



Executive Board

Adopted Meeting Minutes

Oct 6 2022, 3:00 p.m.

Greg Baxley, President & Grievance Officer- P	Galadriel Bree Highhouse, COPE Chair- P
Heather Tucker, Vice President & Grievance Officer - P	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	

1. Approval of Agenda and Minutes

Motion to approve agenda with addition made by Heather, 2nd by Roland, no objections.

Motion to approve 9-15-22 minutes with corrections by Nancy made by Greg, 2nd by Elizabeth, no objections.

2. Senate Report

- Student Equity Plan will come back to Senate on 10-28-22.
- Cuesta does not have a proctoring center. Online education committee recommended hiring a proctor because person in assessment is retiring.
 - Some DE faculty want exams proctored in person, but we don't have policy on that.
 - If students are required to come to campus several times a semester, class should be listed as hybrid, and faculty are responsible for own assessment.
 - Testing center not only for DE, but for makeup tests.
 - Math and Science divisions support proctoring center.
- Allison Head is now Co-Chair of College Council (replacing Bret Clark, acting dean, for this semester).
 - Temporary edit of College Council composition to allow two faculty from same cluster
 - Composition still based on 3 cluster model and will need to be reviewed.
 - No discussion yet of including PT faculty.

3. Treasurer Report (Elizabeth)

- Treasury \$149,692.32, COPE \$204.50, BOT \$50, Savings \$100,023.02
- Current Membership 264: 135 FT, 129 PT
- Reports have been sent for tax preparation.
- Marilyne Cleeves has not sent an invoice for webmaster hours/subscription.
 - Amy to check who hosts website and subscription information.
 - Greg to contact Marilyne about moving forward with managing website.
- Lawyer fees are higher this semester due to grievance complaint cases and sick leave issue.

4. PT-faculty discussion/report (Nancy)

- PT faculty member claiming sick leave was told needed to include prep time in claim.
 - Chair/Dean stated that faculty shouldn't do any work when sick (e.g., partial day), but this is against agreement in CBA.
 - Nancy recommended talk to Greg or Heather.
- Claim allowances depend on type of sick leave.
 - Regular sick day- faculty can do work up to a half day, FMLA- faculty can't work.

5. Sick leave for overload/summer-MOU signed 10/4
 - District and CCFT signed MOU to correct overload sick leave crediting issue.
 - District to audit sick leave dating back to fall '18, and will credit faculty who have taught overloads.
 - Faculty who have taught overload over last four years should check leave balance at end of the semester.

6. Compressed Calendar update-need faculty to work on TF
 - Jill has formed an administrative taskforce to look into calendar.
 - 4-5 faculty needed (Senate to nominate faculty member for committee.)

7. COPE (Galadriel)
 - a. District 4 Trustee forum?
 - October 13th meeting- candidate forum (encourage faculty to go), league of women voters to moderate questions. Possibly only online for visitors and candidates in person.
 - Get email out to encourage union members and south county members to go to show support
 - Research on state propositions- some are confusing.
 - 5th circuit court declared DACA unconstitutional, but Cuesta is still supporting it.
 - C22- benefits local schools, Galadriel to look into it.

8. Negotiations and Survey (Heather)
 - 181 survey results: 97 PT and 84 FT respondents (17 non-union members)
 - Items that were ranked high:
 - 62% selected PT parity as their 1, 2, or 3rd ranked choice.
 - Lab/lecture parity rated high
 - Retirement health benefits
 - Salary and fringe rated higher than salary only.
 - Some people only ranked their top 3 or 5.
 - Some written comments indicated:
 - Need to clarify what union can and can't do (next all member meeting) – e.g., increasing PT load is up to Governor who recently vetoed it.
 - Union can improve representation of service faculty, parity between instructional and service
 - Remote assignments for service faculty is not only local issue. Only 1 college was able to get permanent agreement for service faculty to have partial remote assignments.
 - Instructional faculty do not have the contractual right to be fully online.
 - Term limits (e.g., Chairs and NCC coordinators) could be combined with other items.
 - District- no proposed reopeners yet.
 - Plan to suggest articles to reopen to November Board meeting.
 - PT parity, lab/lecture parity, PT healthcare issue, retirement benefits are challenging topics.
 - 25% of total load is designated as lab this fall.
 - Salary/fringe is item that benefits all faculty.
 - This doesn't lead to remedies for things that are unfair or out of balance.
 - Several items that will improve working conditions don't have fiscal impact (cleanup).
 - STRS mandates that the leave be take from regular sick leave balance first. Maybe possible to donate to catastrophic leave balance.
 - Unless there's some kind of emergency unlikely to allow PT overload – this is up to district's discretion.
 - Cuesta is over the faculty obligation number (which is state determined).
 - District could pay PT to do shared governance work.

- Surprised that PT faculty on committee payment not rated higher- help with money and have experience for PD. There is support for this, but the ranking may not reflect this.

9. Diversity, Equity, Inclusion on faculty evaluations.

- Title 5 change will require local district to include some form of evaluation component related to diversity, equity, inclusion, and access.
- Needs to go in CBA. Once state finalizes language, we have limited time to negotiate it.
 - Depending on timeline, it might make sense to have a one-page addendum.
 - If this is more work- can make case for more PD opportunities, more compensation.
 - Concerns:
 - suggestible questions on student evaluation
 - bias if peer evaluator has experience in this area
 - evaluation form already very long
- Suggested CoR taskforce to work on evaluations: DEIA requirement and separating out modalities evaluation forms.
- Build in PT evaluator for other PT faculty in bargaining

10. Grievance Officer updates (Heather and Greg)

- 2 recent complaints against faculty members (1-accused of racial discrimination, other no details)
- Tenure track faculty member on extended sick leave and evaluation timeline needed to be revised.
- Informal complaint of one faculty member against another update:
 - Heather to meet w/ district and faculty member to seek resolution
 - If not, complaint will become formal, which will require outside investigator.
- Faculty has filed complaint against administrator but has decided not cooperate with outside investigator.

Other:

- Project Truth group on campus this week.
 - Concerned we only got one day notice and could possibly trigger trauma.
 - In future possibly arrange for student services and mental health counselor.
 - They were being aggressive in dealing with student.
 - Affected student should be encouraged to report this to public safety.

Future discussion items:

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

Next EB meeting: Oct 20

Next COR meeting: Oct 27

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