



Executive Board

Adopted Meeting Minutes

March 16, 2023, 3:00 p.m.

Greg Baxley, President - P	Galadriel Bree Highhouse, COPE Chair- P
Heather Tucker, Vice President - A	Nancy Steinmaus, P.T. Faculty Committee Chair-P
Amy Kayser, Secretary/Communications Chair-P	Roland Finger, CoR Co-chair-P
Wes Sims, Academic Senate President – P	Jen Shellhorn, CoR Co-Chair -P
Elizabeth Lobo Treasurer – P	Tom Patchell, Grievance Officer -A

1. Approval of Agenda and minutes

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

Motion to approve 2-16-23 minutes with changes made by Greg, 2nd by Elizabeth, no objections.

2. Senate Report (Wes)

- Last meeting cancelled due to weather campus closure, agenda will roll over to next meeting.
- Copyright AP- clarifies that if faculty want to sell published materials it needs to be available at another college in addition to Cuesta.
- Proctoring center taskforce created and will report recommendations to Senate.
- Upcoming CCFT items going to Senate:
 - revised faculty evaluation forms
 - revised language for Sabbatical Leave Committee

3. CFT Convention March 17-19 (Tom and Greg)

Motion to pay for travel costs for delegates made by Elizabeth, 2nd by Jen, no objections, 1 abstention.

4. Upcoming officer election (Greg)

- PT Faculty Chair, Treasurer, and VP officer elections to occur this spring.
- Amy to contact Erich Tucker from Elections Committee about starting process as soon as possible due to timelines that need to be met.

5. Negotiations (Heather and Greg)

a. District counter offer 3/14 compensation: Lab load equalization, PT parity, Reassign time for Senate and coordinators, Retiree health benefit

- District made a counter offer to CCFTs proposals regarding compensation, lab/lecture parity, PT parity, reassigned time and retiree health benefit.
- EB discussed advantages and disadvantages of each item and brainstormed responses.
- District concerned about moving off of stability funding in two years and the affect that would have on receiving COLA, which would no longer be ongoing.
- CoR will need to discuss possibility of having a lower salary increase so we can address lab load and PT parity.

b. District form for column advancement

- CBA to clarify how step/column advancement works and where to find information.
 - Could there be a clause that allows for special circumstances regarding coursework completed at non-accredited institutions.

- Allowing PT faculty to conduct evaluations- too late to work that out in contract, possible to have MOU in selected divisions next year and evaluate process.

c. PT extra duty stipends

- Currently information about PT faculty lead is on Salary Schedule only and is outdated.
- Topic was discussed with district:
 - moving toward model that indicates Office of Instruction can assign PT faculty work for certain tasks (e.g., scheduling, APPW/CPFR).
 - Compensation would be tiered and depend on task difficulty and amount.
 - These extra duty stipends require dean pre-approval.

d. Banked load policies

- District is interested in revising the policies regarding banked load.
 - Currently CBA says FT faculty can bank overload up to a year (30 credit hours), but only carry it for 3 years.
 - Some faculty want longer period of time to use load.
- Possibility: extend time to use banked load but only allow faculty to bank 1 semester overload (15 credit hours).
- Data shows about 10% faculty bank some overload.
- Instead of using banked load for time off or reduced load, faculty can be paid out at current salary schedule.

e. Sabbatical language

Language needs to be cleaned up regarding role of Sabbatical Leave Committee.

f. Counselor, dsps, and multi-modality evaluation forms

- Multi teaching method evaluation form draft shared, which combined the different modality forms.
- Counselor and DSPS evaluation forms will also be updated.

6. PT discussions (Nancy)

Nancy is creating table that includes different ways PT faculty can earn extra money.

7. Treasurer report (Elizabeth)

- Treasury \$132,211.35, COPE \$572.50 of which \$282 is BOT, \$139,038.06 savings
- Account healthy, legal fees remain low.
- Elizabeth to look into online banking possibilities for savings account, signature and cosignatories process is complicated.

8. Membership drive and social hour(s) (Elizabeth/Heather)

- Current membership: 240, FT 126, PT 114
- Encourage CoR to reach out to PT nonmember faculty: F2F contact best way to get new union members.

Motion to move COPE and Grievance Officer updates to end of agenda made by Greg, 2nd by Jennifer, no objections.

9. COPE (Galadriel)- moved to next EB meeting.

10. Grievance Officer updates (Tom)- no updates

Future discussion items:

1. Catastrophic Leave Bank (Elizabeth and Heather)
2. FSA review (no update)

Next EB meeting: April 6, 2023

Next COR meeting: March 30, 2023

Parking lot:

ADA accessibility and mandated DE training, DE certification Article 5.10 –compensation, Compensation for mandatory training 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? higher interest account for legal fund. Term limits for trustees? Rotation for PT serving on district hiring committees. Separate COPE fund for state races? CMC compensation