



Executive Board

Adopted Meeting Minutes

December 2, 2021

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 and 11/4/21 minutes made by Heather, 2nd by Greg, no objections.

2. Senate Report

Task Force Reorganization report coming to Senate 12/3 at 3pm for first read and for approval on 12/10.

3. Membership drive (Heather)

Heather shared membership drive flyer proposal with money for incentives. Elizabeth to check with CFT to make sure if we can use \$ for gifts. Heather is open to changes. CCFT membership is currently 252 (134 PT members and 118 FT). Greg and Heather to review membership list. We can be deliberate in membership drive and let council members know who is not part of union.

Motion by Greg to approve proposal, 2nd by Elizabeth, no objections.

4. Remote assignments for service faculty (Greg)

Met with district and service faculty. District has asked for some guidelines (e.g., keeping cameras on in remote meetings, having access to high speed internet, some hours shifted to evenings). Service Faculty have suggested revisions, meeting with District 12/3.

5. Other proposals sent to district:

a. compensation for PT who lost load in fall '21 or spr '22 due to COVID low enrollment

- Teaching or service load loss compensation to be discussed with district 12/3.
- Compensation for new PT and FT hires in F '21 for developing online/hybrid courses due to COVID to also be discussed.
- The district has done a good job minimizing loss of load for PT faculty with more flexible scheduling.
- Faculty have lost some load- 20% decline in enrollment over the last two years. The proposal is to bridge the gap for those effected.

6. Grievance and Investigations and Personnel – Tom

- PT service faculty member lost 27% load. District to follow CBA in finding resolution. Reason for load reduction is unclear. CCFT met with Elizabeth Coria to discuss these concerns.
- Complaint against faculty member by another faculty member (hostile work environment) - currently searching for an investigator.
- Inappropriate faculty response to staff member regarding routine evaluation form to be investigated.

7. Eval forms for chairs (classified concerns) Greg

Greg revised evaluation form for division chairs, combining classified and faculty eval forms to ensure anonymity for classified staff. New form sent it to chairs and NCC Coordinators. Greg to send to Wes for review. Chairs have had a few suggestions.

Future discussion items:

8. Loading for PT faculty, FT OL, and 'seniority,' Lead faculty incl new CTE program in theater and AVMT (Heather)

Roland- COLA above 5% next year.

~~Next EB meeting: Dec 9?~~

~~Next COR meeting Dec 16?~~

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, membership drop?