

CCFT Fall all faculty meeting December 12/06/2024 3:00 pm 2609

Attendance: 30 online, 23 in person

1. Approval of agenda (2 min)
2. CCFT President's report (5 min)
 - Greg and Mike met with Jill and requested that VPI be removed from the ITRC due to inappropriate comments to new tenure track faculty. He has been removed.
 - VPI had one of two admin votes on ITRC and organized the committee. It is unusual not to serve at that role, and the admin votes will be from 2 deans instead.
 - There have been meetings behind the scenes to deal with the fallout from the VPIs statement at the Academic Senate on 11-22.
3. Treasurer's Report (Greg, pinch-hitting for Neil Higgins, 5 min)
 - \$132,682 checking
 - \$130,106 legal defense
 - Cope \$4,119 of which \$1,545 is for BOT
 - No Dues December- 1.1 dues rate (1.2 of monthly but is reduced because of this)
4. Campus Climate Survey (Greg, 15 min)
 - the climate survey has no open-ended questions or comment boxes
 - should CCFT sponsor its own climate survey?
 - if so, should we include CCCUE employees?
 - suggestions for how to sponsor a truly independent survey?
 - BOT developed the campus climate survey. Though CCFT and Senate sent prompts with open-ended questions, none were included in the survey.
 - BOT was presented with commercial survey instruments and selected one but may not have contributed questions.
 - This may have been done on purpose to avoid personal comments.
 - Faculty are disappointed that they didn't include qualitative data.
 - Survey was produced by the RP group. They will prepare report to send to BOT. Confident that it is anonymous.
 - Comments can be added in the "other ethnicity" box. People can take survey as many times as you want.
 - Survey lumps all Admin together (e.g., deans and VPs)
 - Discussion of CCFT sponsoring own independent survey:
 - Climate surveys cost approx. \$2,000. We have capacity to fund this- tenured faculty position to help empower staff.
 - It would give faculty and staff the opportunity to feel more heard with open-ended responses, and CCFT could present that information to the BOT and discuss it in stakeholder reports.
 - Emphasize that it would be anonymous.

- Suggest including staff so it's not just faculty that could be dismissed. It would give more widespread results. Staff is more at risk than faculty. If we aggregate the information, they are more protected.
- BOT will learn next week that staff and faculty are disappointed in the survey format.
- Results of current survey will be shared at the January BOT meeting.
 - Our survey can act as a follow-up to get more of a voice with open-ended questions.
- CCFT to reach out to those with experience with surveys to get feedback. Look for administrators outside of the area.

Motion to approve CCFT sponsoring climate survey made by Jude, 2nd by Roland, no objections.

5. Negotiations Update (Mike Mogull)

- Tentative Agreements so far (list?)- **for contract fall 2025-2027**
- Current/future work

- Information about our tentative agreements at this [Canvas page](#). Membership has asked to be more informed about TA through negotiations. CCFT wants to make work transparent toward improving conditions.
- Mike reviewed document outlining TAs reached side by side with original and new language.
- See the TA summaries at the end of this document for details.
- End of spring, CCFT members will need to vote to pass these TAs. Final step to all these negotiations.
- Survey: 249 faculty answered, 53% F2F, 35% DE, 138 PT, 111FT, results on Canvas.
- PT office hours-most wanted the option of increased hours but not a requirement. Most PT faculty are currently doing above requirement.
 - PT office hours are now required and are paid automatically.
 - If PT office hours become optional, it will require a timecard.
 - Feedback from PT faculty about this choice is needed- specific survey to follow.
- Final exam week most prefer to keep as it is; the same number that had no preference that wanted it to change.
- District prefers final week to be an instructional week. CCFT preference is to wait until the 16 week calendar to make any changes.
- Reviewed the rating questions. Highest priority for PT- parity, FT- retirement health benefits.
- Proposal from two years ago requests retirement healthcare until Medicare starts with a max of 3 years.
 - District wants to compensate faculty who work at the college and not those who no longer work there.
 - Almost all CCC provide some type of retirement health benefits. We are one of the only districts that don't do anything.

6. 16-week calendar discussion (Greg) (click here for more info [current info page](#))

- November break?

- Winter intersession?

Chancellor's office has approved the college's request to convert to 16-week calendar. Next steps for membership to have a vote and determine if faculty want that. Vote coming up in spring. Calendar group:

1. Do we want November break? To count that week, we need at least 3 days of instruction. Anticipate short survey before vote.
2. Want to have faculty have voice in Winter intersession. District was pushing for this first but they gave it up. Students and faculty aren't really interested. Hancock has well-enrolled intersession online, but requires a lot of work over the holiday break.

7. General questions and concerns

- Request to adjust retirement incentive and align it with faculty prioritization date.
 - Not a contractual item. District controls the date.
- CCFT and faculty advisor for dual enrollment- worked with senate on the responsibilities. Email Kristina for prep time.
- Any additional work you do, make sure your dean approves it. Chair might say it's a good idea, but unless it's in writing and approved by dean, they are not obligated to pay. Chair-communicate to faculty that they need approval from dean.
- Vote of no confidence for VP? Seemed that the faculty could only do it for President because it goes to BOT and they control it.
- Southwestern College voted no confidence for one VP and that person was terminated.
- Recommend that we explore it. Academic Senate leads this. Clear in governance roles.
- Survey could help once we get the results.
- There will be a censure for one of the VPs at the Senate, probably early in spring.
- BOT will share results of survey- president will look at data in groups and work on plans to make change.
- RP group to send survey results to BOT, president convene groups to look at data and look to make changes. Survey will be baseline and will be given each year, looking to move needed.

TA's so far:

1. Article 4.2, updated PT faculty fringe benefit language by adding "OR" to clarify eligibility is one of 2 conditions.
 - 4.2.1 Has a teaching assignment as a part-time faculty member with the District equal to or greater than forty percent (40%) of a full-time teaching assignment with the District **OR**
 - 4.2.2 Has a current teaching assignment as a part-time faculty member with the District and had teaching assignments in the previous two consecutive semesters with an average of equal to or greater than forty percent (40%) of a full-time teaching assignment with the District. 4.2.2 Has a current teaching assignment as a part-time faculty member with the District and had teaching assignments in the previous two consecutive semesters with an average of equal to or greater than forty percent (40%) of a full-time teaching assignment with the District.
2. Article 4.7.1, updated PT step advancement to and minimum of 4 semesters and/or summer sessions and 100% workload of teaching/service assignment. Was 15 units of teaching or equivalent. This is an improvement for faculty teaching lab.

3. Article 4.8 Travel. Travel will now be reimbursed at GSA rate, rather than fixed rate. Universally higher reimbursement than previous. Admin and CCCUE will have same agreement.
4. Article 4.9. Dual campus mileage. Now computed between primary campus and second campus/center rather than between home and second campus/center. Less work for faculty in terms of submitting claim forms.
5. Article 4.11. SLOA assessment now paid at step and column rather than a fixed rate. Benefits all PT faculty above step D-7.
6. Article 5.5. Modernizes and clarifies contractual workload and obligations of the Instructional Designer. Reviewed by current Instructional Designer.
7. Article 5.10. Updates language regarding Online Education (DE) as suggested by the Distance Ed committee.
8. Article 5.12.2.2. updates article about assignment of temporary (PT) faculty as defined in the Educational Code, including that the 67% load cap is set by the legislature and that ancillary duties (like office hour pay) are not part of the 67%.
9. Article 6.20 Workload Exchange. This change may impact FT faculty. The new language allows unpaid workload exchange to occur between 2 FT faculty, or between 2 PT faculty. If FT faculty ask PT faculty to substitute for them, the PT faculty will be paid and FT faculty will need to take leave. The district made us aware of several instances where it appeared that PT faculty were being nudged into subbing for FT faculty without compensation.
10. Article 9. Disciplinary Action. The change is to eliminate the requirement for a pre-investigation meeting with HR. These meetings have turned into sessions that are unproductive or harmful for faculty.