



**Council of Representatives
Approved Meeting Minutes**

May 14, 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

(No rep)

Biological Sciences

Michael Holmes (p)
Ron Ruppert (p)

Business Education

Marilyne Cleaves (p)
Jack Sullivan (p)

Counseling

Dana Gough (a)
Julie Smith (p)

**Engineering and
Technology**

David Fernandez (p)

English

June Beck (a)
Matt Fleming (a)

**English as a Second
Language**

Madeline Medeiros (p)

Fine Arts

Michael Burns (a)
Douglas Highland (p)

Health Center

(No rep)

Human Development

Margie Perez-Sesser (a)

**Languages and
Communication**

John Arno (p)
Beth-Ann Dumas (proxy for
Betsy Dunn) (p)
Tony Rector-Cavagnaro (p)

Library Services

Del Chausse (proxy for
Kevin Bontenbal) (p)

Mathematics

Denise Chellsen (p)
Julie Hoffman (p)
Pat Hughes (p)
Barbara McGee (p)

Nursing / Allied Health

Mary Ann Ambrose (a)
Cathy Cyr (p)

Performing Arts

bree valle (a)

Physical Education

Mike Napoli (a)

Physical Sciences

Debra Stakes (p)

Social Sciences

Peter Dill (p)
Kathryn Logan (p)
Mark Weber (p)

**Student Life and
Leadership & Health
Center**

(No rep)

Workforce Development

(No rep)

CCFT Executive Board

Allison Merzon – President (p)
Peet Cocke – Vice-President (p)
Mark Tomes – Sec.-Treas. (p)
Victor Krulikowski –
Co-Grievance Officer (a)
Peggy Wright –
Co-Grievance Officer (p)
Andrea Devitt –
COPE Chair (p)

Visitors

None.



Ruppert opened the meeting at about 3:10 p.m. when a quorum was reached. The meeting was chaired by Ruppert. Merzon brought pizza.

1. **Approval of Minutes**

A motion was made by Ruppert/Dill to approve the April 9, 2009 meeting minutes. It passed unanimously. A motion was made by McGee/Fernandez to approve the April 23, 2009 meeting minutes. It passed unanimously.

2. **Negotiations Update**

Merzon reported that CCFT and the district have reached tentative agreements on Articles 1, 3, 10, 12, and sections of 6 (workload exchange) and 4 (dental fringe). Article 3 has been strengthened by progressive language. We are close to agreeing on other articles. The district has opened Article 4 by giving to CCFT 2009/2010 Cuesta budget information (even though we have not started 08-09 salary discussions) that describes a budget deficit; no budget reduction implementation figures were included except for cuts in Summer 2009 session courses. Merzon noted that the district appears to be listening to CCFT's concerns and that faculty issues are being addressed on many fronts.

3. **Grievance Update**

Merzon reported that a long-standing confidential case has been settled without going to arbitration and that CCFT has stopped the district from a large reimbursement demand for fringe overpayments to some faculty members; the issue still needs to be resolved. Many other cases and issues are being resolved on a day-to-day basis.

The recent posting to all faculty members of an arbitrator's ruling was not done by CCFT; the grievant chose to have another faculty member post that. CCFT has responded to some questions about it. Merzon noted that most of the recent legal expenses incurred have been from "in-house" issues (working with faculty, not the district).

Merzon thanked Wright for her great work as co-chair of the Grievance Committee. Wright will be stepping down from that post as of June 30, 2009.

4. **Calendar Summer 2010**

The San Luis Coastal Unified School District had added an extra week to their spring break, resulting in a later ending date for their academic year. The CCFT Calendar Committee (within their authority but without notifying the CCFT leadership) changed the summer session to start one week later than usual, resulting in a four week break after the spring semester but only a two week break before fall semester. Merzon asked the Committee to review their decision and for specific summer student data (which she has not received). As a result of Merzon's

intervention, the Calendar Committee at a recent meeting agreed to revert to the original summer session start date unless CCFT disagrees.

Council members reported back from their divisions on the issue and expressed their own opinions concerning moving the Summer 2010 calendar one week later into the summer:

- The summer session calendar was moved to accommodate SLCUSD enrichment students.
- We pay SLCUSD teachers to teach some of our courses, and there should be no overlap in that schedule.
- “Parents will complain; just be prepared for that.”
- Some summer Math instructors are full-time SLCUSD teachers and will not be able to teach Cuesta Math courses if we revert to the earlier start time; this will be a hardship for the Cuesta Math department, which has difficulty finding qualified instructors.
- The Social Science department “strongly supports” the earlier start date.
- Language and Communications faculty support the earlier start date.
- A rep noted that the Cuesta classified staff support the earlier start date so that they have more time to ready the campus before the fall semester begins.
- Do not add a week to Cuesta’s spring break.
- There are no regular meetings or coordination between Cuesta’s and the K-12’s instructional offices.
- Offer popular courses in the afternoon (this proposal was not supported as it appears to be “jury-rigging” the schedule for special cases).
- Classes do not have to use the exact times of the summer time template (e.g., could start a class at 8:00 a.m. instead of 7:30 a.m.).
- Offer two concurrent summer sessions, one starting week later (no support: too confusing).
- Can we open the discussion of a 16-week calendar again? Allan Hancock College went to a 16-week calendar and part-time faculty are paid less office hours as a result.

There was general agreement to revert to the earlier summer session start date, except by McGee (because of SLCUSD teachers not being able to teach Cuesta Math courses with that schedule).

5. **Secretary-Treasurer’s Report**

Tomes reported that there is \$8,498.07 in the CCFT treasury and \$2,071.19 in the COPE fund (with \$313.00 of the COPE fund allocated specifically to Cuesta Board of Trustees elections). Also, the faculty members who had out-of-pocket SISC health insurance premiums in December 2008 will receive a one-time refund in their May 31, 2009 paychecks because of a one-time SISC refund for the 2008 calendar year. An email explaining eligibility criteria and how to determine the amount of refund has been sent to all faculty members.

The Executive Board has voted to develop a campaign to discuss (beginning in the fall semester) restructuring the CCFT dues to assess “all salary all the time”; i.e., assess overloads, stipends, summer work, etc., 12 months of the year. The proposal does not include raising the percentage of salary assessed, but

many faculty members would see a dues/fees increase. The proposal also includes eliminating the minimum dues that part-time faculty members pay.

6. **Nomination and Election of CoR CoChair/EB Liaison**

Tony Rector-Cavagnaro was nominated for the position of Co-Chair of the Council for 2009-2011. He accepted the nomination. No election is needed since there is only one candidate. The Council voted by acclamation to approve his nomination. The term begins July 1, 2009. This is a voting position on the Executive Board, as well.

7. **Nomination and Election of CoR Part-Time Faculty Member for EB Liaison**

Mike Holmes was nominated for the position of Council part-time faculty member for liaison to the Executive Board for 2009-2011. No election is needed since there is only one candidate. The Council voted by acclamation to approve the nomination. The term begins July 1, 2009. This is a voting position on the Executive Board.

8. **Nomination and Election of Elections Committee Member**

Cathy Cyr was elected at a previous meeting for a position on the Elections Committee but had to resign because the new Constitution states that Council members cannot be on the Elections Committee. Ruppert reported that Lisa Schicker, a part-time faculty member in the Biological Sciences division, was nominated for the open position on the Elections Committee and has accepted the nomination. No election is needed since there is only one candidate. The Council voted by acclamation to approve the nomination. The term is open-ended (terms are at the will of the Council). This is not a position on the Executive Board.

9. **Nomination and Election of COPE Chairperson**

Andrea Devitt was nominated for the position of Chairperson for COPE for 2009-2011. No election is needed since there is only one candidate. The Council voted by acclamation to approve the nomination. The term begins July 1, 2009. This is a voting position on the Executive Board.

10. **Nomination and Election of Chairperson of the Communications Committee**

There were no nominations for Chairperson for the Communications Committee for 2009-2011. Council members will continue to seek nominations and bring those forward to a meeting in the fall semester. This person in this position is a voting member of the Executive Board.

11. **Nomination and Election of Chairperson of the Financial Review Committee**

Nobody was nominated for the position of Chairperson for the Financial Review Committee. This is not a voting position on the Executive Board. This committee performs the annual financial review of CCFT's finances that is required by AFT. Doing the financial review in-house (through this committee)

saves CCFT about \$3000 annually (since an outside CPA is not charging us to complete the review). In the past, CCFT has paid a CPA to do the review.

Also, faculty serving on this committee gain valuable knowledge of CCFT's finances, financial procedures and practices, and it is a good introduction for someone interested in being the CCFT Treasurer.

12. **Nomination and Election of Chairperson of the Part-Time Faculty Committee**

Del Chausse reported that the Elections Committee had one nomination for the position of Chairperson for the Part-Time Faculty Committee for 2009-2011: Marilynne Cleaves. Since there is only one nomination for the position, the Elections Committee is planning to meet and declare her elected to the position (per the Constitution). The term will begin on July 1, 2009; Cleaves currently serves in this position. This is a voting position on the Executive Board.

13. **Staff Parking**

McGee brought up the issue of limited parking on campus and noted that it is a working conditions issue, and hence, is negotiable. The Cuesta College police do not ticket on campus for the first two weeks of each semester. There is evidence that they do not ticket very much at all in some lots. Construction has taken up some parking spaces, and some student employees, such as some tutors and the aquatics programs staff, get staff parking stickers, which adds to the number of staff spaces being used. Merzon said that she will ask for a meeting with Bart Topham, Director of Public Safety, to discuss the issue. She will notify the Academic Senate, as well, since they have traditionally dealt with parking issues in the past.

14. **Committee Reports**

COPE –Devitt reported that the San Luis Obispo Democratic Central Committee celebrated President Obama's first 100 days in office at Los Osos Community Park on May 9, 2009. John Burton, Chairman of the California Democratic Party, attended. Council members applauded Devitt for her great work as COPE Chairwoman this year.

Devitt reminded Council members that they can increase their monthly donation and/or make a one-time donation to COPE (one faculty member already has). She distributed COPE payroll deduction authorization forms.

Devitt said she is soliciting suggestions for the 4th district Cuesta College Board of Trustees position. The filing period is in July, 2010. She asked Council members to ask their division union members for the names of suggested candidates.

Part-Time Faculty Committee – Cleaves reported that bumping rights for part-time faculty members is an important issue for part-time faculty members and that she has given to Merzon sample contract language on this issue. She commended the new Constitution for giving new authorities and opportunities for input to part-time faculty members.

Communications – The newsletter came out today. Cleaves was commended for its beauty.

Benefits Committee – Merzon reported that M Basti is returning to a position on this committee and that there are faculty members working hard in the background, as well. Also, Gabe Rosetti, a consultant paid by insurance companies whom he represents, has a 5-year contract with Cuesta College, although Merzon said she is unclear about the terms of the contract. The Benefits Committee has decided that they do not need Rosetti's assistance for its work on fringe.

A survey asking members about their opinions and suggestions on health insurance plans has been out and is garnering much response. Merzon asked Council members to encourage their division members to complete the survey.

Exploring CalPERS has gotten SISC's attention; they said they will not increase the health insurance premiums for 2010. However, they did announce that some plans will see a reduction in benefits.

The committee is hoping to have information available and decisions made ahead of the deadlines for next year. They are meeting in June and July 2009. Merzon also noted that working on benefits issues with CCCUE has been a good example of the two unions working together and of the combined power that the union members have.

Legislation – Merzon reported that she will be attending the CFT Community College Council and State Council meetings this weekend. Issues to be discussed will be the propositions on next week's ballot and a proposed merger with CTA.

Devitt reported that state legislation is in the works that would repeal general education requirements from A.A. and A.S. degrees and would remove district control over some degree requirements.

Calendar – See above.

Peace and Justice – The art contest winner and a photo of her art piece is in the current newsletter. Also, Tom Patchell has accepted the nomination for the chairpersonship of the committee; the nomination will go to the EB next week for approval.

Evaluations Best Practice – This committee is sponsoring a "best practices" workshop in the fall and will have a best practices packet then for all those involved in evaluations. Wright noted that evaluation procedures are "all over the map" in the campus divisions and some standardization and education is necessary to avoid mistakes and grievances and ensure fair evaluations. One example is that some part-time faculty members have been marked down for not attending division meetings even though the evaluation procedures specifically state that part-time faculty members are excluded from this requirement. Evaluations should focus on performance in the classroom.

Merzon asked the Council members for their opinion about having a true Grievance Committee (as opposed to CCFT's practice of having only Grievance Officers). There are two faculty members who are willing to be "front line" point persons for questions on the contract, to write educational articles, etc. It would be a good way for the union to be pro-active while advocating for faculty. There was general agreement with the idea of having a committee to do this work.

Distance Education – This joint committee has been very helpful by sending distance education evaluation language to the CCFT Negotiations Team and alerting the accreditation committees of issues related to distance education.

15. Executive Board Evaluations

A web survey of members evaluating the work of the organization (especially the Executive Board) is occurring. Merzon and Council reps gave a report of some initial responses. Some issues are low attendance at Council meetings and for more information (particularly more specific negotiation updates) to be posted on the listserv. Kudos were included for excellent leadership, professionalism, inclusiveness, competency, and the new Constitution and Bylaws. Merzon noted that the leadership is sometimes limited in what it can communicate to members because of the confidential nature of grievances and negotiations and that she has been cautious in her first year about what to say. However, she recognizes that more information can be forwarded in the future.

The public posting of the arbitrator's ruling on the valle case was mentioned, and it was noted that the Senate has control of the faculty listservs now.

16. District Concerns/Issues/Other

Merzon gave a heads up to Council members by reporting that there have been a number of requests coming from the Vice President of Student Learning's office to division chairs for forms, data, planning documents, schedules, etc. Many of the requests are duplicates of previously-requested information and/or come with unrealistic deadlines. Merzon has asked for such information to be packaged in a reasonable manner; the VP agreed.

Merzon asked for Council members to be alert to signs of the South County campus growing. The district is hinting that it wants to build FTES there, and the faculty and its union want to ensure they have appropriate input into the process.

The meeting was adjourned at 4:27 p.m.

Minutes respectfully submitted by Mark Tomes, Secretary-Treasurer.

Next Council of Representatives meeting: Fall 2009

Next Executive Board meeting: May 21, 2009