain classes
 - AB 699: classified employees first right of refusal for vacancies
- Pending: AB 938: increase pay for k-12, going to state senate
- Moms of Liberty- local group NCC. Supporting the school board director who was just voted in.
- November 1st- Indigenous American Heritage Month

6. Service faculty hours/payscale

Two issues:

1. Pay scale should be ratio of 1.10 for 197 days of work (service faculty) vs. 175 days of work (instructional faculty). Right now it's between 1.095 and 1.096.
2. Why isn't the ratio 1.125?
 - 11 months of work vs. 10 months, $197/175 = 1.125$.
 - Service faculty work an additional month, but it's 22 days.
 - They have to work 30 hours/week in summer not 25 days because there isn't committee/governance work.
 - The per month average is 17.5 in the 175-day salary schedule, but 22 days in the 197-day schedule.

Solution ideas:

- Make the salary schedule 192.5 days, but they may not get the full STRS benefit for the month.
- Service faculty stagger schedules throughout the year, floating schedule
- Adjust total hours and look more holistically at how they count their hours.

7. Treasurer report (Elizabeth)

- Treasury \$117, 617.20; COPE \$1,722.50 of which BOT is \$677; Savings \$130, 056.88
- Membership 227, 116 FT, and 111 PT
- Mechanics signatories will be done once we have the next CoR minutes.
- Susan Kline is working on the financial review.

8. Fall member social hour(s) (Jen)

- Discussed different dates for possible social hour.
- Thursday 10-26, casual and invite people to join at Dairy Creek after the meeting.
 - There is a COPE legal seminar 4-5:30 pm

9. Grievance Officer updates (Tom)

- Greg and Tom helping the coaching group to come up with a coaching evaluation tool.
- Some colleges have started hiring coaches not as faculty. At some, coaches are directors.

10. Upcoming negotiations (no updates):

- a. Service faculty hours
- b. NC Coordinators (evaluation, # of positions and/or compensation, duties)
- c. 16-Week semester (service faculty weekly hours, finals week, membership outreach)
- d. DEI and mentoring in peer evaluations
- e. **NEW:** 12 month faculty in RN/LVN, LVN, Paramedic

Other: PT Faculty handbook- goal for the year.

- Reaching out to CoR for input.
- Senate could join CCFT on this PT faculty handbook, possibly a Canvas shell.

Next EB meeting: Nov 2, 2023 Next COR meeting: Oct 26, 2023

Parking lot: Catastrophic Leave Bank ADA accessibility and mandated DE training, DE certification Article 5.10 –compensation, Compensation for mandatory training, Can Legacy faculty be required to take DE training and compensation? More control over dean-initiated off-cycle evaluation, like VP of HR approval or some kind of just cause clause? FSA review Rotation for PT serving on district hiring committees. CMC compensation