



**All-Member Meeting**

**Adopted Meeting Minutes**

**Thursday May 11, 2023, 3-5 pm via Zoom**

50 Participants

**1. Approval of the agenda**

**Motion** to approve agenda made by David F., 2<sup>nd</sup> by Matthew D., no objections.

**2. President report (no dues in May, CCFT scholarships)**

- Members will not be charged for dues this May because finances strong.
- CCFT funds several scholarships: Mark and Katy Tomes, Journalism, and endowment scholarship for future teachers. Part of member dues go to support students at the college.
- HR is short staffed this summer, so they will send one page letter with hyperlink or QR code to do open enrollment online. PT faculty contracts this summer will also be done online.

**3. Introductions: EB Members**

Amy Kayser- Secretary, Jen Shellhorn – Co-Chair of Council, Elizabeth Lobo- Treasurer, Roland Finger- Co-Chair of Council, Michael Mogull- incoming VP, Heather Tucker- outgoing VP and Lead Negotiator, Galadriel Bree Highhouse- PT Committee Chair and COPE Chair.

**4. 16-week calendar**

**a. Why this again?**

Cal Poly and California Virtual Academy- competing for students, and they both have shorter calendar. It will help us be more competitive.

**b. Why 2026?**

Cal Poly is converting curriculum now for fall 2026.

**c. But my friend's college in LA doesn't have class times?**

- Cuesta needs to maximize FTES (apportionment that is generated) by student contact time. Some other colleges have been in growth mode, so they don't need to extend their class times. The overall course time is what matters in collecting FTES.
- With hybrid or blended modality, we could have online element, but for F2F the times need to be extended. We will do a lot of member education about this including researching what other colleges have done, questions about flex, service faculty hours, librarian hours.

**d. Calendar coordinators**

- CoR has approved 3 coordinators to research recent calendar conversions, hours of class times, etc. They will work with CoR and EB. Volunteer stipend to be \$2,000 (works out to be about 40 hours at 2/3 lab rate).
- Only one person has applied so far. Let Greg know if you are interested.
- Currently we have a 17-week calendar in the spring semester. Could consider 15-week plus 1 for finals, or 16-week without extra week for finals.

## 5. Improving term to term persistence and increasing enrollment; your ideas?

- Term to term persistence for students is low. We lose many students from one semester to the next. District is hoping that we can rebuild enrollments and retain more students. When enrollments are flat or declining, difficult to get increases in salary and compensation.
- Dual enrollment students only counted in fall and might affect these numbers. Greg to investigate.
- Counselors available to visit classrooms in fall to sign students up for spring. Possible idea is to take more intrusive action.
- GPIT- SST reporting out- focused groups for students. Themes that stood out- each group reported that faculty have huge impact in their messaging to students. They can communicate reminders about registration and deadlines.
- Other ideas: dual enrollment, Continuing Education/professional requirements, offering classes in the evening for those who work, counseling visiting classes, checking in with students, giving an assignment that has students check registration status.
- This topic should be discussed at division meetings.

## 6. Negotiations update

- a. PT Health Care program- agreed for spring term. One of only 10 college districts in state that offer health benefits for PT faculty who have 40% load.
- b. Sabbatical leave- close to agreement. We won't lose sabbatical opportunities if they are not taken, they will roll into the next year.
- c. Dual Enrollment updates- faculty designees for CPAC classes, language updated to better reflect job faculty have been doing.
- d. Extra duty compensation (PT 'lead faculty')- PT lead faculty updated- eliminated discipline by discipline, more of an option of stipend opportunities if a PT faculty is going to do a program review, stipend- more flexible and better compensation structure for those who do that work.
- e. Column advancement via course approval- districts agreed to new language about column advancement for additional coursework.
- f. SLOA coordinator time- district agreed to release time.
- g. Not really a retiree health benefit-early retirement announcement incentive. We are one of only 5 or 6 colleges that don't offer retiree health benefits. No other employees get this benefit at the college. We've asked for this several times, but district is not open to it – not a priority or valuable thing to have for them. Early retirement announcement bonus- anyone who announces by mid-September of an academic year, that person will get \$5,000.
- h. Load Bank Leave provisions- still working on it. Currently there is a three-year period to bank overload for FT faculty. It's one of the more restrictive policy in state. Last attempt at language was too restrictive.
  - i. Compensation (COLA, PT equity, Lab load adjustment)
    - After COLA event last week, next day district offered something very close to COLA. Being more visible really helps.
    - Still working on overall compensation, especially calculation for year 24-25 based on enrollment growth.
    - PT parity and lab/lecture parity will need to be paid out of the COLA raise.

- Some money from overall raise will be added to increase PT salary. Instead of PT being 61% of FT it will be 62.5% FT rate.
- Group should consider what we should do to not allow college to be run as corporation. Union membership can give backbone to negotiation team.
  - Disrespectful – debating over COLA (it’s not a raise!)
  - We are setting up precedent because too few people able to work here because of cost of living.
- District has a large reserve (44%)- afraid to spend money. Don’t want to spend in case some catastrophe. By law, we need to have 16% reserve.
- Enrollment management plan from district not very aggressive. Faculty feel that they are being blamed for low enrollments. Managers and administrators have tendency not to take ownership of what they are doing. GP Workplan- first page or two scathing about faculty for no reason. They changed it after it was pointed out.
- Dual enrollment- 80% will count toward fall, only 20% in spring. We could increase efforts in welcoming more high school students.
- Admin is blaming and shaming classified staff too – they are upset.

j. Summer ratification?

- Agreement still not finalized. If we can have agreement- online ratification vote in June or wait until fall?
  - Elections Committee could run electronic vote (vote yes or no on compensation proposal and all other agreements we’ve reached), if ratified, it would go to board in July, new pay rate in August.
- Lab-loading change will be implemented in spring and not fall to avoid loading issue.
- Poll (64% summer ratification, 36% wait until fall)

7. How can we make it harder for the district to say no?

- a. Increasing enrollment
  - b. Both f2f and online offerings- some disciplines are all online.
- Some students prefer F2F classes, so we should be offering them.
    - One program is completely online.
    - Faculty getting mixed messages from admin.
      - More enrollment for DE classes.
      - Some planned in person classes have moved to DE due to low enrollment.
  - Problem with accepting anecdote instead of looking at data to inform class scheduling. Same for night classes. We can’t meet all needs. Claim to be data driven in decisions, but the arguments rely on anecdotes. We have to do what works for the most with the resources we have.
  - If district want more F2F, they need to support these classes.
  - There is disparity across divisions- not collective effort to meet diverse needs (majority want combination) – we could do a better job planning a schedule collectively.
    - c. Guided Pathways/AOS- participate in this. Things we can do to improve our students out of class experience.
      - Student equity – equity gaps, participation in workshops, seminars, presentation valuable experience (e.g., JEDI and other ways) diversity training in any form is important. Little changes can make a big difference to students.

## 8. Treasury Report:

- We are happy to have Elizabeth serve another term as Treasurer, and she appreciates our trust.
- We will be having an internal financial audit conducted by Susan Kline for the 2022-23 year. If anyone wishes to serve on the financial review committee, they will review her findings. Please communicate if you are interested.
- Confirmed – No dues May!
- Acct Balances-
  - Treasury – 135,032.63
  - COPE – 1,169.50 of which 486 is BOT
  - Savings – 130,038.06
- Membership = 240, 120 PT and 120 FT

## 9. We're from the union-we're here to help. What can CCFT do for you?

- Would union be willing to compile resources available through HR for faculty that need help with neurodivergence. Good idea to come up with list.
  - SISC has mental health services.
- Union- not as in solidarity as it could be. Trainings to help with that. CFT does that- can check with them and even invite them to talk to us.
- Dental insurance (benefits committee), providers are limited
- Other times for JEDI- maybe October flex days, notice of intent to expand the offerings, possibly run it in spring 2024.
- Seniority for PT instructors
- Concern about new programs when current programs need support. New programs need to be approved through College Council, but curriculum approved through Curriculum Committee and Academic Senate.
- Agriculture Animal Science program proposed at College Council- initially start as dual enrollment.
- Strong workforce dollars can be spent on some programs that go unspent year after year.
- COLA- state doesn't require colleges to pass it along to the employees. It's very common for colleges not to give all the COLA to faculty/employees. Not a legal requirement.
- Evaluation form has been consolidated into one without separate modalities. It will be in pdf format and fillable, electronic signature.
- Cuesta gets 1.1 million to hire new faculty- goes to General Fund, Cuesta hired only 1 new faculty member out of that funding.
  - State auditor report highlighted how colleges weren't using money for intended purposes. Recommended requiring reporting on how colleges are using money.
  - Greg has highlighted this to BOT.

## 10. Division/college concerns

- There has been an increased number of unemployment denials for PT faculty.
  - Starting to ask people for backpay for unemployment. CFT expect all appeals that are inappropriately denied to be reversed.
  - Galadriel to speak with someone from Cabrillo College and set up workshop for PT faculty.

- PT faculty don't have reasonable assurance of working in a subsequent semester because contracts aren't guaranteed, so they can apply for unemployment benefits between terms.
- PT faculty mileage \$ for those who teach at two campuses.