



Council of Representatives
Adopted Meeting Minutes
January 25, 2024, 3-5 p.m.
Meeting in Zoom

Applied Behavioral Sciences (3) Elisabeth Deswart-P Cherie Moore- P Sebastian Ferrada- A	Kinesiology, Health Sciences & Athletics (2) Nancy Steinmaus-P	Physical Sciences (2) Greg Baxley -P Jennifer Shellhorn-P
Biological Sciences (2) Laurie McConnico-A Lisa Schicker-P	Languages & Communications (2) Anne Schreiber-P	Social Sciences (3) Fionnuala Butler-P Victor Krulikowski-P Mark Weber-P
Business Education (2) Randy Scovil-P	Library/Learning Resources (1) Carina Love – A Laurie Buchholz-A	Student Development & Success (2) Amy Kayser-P Laura Harris-P
Engineering & Technology (4) David Fernandez-P	Mathematics (2) Shelby Burnett-P Robert Schwennicke- A	Student Success and Support Programs (2) Kat Gritton- P
English (2) Roland Finger-P Jude Rock-P	Nursing/Allied Health (3) Heather Tucker-P Monica Millard-A Nicole Gualtieri-A	Workforce Development (1) VACANT
Fine Arts (2) Brittany Mojo-P Douglas Highland-A	Performing Arts (2) Idona Cabrinha-P John Knutson – A	Non-Voting Members Elizabeth Lobo, Mike Mogull, Galadriel Bree Highhouse, Tom Patchell

1. Approval of agenda

Motion to approve agenda made by Shelby, 2nd by Laura, no objections.

2. Approval of minutes

Motion to approve 11-30-23 minutes with minor changes made by Shelby, 2nd by Heather, no objections.

3. President’s Report (Baxley)

4. Negotiations (Baxley)

- Changes to contract language were needed for the Director of Nursing position.
- The Assistant Director of Nursing job description needs updating.
- Minor MOUs were created for individual working conditions.
- PT faculty evaluator MOU has been expanded to include other divisions in addition to Student Development and Success and Applied Behavioral Sciences. Biology and Counseling are also able to have PT evaluators in spring 2024 per the MOU.
 - It’s important to follow our contract guidelines regarding evaluations.
 - There is a small stipend for PT faculty who do evaluations in these four divisions.
 - Greg spoke with the President who supports this practice. PT evaluators are to be included in future contract.
 - CCFT to review language about forming evaluation committees.
- Concern about cash in lieu for healthcare no longer being available for PT faculty who were hired before 2006.
 - This change was a consequence of the rules implemented by the legislature and the Chancellor’s Office when expanding access to fringe benefits under the PT faculty health care program.
- The Benefits Committee is working on investigating dental insurance options other than Delta Dental.

5. Pay Estimator (Baxley)

- CCFT has tried to get the district to update paystubs for years, but they have not done it.
- Greg developed a pay calculator Excel spreadsheet. PT faculty can enter load or lecture hours, per unit rate, and calculate total pay for the term.
 - Greg to double-check accuracy with pay stub examples before sharing out.
- PT faculty don't have a load limit in the summer.
- On PT pay stub, office hours are listed separately.
- Lab loads based on 18 hours/week instead of 20 will be in effect this semester.
 - The new lab rates haven't been posted yet because the board needs to approve them.
 - The lab rate is 11.1% higher than the current rate.
 - 2/3 lab rate will increase because lab rate increased.
 - The district wants to discuss/negotiate this in the future CBA.

6. Bot/Fake Student Enrollment Issues (Burnett)

- Classes, especially DE, have a significant number of bots this semester.
- Faculty concerned about the following:
 - Bots are filling up classes and the consequence is that real students are unable to register.
 - Our salary increase next year is dependent upon enrollment increase, so how will this be calculated with all the false enrollments?
 - Workload issue: time-consuming for instructors, and in some cases it's difficult to determine if nonparticipating students are bots.
 - Faculty don't have to drop students until census, but we can drop them before.
 - The administration is asking faculty to drop students who are not participating or reach out to the admin/dean for help.
 - If a student is mistakenly dropped, the readmit form is a fast way to get them registered again: https://www.cuesta.edu/student/documents/admissions_records/readmitFill.pdf
 - Some sections now have 5 students or less. Will admin cut classes that have already started if this happens again?
 - FT faculty must have full loads. The district could cut PT faculty classes.
 - Greg to consult other colleges to see what they have done with this problem.
- Faculty would like the administration to help filter out the bots. Some suggestions included:
 - Admin security/IT investigate the issue.
 - Faculty submit the student ID#s of identified bots in their classes this term to the Office of Instruction so a list can be compiled to cross-check in the future.
- This is an issue statewide, and the state's solution is to reconfigure the application system CCCApply by requiring students to use ID4ME.
 - This is used by DMV and requires the upload of a state-issued ID and possible live visual face scan.
 - Concern that this could negatively impact Dreamers and other undocumented students.

7. Issues with New Enrollment/Scheduling Platform for Student Services (Gritton)

- Concern that the new platform (ConexED (part of Cranium Café)- <https://www.conexed.com/>) was introduced too quickly with inadequate training and support for faculty.
 - Counselors found out about the platform change in November, and had one training session, and it went live 1/9.
 - Not enough time to submit a new calendar schedule. System requires much more manual work and technical pieces that are time-consuming. Video platform unreliable.
 - ConexEd recommends 20 hours Training. The training counselors got was only one hour. The dean has not been responsive to requests for additional training.
 - IT Technician helped before but now is no longer available.
- A big issue is documentation - MIS data is how we get funding.
- Greg to bring this up with admin, but it's not a contractual issue.

- It may be more of an academic matter- suggestion to bring topic to the Academic Senate to request more training.
 - Very few schools use it.
 - Request that a summary of the issue be provided so that Alex can take it to executive.

8. Part-Time Faculty Handbook (Shellhorn)

- Joint Academic Senate and CCFT task force is developing a survey.
- Looking for faculty to serve on taskforce either as contributors or reviewers.
- There will be a question on best format and organization (PDF, CCFT website, Canvas shell)
- Aim to have the guide for fall for new and returning faculty.

9. Division and Union Issues or Concerns?

English-

- Emeritus-status faculty would be able to use the pool for free and be admitted to Cuesta events for free.
- Reprographics- a message that says the job is resolved, but it's not there.
 - Advise- call repro to make sure it's there before you go. (805) 543-3144
<https://g.co/kgs/TjPwcPM>
- Faculty working with student with incomplete, but not on contract right now. Another working on webpage taskforce but no way to be compensated for that.

Biology- There is a bipartisan bill in Congress to eradicate the Windfall Elimination Provision (an unfair law that reduces or altogether negates future Social Security payments from those who paid into Social Security before becoming teachers).

- <https://massretirees.com/2024/01/closer-look-at-congressional-wep-gpo-hearing/>
- <https://fedmanager.com/news/congress-once-again-eyes-wep-gpo-repeal>
- <https://www.ssa.gov/policy/docs/program-explainers/windfall-elimination-provision.html>
- <https://www.ssa.gov/pubs/EN-05-10045.pdf>

10. COPE Update (Highhouse)

The debate for Feinstein's senate seat has occurred, and March 5th is the primary.

<https://www.c-span.org/video/?530982-1/california-us-senate-democratic-debate-los-angeles>

11. Part-Time Faculty Update (Highhouse)

- PT who are struggling getting unemployment, send them to Galadriel who can help them.
- A new card will be used for dispersing unemployed funds.

12. Treasurer Report (Lobo)

- Treasury 122,706.60; COPE 2,442.75 of which 960 is BOT specified, Savings 130,066.61
- Membership 233; FT is 123, PT is 110
- Elizabeth shared the midyear budget report.
- Those receiving stipends should be getting 1099 soon.

13. Grievance Officer Update (Patchell)

- A PT faculty was passed over mistakenly for a class assignment. Tom worked with the Chair, and the PT got load back with a late-start class.
- Looking into compensation for PT faculty who assign incompletes.

Next CoR Meeting: 2/22/24