



All-Member Meeting

Adopted Minutes

Thursday December 2, 2021, 3:30 p.m.

44 participants

1. Approval of agenda (5 min)

Motion to approve agenda made by Roland with the addition of CCFT President's Report to Item #3, 2nd by Heather, no objections.

2. Meet the EB! (5 min)

- Heather Tucker- Vice President, EMS faculty
- Tom Patchell- Grievance Officer and English faculty - longest serving member on EB
- Amy Kayser – Secretary/Communications Chair, ESL faculty
- Roland Finger - Cochair of CoR, English faculty
- Nancy Steinmaus - Chair of PT committee, Kinesiology faculty
- Elizabeth Lobo- Treasurer, Biology faculty and NCC Coordinator
- Wes Sims- ex officio of EB as Senate President, English faculty
- Greg Baxley- CCFT President, Chemistry Faculty

3. President's Report

Teaching Excellence award for PT faculty available with \$500 reward.

- Funding comes from PD Committee. Available to PT faculty who have taught 4 semesters or more.
- Winner to be announced on Spring '22 Opening Day, nominate deserving PT faculty.

Heather and Greg- developed two proposals:

1. Compensation for PT faculty who have lost load due to COVID cancellations
2. COVID stimulus money for extra prep work in fall '21 (for those newly hired)

4. Importance of membership-membership drive (Heather) (10 min)

- Currently only half of FT and PT faculty are CCFT members and goal is to increase that.
- Membership drive to focus on identifying nonmembers. Document available that highlights benefits of being a member. CFT/AFT also has benefits such as college scholarship for members' children.
- PT faculty can now get stipend for serving on district wide hiring committees.
- CFT lobbies for us at state level. For example, they helped us get the full COLA this past year.
- Heather shared membership drive flyer that includes incentives to those who are bringing new members to the union - a small gift card and eligibility for a grand prize drawing for \$250 gift card.

5. Equity and the Call to Action for CCFT (10 min)

Committees are being asked to highlight what they are doing in response to the Chancellor's call to action. CCFT filed report with Equity Committee:

- Equity discussions on EB and CoR meeting agendas
- Communications to membership with equity minded practices (e.g., equity tips)
- New CCFT endowment scholarship for Cuesta students who intend to become teachers, aimed toward student from underrepresented group.

- Improved compensation for PT faculty (CoR stipends), advocated for hiring new FT faculty to increase diversity.

Georgia State – model for improving outcomes for minorities. Some of the things colleges can do to improve graduation rates: why do our students leave? This group concluded that this question is unproductive. Start asking- why do students stay and finish? Came up with 6 items.

1. Having someone at the college who cares about them
 2. Students to do something interesting and exciting once/week.
- Other items to be discussed at future all member meetings.

6. Upcoming elections: (5 min)

- a. Trustee election (District 4)
 - Two Board of Trustees up for election this year- Pete Sysak and Pat Mullen.
 - Pete Sysak controversial over comments made on social media and at board meetings.
 - Good candidate willing to run for South County District -Adrienne Garcia-Specht
 - At last BOT meeting- presenter about redistricting. The college doesn't have to follow the redistricting that the board of supervisors has approved.
- b. State Assembly – CCFT has been asked to support Dawn Addis.
- c. CCFT- election for President coming up in spring if there are multiple candidates. If you are interested in serving on elections committee let Greg know. Stipends are available.

7. COPE Chair-call for interest/nominations (2 min)

If anyone is interested in being COPE Chair let Greg or EB know. PT faculty stipend available.

8. CCFT rep on Custodial supervisor screening (stipend for PT faculty) (2 min)

If you are interested in being on this committee- let Greg know.

9. PT faculty discussion/coalition/concerns (Nancy) (20 min)

CFT is taking a more proactive approach in addressing issues that affect PT faculty.

- CFT PT Faculty Coordinator, Chase Golding met with Greg and Nancy and to organize larger meeting.
- Health care for PT is concern. There is state money to help with this, but the amount is too small to be effective. CCFT can now advocate for the state to budget more money towards this account to help reimburse districts to pay for insurance costs.
- Increasing PT faculty load was vetoed by governor. CFT to advocate bringing this back, and it's not unusual for bills to take several attempts to pass.
- Group of PT faculty met to discuss concerns and action items; two priorities were compensation and job security. Other issues - lack of PT representation on committees, lack of respect, inequities in loading and evaluation process.
- Lack of FT hiring. Cuesta got money to hire new FT faculty, but it is not being used for this.
- Not all PT faculty have all the same concerns. Negotiations are driven by membership.
- CCFT has made gains such as applying equal dollar amounts to raises (e.g., those lower on the salary range got a 6.5% raise and those at the higher end got 2.5% raise, which represents 2.7% overall)
- Several suggestions to advocate for PT faculty were made:
 1. Identify PT in divisions who could help recruit and provide opportunities for input from their divisions.
 2. Form a group of faculty members to review article 5 about loading in the CBA and consider ways to generate contract language changes that would be helpful to PT faculty.

3. Identify health insurance needs. Small number of PT faculty take advantage of health insurance. Must be loaded at 50% or more to qualify. If they qualify, then drop, they can get COBRA.
 4. Promote increased participation of PT faculty on committees and in department work and consider if compensation is possible.
 5. PT liaison of CoR to EB. This person would work with Nancy on PT issues. In past, there has been compensation for that.
- General concerns about inequity between PT and FT pay scales and how this is not consistent with Cuesta's aim to promote equity. Some PT faculty expressed:
 - Longtime PT faculty lost load to newer members.
 - Loss of load affected health care for some PT.
 - PT appreciate having FT colleagues speak on their behalf and the movement of CCFT toward more recognition of PT faculty contributions
 - CCFT currently in negotiation with District regarding those who lost health care benefits. Statewide CFT is looking into – better options for health care. CFT is trying to get money from state budget.
 - Greg encourages PT faculty to communicate with their rep and Nancy so we can push important issues with district.
 - Seniority- CBA is ambiguous in how seniority plays a role in assigning courses to faculty. All PT faculty who have been here for 4 or more semesters are Level 2 and treated the same.
 - The membership could push for a change here.
 - There would be a cost- it would make it difficult for new PT faculty.
 - It gets complicated with bumping rights.

6. Reopener ideas for fall 2022 (Heather)

(20 min)

- a. Salary increase for 22-23 locked in: state COLA - 0.5% of this will apply to fringe
 - b. Lab/lecture loading
 - Lab/lecture parity talked about widely at CoR and issues has repeatedly been discussed.
 - c. PT pay disparity
 - Not everyone agrees with how raise/COLA should be applied- equal dollars or percentages. Membership will need to decide.
 - PT pay parity- looking toward CFT for direction.
 - Previously, we have surveyed memberships to rank priorities.
- District may bring service faculty discussion as reopener since it was tabled until after COVID in exchange for CCFT tabling retirement health benefits. The District requested significant changes in how librarians, counseling faculty work and CCFT didn't want to accept this.
 - Article openers most likely to start fall '22. We could ask district to open certain articles earlier if a proposal is ready, but district can decline.
 - Gary Rubin was unable to attend but shared opinion of applying new compensation (COLA %) evenly across all cells. He feels this unfairly impacts those who have been at Cuesta the longest, especially those nearing retirement.

7. CCFT budget report (Elizabeth)

(5 min)

- Treasury: \$178,827; COPE: \$3,089.50 of which \$534 is specified as BOT; also, there is \$100,000.58 in savings.
- Internal financial review is being completed this week. The financial reviews, reports, and audits are posted on the website.

- The new CCFT endowment scholarship paperwork is being finalized.
- We have savings, and Elizabeth to look into facilitating the No Dues December.
- CoR PT stipends have been sent out for the semester.
- You can donate funds to Foundation account and can specify to CCFT Future Teacher Scholarship.
- Cuesta assistance for student emergencies- another fund (CCFT donated 10,000 in spring 2020 to that).

Greg showed the salary district comparisons that analyzed state wide salaries at 5 different levels

- FT- below or close to average, close to median for 5 categories
- PT-some districts include office hours others don't. We rank between average or above average.
- In the past- the data has helped with bargaining if we are behind the other districts. Now that we are at average it's a harder case to make changes to our salaries.
- Salaries don't correspond well to cost of living across the state.
- Classified uses same data chart comparisons and comparable colleges.

8. COVID/Cleared4 concerns

(10 min)

- Greg communicated with Dr. Stearns that Cleared4 isn't working that well and it would be better if it were an app. Some students have hard time getting tested.
- Discussed other options like Allan Hancock's system of checking students in through central location and giving out stickers for clearance.
- Admin wants more people back on campus. About 50% classes are F2F and 50% online for spring '22.
- County to offer rapid tests. Health center has them now to use through finals.
- No more clarity about required F2F committee meetings in spring '22. CCFT will remain remote for spring.
- Spring Opening Day to be similar to fall '21.
- Several rooms on campus have been reconfigured to utilize Zoom

What has CCFT done to help you succeed?

What do you need from CCFT to help you succeed?