



**Council of Representatives**  
**Adopted Meeting Minutes**  
**October 24, 2024, 3-5p.m.**

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

1. Approval of agenda

**Motion** to approve agenda made by Matthew Davis, 2<sup>nd</sup> by Jude, no objections.

2. Approval of minutes

**Motion** to approve 9-26-24 meeting minutes with corrections made by David Fernandez, 2<sup>nd</sup> by Jude, no objections.

3. President’s Report (Baxley)

Friday, December 6<sup>th</sup> – CALSTRS presentations in person on the SLO campus room 2609

- 11:00 am- general retirement information, 1:30- specific for part-time faculty
- Lunch to be provided
- Matthew to help set it up for DE connection
- If you are PT, make sure to check if you want to enroll in CALSTRS. It doesn’t happen automatically.

16-week calendar presentations coming later in the semester put on by the district in mid to late November.

4. Action Item: Recommendations Document for Peer Evaluations (see attachment) (Baxley)

Peer Evaluation Recommended Practices Document has been revised per CoR and Academic Senate feedback.

**Motion** to approve Peer Evaluation Recommended Practices made by Heather Tucker, 2<sup>nd</sup> by Jude, no objections.

5. Nominations/Voting for spring 2025 EB officers: Replace Mike Mogull as VP/Lead Negotiator and select Heather Tucker as VP and Greg Baxley as Lead Negotiator

**Motion** to replace Mike Mogull with Heather Tucker as VP and Greg as Lead Negotiator for spring 2025 made by Jen, 2<sup>nd</sup> by Jude, no objections, 1 abstention.

6. Action Item: Elections Committee Appointments--Nichol Santisteven, Rachael Barnett, and Kerry Bailey have agreed to serve on the Elections Committee

**Motion** to approve Nichol Santisteven, Rachael Barnett, and Kerry Bailey as Election Committee members made by Greg Baxley, 2<sup>nd</sup> by Jude, no objections.

- There is inconsistency in CCFT Constitution. One section states EC members can't be member of EB, one section states they can't be member of EB or CoR. Representatives can bring this topic back to their divisions for input. We can then discuss how to amend the constitution to make it consistent.
  - Section 2: The Elections Committee shall consist of three CCFT members in good standing and who are **not members of the Executive Board**. The Elections Committee members shall be elected by a majority vote of the Council of Representatives.
  - Section 4: To be nominated for a position on the Elections Committee, a candidate must be a CCFT member in good standing and shall not be **a member of the Council of Representatives or the Executive Board** or seeking an elected CCFT position.

7. Additional Pay Steps for Years of Service for Part-Time Faculty (Rock)

8. Part-Time Parity Pay (Rock)

- Request for CCFT to prioritize PT pay parity. PT Health insurance was a great step, but there's not enough improvement for PT parity.
  - Current pay gap: PT earn 83% of FT rate per unit.
  - There are 14 steps on PT pay scale whereas 23 steps for FT.
    - 72 college districts- 52 have 11 or fewer steps in salary schedule, and we have 14, 24 have 6 or fewer and 20 have 5 or fewer, average number of columns is 4.
- CFT President has created a taskforce to work on this issue.
- District has 42% reserve, so the money is there.
- Some faculty believe that CCFT leadership is too quick to side with the administration.
- Legislature capped PT faculty load at 67% of FT faculty load.
- Want to make progress in improving compensation for PT faculty, but don't want to pit FT against PT.

[Adjuncts often find ladder leads to nowhere in California community colleges | EdSource](#)

- For 10 comparable colleges, we rank in the upper part in PT salary and lower part for FT faculty salaries.
  1. Allan Hancock
  2. Antelope Valley
  3. Cabrillo
  4. Citrus
  5. Desert
  6. Hartnell
  7. Monterey Peninsula
  8. Mt San Jacinto
  9. Santa Barbara
  10. Victor Valley
- Difficult because there are a lot of different groups within PT and FT with varying interests.

9. Negotiations Update (Mogull)

- Mike shared the negotiation survey questions to elicit feedback.
  - PT office hours- question about if it could be increased based on load.
  - Final Exam week schedule: some colleges moving toward not designating a special week for final exams.
    - Want to get faculty feedback and may be related to 16-week calendar
    - Add question if teaching in person or online because answers may vary depending on modality.
  - Question about prioritizing items: PT parity, retirement healthcare, steps to salary schedule, longevity for PT, salary and fringe increase, salary only increase
    - Could lab/lecture parity pay be included, somewhat addressed but still a concern.

- There was push back because some faculty hit problems with load limits. In some cases PT now make less money (e.g., Art, Biology, Athletics, and Engineering) because they can't teach as many classes.
- Discussed format of ranking questions.
- Survey goes out to all faculty, but only members can vote on the contract.

#### 10. Division and Union Issues or Concerns?

Math- Following guidelines of AB 1705 these Math classes will be eliminated next year: 242 Pre-calculus, 231 Geometry, 229 Trigonometry (232 College Algebra is at risk). Concerned about scheduling issues, potentially no load will be available for PT faculty in spring semester.

Email went out informing faculty that they need to be working at Cuesta to qualify for healthcare. If you don't have teaching load in a semester, you won't have health coverage and will be offered COBRA.

#### ~~11. COPE Update (Highhouse)~~

#### ~~12. Part-Time Faculty Update (Highhouse)~~

#### 13. Treasurer Report (Higgins)

- PT/FT- union members 54% are PT, 46% are FT
- Many other colleges have separate unions for FT and PT.
  - Hancock has a separate PT union. Our PT salary ranges between 22% to 43% more per unit, and we have full PT faculty health benefits.
- PT organization just for PT <https://cpfa.org/>
- Financially, in good shape, funds in reserve. No dues December and May, money set aside for member gathering. Maybe invite all faculty to grow membership.
- Total \$280,000: 131,000 savings, 144,000 in checking, and \$4100 in COPE.

#### 14. Grievance Officer Update (Patchell)

- PT Music faculty's job was preserved. It took several meetings and long time to work on it.
- One Athletics case- a coach interaction lead to student complaint.
- Student Services and Library: based on past grievance an outside consultant has been brought in. One day retreat scheduled for Monday morning to review consultant feedback.
- PT faculty recently given substitute assignment for entire short-term course that counts toward 67% cap and counts as one of two overload semesters in series of 6. PT- consider this in taking long-term sub assignments.
- Health and safety issue in Biology building- air quality is poor and lack of response to reports. Heating in rooms/no ability to adjust thermostat. Want help in getting these addressed.
- Room in 4000 building very cold.

Next Council of Representatives Meeting: ~~November 28, 2024~~