

Council of Representatives

Approved Meeting Minutes

February 26, 2009, 3:00 – 4:30 p.m.
Room # 5402 Cuesta College

Attendance according to the sign-in page (p = present, a = absent):

Academic Skills/DSPS (None)	Health Center (None)	Physical Sciences Debra Stakes (p)
Biological Sciences Michael Holmes (p) Ron Ruppert (p)	Human Development Margie Perez-Sesser (p)	Social Sciences Peter Dill (p) Kathryn Logan (p) Mark Weber (a)
Business Education Marilyne Cleeves (a) Jack Sullivan (p)	Languages and Communication John Arno (a) Betsy Dunn (a) Tony Rector-Cavagnaro (p)	Student Life and Leadership & Health Center (None)
Counseling Dana Gough (p) Julie Smith (p)	Library Services Kevin Bontenbal (p)	Workforce Development (None)
Engineering and Technology David Fernandez (p)	Mathematics Denise Chellsen (p) Julie Hoffman (p) Pat Hughes (p) Barbara McGee (p)	CCFT Executive Board Allison Merzon – President (p) Peet Cocke – Vice-President (a) Mark Tomes – Sec.-Treas. (p) Victor Krulikowski – Co-Grievance Officer (a) Peggy Wright – Co-Grievance Officer (p) Andrea Devitt – COPE Chair (p)
English June Beck (a) Matt Fleming (a)	Nursing / Allied Health Mary Ann Ambrose (p) Cathy Cyr (a)	
English as a Second Language Madeline Medeiros (a)	Performing Arts bree valle (a)	
Fine Arts Michael Burns (p) Douglas Highland (a)	Physical Education Mike Napoli (a)	Visitors Joel Carlson, VP CCCUE

Merzon opened the meeting at 3:12 p.m. after a quorum was reached.

1. **Approval of Minutes**

A motion was made (Rector-Cavagnaro/Stakes) to approve the draft minutes from the February 12, 2009 Council of Representatives meeting. It was approved unanimously.

2. Long-Term Budget Strategies

Merzon began a discussion of long-term budget strategies by recounting that last Tuesday, a joint Shared Governance/Planning and Budget Committee meeting discussed summer school reduction issues. At that meeting, the Student Services office offered to cut three AS/DSPS courses, nothing was offered from administrators, and the Student Learning office offered by the greatest reductions by cutting courses. The division chairs presented a ranked list of priorities. CCFT and the Academic Senate presented the proposal that was outlined at the last Council meeting, including adhering to the Planning and Budget “Guiding Principles for Budget Reductions.”

One member noted that having the chairs present a proposal as one unit seemed awkward, as faculty were supposed to be represented by CCFT and AS. It was noted, however, that chairs plan the summer school, make assignments, etc., and so have a practical interest in it as a group.

Stakes reported that the Physical Sciences division met and had some ideas regarding budget reductions. It wants any budget reduction to follow the P/B Guiding Principles. All cuts should be as far away from students as possible. Summer school should be cut by no more than 30%. Student Services and other areas should take a cut, as well. “Core” programs should not be cut, so “peripheral” programs, such as the high school enrichment program, should be cut first. Merzon noted that the core program is defined as basic skills, transfer, and vocational programs.

Stakes then presented a list of budget reduction ideas generated by her division, and other members presented ideas of their own and/or those that came from their division members. The following is this brainstormed list (some admittedly not necessarily practical and/or they must be negotiated) and other comments:

- reduce under-enrolled and/or expensive programs
- volunteer to reduce time
- across the board salary reductions
- full-timers relinquish their overload to a part-timer who might lose a job
- if opt out of health plan, can we get a reimbursement?
- cut the Professional Development Office (this was mentioned a few times)
- reduce or eliminate the paper class schedule; don't mail it (apparently only a post card will be sent in the future)
- cutting summer is embarrassing because we lose Cal Poly students and students lose financial aid and transfer courses
- we have an additional \$1,000,000 to cut
- go to a 4-day/10 hour work week (this was mentioned a few times)
- charge an extra student fee
- offer golden handshakes (early retirement programs) (mentioned a few times); one member thought this idea was discriminatory to those who have been here a long time
- furloughs are better than salary reductions because then base salary is not touched
- q. – why have some districts grown and are not in a budget crisis? a. – Cuesta sees growth as over target and a cost, so we do not reach enough growth to get growth \$
- there are no faculty members on the Enrollment Management Committee, so there is no input for this process of growth
- the chairs are supportive of a unified faculty voice
- eliminate travel for professional development
- there are about 25 in the safety/police force; does Cuesta need this many?
- close non-SLO campuses, including the NCC
- reduce the number of police vehicles
- give parking tickets the first two weeks of the semester
- close some buildings on campus one day a week
- cut administrative excess costs

- part-timers cannot afford a cut in pay
- cuts in pay should be across the board
- not all administrators make a lot of money, such as some directors; a cut in pay might not be fair to all
- increase the semesterly parking fee
- charge \$5.00 to drop a course
- teleconference more, especially administrators, who travel more
- watch that general funds are not being reduced in categorical programs
- use the extra general fund reserve to reduce the budget deficit (it appears that this has been “promised” to an area already)
- have a business adopt a classroom, with a sign in the room showing their sponsorship
- the Foundation has allegedly chipped in \$250,000 to help with the budget

3. **ACCJC Report – Recommendation #5 and #9**

The recent accreditation report from ACCJC had zero commendations in it, which was unusual. There were nine recommendations and no credit for any kind of movement on previous recommendations.

Besides intruding on the internal affairs of the college, giving recommendations contrary to the college’s legal mandates and those requiring negotiations, and being too nebulous on “student learning outcomes” to be helpful, the report addresses “standards” that do not even exist. The state Academic Senate is aware of our issue with the agency. One member suggested we put the ACCJC on its own Warning status.

Another problem is that the administration is asking faculty to help with responding to the ACCJC’s recommendations without the administration doing anything to help with what the faculty want, i.e., going on the offensive with the ACCJC. The administration is responding that “we don’t want to make the ACCJC mad.”

The fifth recommendation of the report says that SLO’s must be a part of a faculty member’s evaluation, even measuring how well a student performs against the SLO as a part of the faculty member’s evaluation. This recommendation is problematic on many fronts, including the fact that evaluation procedures are negotiable and that a faculty member often has no control over how a student does in a particular class. An attorney at the state level is looking into the legality of this recommendation; it is possible that Cuesta College could become a test case on this issue (at no cost to CCFT). The federal government has “ruled” that accreditation agencies are “quasi-” state agencies and have the right to insist on SLO’s being “in the classroom,” which might factor into this issue.

CCFT has negotiated with the district to provide compensation for the faculty members working on the Steering Committee, which has the charge of writing the response to the ACCJC.

A discussion of Compton College’s dis-accreditation ensued. That college was in very different circumstances than Cuesta College and the other colleges put on Warning or Probationary status in that there was financial fraud occurring there.

One Council member stated that Cuesta College will not lose accreditation. The ACCJC team will be on campus again on October 11, 2009.

A motion was made (Bontenbal/Dill) that CCFT recommend to the Academic Senate that no faculty work on recommendations 5 or 9 until these issues are resolved at the state level. It was noted that a change in the contract related to recommendation 5 must be negotiated. One member said that we should not be recommending anything to the Academic Senate. The motion passed, eleven ayes to five nays. [A listing of the names of ayes and nays was not taken by the Secretary; he apologizes for the omission.]

4. **CCFT Constitution/Bylaws Revisions**

Members generally liked the three-year election cycle outlined by Tomes in an earlier email. Tomes noted that this was the last meeting at which a full discussion of the Constitution and Bylaws drafts will take place, as it next will be in the hands of the Constitution/Bylaws Re-write Committee and the Executive Board; the latter will make any final decisions. It is hoped that the drafts will be up for a vote in two weeks. All new drafts will be sent via email to Council members for comments and suggestions.

5. **Treasurer's Report and Possible Dues Structure Change**

Tomes reported that the current CCFT treasury balance is \$4327.88. He stated again that we are not able to build up any reserves due to inflation (affiliate dues increases, legal fee increases, etc.), reduced income from course section cuts, on-going legal costs, etc. He noted that the treasury was in the same boat last fiscal year, but the past EB avoided going in the red by spending down the reserve, utilizing legal defense grants to pay affiliate fees, by cashing in the Certificate of Deposit, and by not paying down legal expenses; the current fiscal year started with a \$70,000 past due legal bill. That outstanding legal bill is paid off now, but it has left us with no reserve to pay our affiliate dues this summer. Hence, the budget recently passed by the EB has shows an approximate \$19,000 deficit which will most likely be met by not paying affiliate dues over the summer.

Some members suggested we look at a special, one-time assessment. Tomes noted that that would help in the short term, but does not address the problem of not being able to build any long-term reserves.

Tomes said that he is looking at two scenarios for a dues structure change: 1) assess all salary all the time (include overloads, stipends, summer work, etc. for 12 months of the year), and 2) assess 12 months of the year, but include only base salary during the fall or spring semester (do not include overloads or stipends except during the summer). Both scenarios include eliminating the minimum dues.

Some members noted that overloads are part of a faculty member's salary and are needed to "pay the mortgage." Also, no extra CCFT representation is being received for paying more dues, so no more dues should be paid. Other members said that it was just fair that all salary be assessed. Tomes stated that the faculty are the union; it is our organization, and it is up to us to ensure its financial health.

Tomes will write some sample language regarding a change in dues structure for the division reps to send to the CCFT members in their divisions. He said he hopes to get feedback from the members to him within one week so that final decisions can be made and a ballot sent out.

6. **CFT Delegates**

Merzon reported that only one faculty member has reported interest in attending the CFT Annual Convention. The deadline for hotel reservation at the convention rate is tomorrow, February 27, 2009.

7. **Negotiations Update**

Merzon reported that a negotiations update will be sent to the members soon. She noted that, despite a recent email from a non-member saying otherwise, the dental fringe agreement signed by the past CCFT President has been implemented according to the contract (Mediator's Agreement). If a faculty member needs to check that they received the extra dental fringe amount, they can compare last year's total fringe amount with this year's; there will be an increase of \$7.40 for full-timers enrolled in the dental program or \$3.70 for part-timers enrolled in the program.

CCFT recognized last year that the cover sheet of the contract erroneously read "2009-2011." Getting that changed has been more problematic than originally thought, but it will get changed. Also, parts of the contract last year were not updated before they were signed off by the past CCFT President. CCFT has decided to let the incorrect version temporarily stand until that section is negotiated this year, again because of

the problems associated with getting it changed. Merzon noted that the district is aware of the outdated contract, as well, and that faculty members are fully protected by MOU's and other agreements, despite the incorrect versions.

Merzon reported that she and Tomes met with the district to discuss the alleged filing of a grievance by faculty members (without union assistance) regarding the dental fringe MOU and its implementation. The district told them that no actual grievance has been filed, only that a complaint was aired. Merzon said that if these faculty members or anyone else has any documentation or information that would necessitate changing the dental fringe or premium implementation, the union would need to see it before any change in the implementation could be negotiated. She also said that these types of emails are hindering negotiations.

Tomes noted that at the aforementioned meeting, the district recognized that CCFT is the exclusive bargaining agent and that other faculty members could not bargain with the district, including in informal, "informational" meetings. He said that the good relationships being built with the district in negotiations and other settings is paying off in heading off potential problems and in faculty advocacy, in general.

8. **Grievance Update**

Merzon gave a general report of the status of some confidential issues.

9. **Division Concerns**

Merzon reported that the issue of part-timers being pressured by their deans to use workload exchange is still occurring. Workload exchange does not count against sick leave and involves no substitute pay, which is why the district is encouraging faculty members to use it. However, it is not fair to part-timers, who end up working without pay. In fact, there are even instances when substitutes have been requested and used, but then they have not been approved (after the fact) and have not been paid. Merzon said that using substitutes is a "cost of doing business" for the college.

A student reporter requested from Human Resources a report of all faculty members who took leave time. HR gave the reporter copies of all of the leave forms utilized by faculty during the Fall 2008 semester (the faculty members' names had been blacked out). Of approximately 133,000 hours of possible total student contact last semester, only 1.07% of the hours were used for sick leave.

Other agenda items were tabled due to a lack of time at the meeting.

The meeting was adjourned at 4:53 p.m.

Minutes respectfully submitted by Mark Tomes, Secretary-Treasurer.