



## All-Member Meeting

### Adopted Meeting Minutes

December 2023 3:00- 4:30 p.m.

26 participants

#### 1. Approval of agenda (2 min)

**Motion** to approve the agenda made by Jen, 2<sup>nd</sup> by Galadriel. No objections.

#### 2. Meet the EB! (5 min)

Geg Baxley – President

Galadriel Bree Highhouse- PT Committee & COPE Chair

Jen Shellhorn – CoR Co-Chair

Mike Mogull- Vice President

Amy Kayser- Secretary

Neil Higgins- incoming Treasurer

Elizabeth Lobo- outgoing Treasurer

#### 3. CCFT President's report (5 min)

- Cal Poly is looking at possible strike because of meager pay raises over the last few years. CSU faculty asking for 12% salary increase. Last 4 years, they have had very few pay increases, and they don't have steps and columns on salary schedule like we do.
- Cuesta salary is competitive. PT faculty earn \$20/hour less at AHC, and the highest FT salary is \$20,000 less at AHC than at Cuesta. AHC doesn't have PT health care benefits.
- If we have 3.5 % increase in enrollments, we will get a 3% increase in salary next year. We had 3.5% increase in fall, and we will need to maintain that in spring.
  - Tying salary increases to enrollments can be problematic. We can encourage students to take classes.
  - Easier to bargain for salary increases when the college's revenue increases.
  - Historically we have seen drops from fall to spring terms. 3.5% target is year over year.
  - Dual enrollment courses (Cuesta or HS led) do not count for enrollment growth, only traditional credit FTES.
  - New program online in spring in nursing could help enrollments.

#### 4. Treasurer report

- Treasury: \$138,149.73, COPE 2,088.75 of which \$816 is BOT, Savings 130,066.61
- No Dues in December (normal dues of 1.2 % of salary won't be taken this month).
  - We have one of the lowest dues of CFT locals in the state.
  - Expenses are down because much work is done in-house (e.g., treasury, and low legal fees)
- 107 PT, 119 FT 226. We have had an influx of new members, but the 9 new members will not be activated until after first month when dues are paid.
- Neil will work with Elizabeth in the Spring and take over end of May. He will also serve on internal financial review committee.

5. 16-week calendar discussion (click here for more info [CCFT's current proposal at this Canvas page](#))

16-week Calendar Canvas page: Sample calendars and example course schedules were reviewed.

- Short-term classes will be impacted more than long-term classes. Many 9-week courses will likely become 8 weeks so students could take two classes a term.
- Week break for Thanksgiving: up to the membership to decide.
  - Showed calendars with a November break and one without and discussed considerations.
    - Main difference is we would start earlier in August if we had November week break.
    - Rare for CC to have full week off in November.
    - Consider how start dates in August might impact enrollments.
    - Difficult for students not able to travel back home during Thanksgiving week. It's hard to make students show up that week.
    - State will not allow an instructional week with only 2 days. Need at least 3 days of instruction.
    - RTA goes on holiday schedule all of Thanksgiving week, which could affect transportation.
    - November break may be a more divisive topic than the 16-week calendar. Maybe try to separate the issues.
- Survey for people in the room about 16-week calendar and November break. Result: 16 participants: 89% supported 16-week calendar, 56% supported November break.
- When Bakersfield College switched to 16-week calendar, almost all students showed an increase in success. One discipline saw a large decrease in student success.
- We'd have the same 10-month contract. The time classes meet would decrease overall.
- Summer sessions may be able to offer more classes of variable lengths.
- Shorter week- fewer weeks to do lab experiments. Creative ways to schedule that to consider.
- Cuesta primarily has 2 day/week classes. May consider adding time on Fridays for lab-intensive disciplines (e.g., MWF and TR).
- Canvas has discussion forum as well. Please share with divisions
- All member survey will be given in the spring semester to get ideas from faculty at large. If faculty supports the shortened calendar, then we need a ratification vote. Then, we'd send an application packet to the chancellor's office. BOT has overall approval.

6. General questions and concerns

- Compliance trainings are regulated outside of college. Some state and federal agencies are required to do this every year. PT faculty are compensated for that work. They are repetitive year after year. There's always something new to learn. Could ask admin to rotate but they aren't experts in making educational presentations.
- Employers must require this of employees. Best interest is to complete the trainings.
- Tuesday of this week- Cuesta College Culinary event in downtown SLO was a great event with food and music. Try to get tickets next year- annual.

7. Adjourn for Happy Hour at [Siren at El Chorro](#) (Dairy Creek)

New AP has harsh language and restricts children on campus on the senate agenda. Encourage faculty to look at it and give feedback to your senator.