



Council of Representatives

Approved Meeting Minutes

September 24, 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 elected rep)

Biological Sciences

Michael Holmes (p)

Nancy Mann (p)

Business Education

Michele McAustin (p)

Traci Robichaud (p)

Counseling

Dana Gough (p)

Julie Smith (p)

Engineering and Technology

David Fernandez (a)

English

(No elected rep)

English as a Second Language

(No elected rep)

Fine Arts

Douglas Highland (a)

Health Center

(No elected rep)

Human Development

Dawn Brown (p)

Margie Perez-Sesser (a)

Languages and Communication

John Arno (a)

Beth-Ann Dumas (a)

Tony Rector-Cavagnaro (p)

Library Services

Kevin Bontenbal (p)

Mathematics

Denise Chellsen (p)

Julie Hoffman (p)

Michael Masterson, proxy for

Barbara McGee (p)

Jodi Meyer (p)

Nursing / Allied Health

Mary Ann Ambrose (a)

Cathy Cyr (a)

Performing Arts

breë valle (a)

Physical Education

M Locher (a)

Physical Sciences

Kathy Jimison, proxy for

Debra Stakes (p)

Social Sciences

Peter Dill (p)

Kathryn Logan (p)

Mark Weber (p)

Student Life and Leadership & Health Center

(No elected rep)

Workforce Development

(No elected rep)

Executive Board (non-voting)

Marilyne Cleeves, PT Fac. (p)

Peet Cocke, VP (p)

Victor Krulikowski, GO (p)

Allison Merzon, Pres. (p)

Mark Tomes, S-T (p)

Visitors

None.



Bontenbal opened the meeting at about 3:05 p.m. when a quorum was reached. The meeting was chaired by Bontenbal.

1. **Approval of Minutes**

A motion was made (Dill/Logan) to approve the September 10, 2009 Council of Representatives meetings. It passed unanimously.

2. **College Budget Update**

Merzon reported that, for the first time in decades, the Cuesta administration will provide a narrative budget report to explain the budget. She also reported that the Cuesta financial audit is due soon, and that CCFT has requested a copy of it. It was “obvious” that there were budget problems back in 2007-2008.

3. **Part-Time Assignment / Bumping Rights**

Cleeves distributed a summary of contract proposals in the hopes that part-time faculty members have bumping rights in the Spring 2010 semester (the proposal did not address full-time overloads). There was a discussion by Council members of the meanings of “equivalent courses” and of “loading” (as used in the proposal). It was noted that while the chairs do not have authority over final contract proposals, they are important members to consult because of their primary role in implementing course assignment language. It was noted that deans make final assignments and might have to interpret “equivalent courses” and that the union can grieve a questionable decision by them.

Various language changes were suggested for the bumping rights proposal. A motion was made (Dill/Robichaud) to recommend to the CCFT Negotiation Team part “A” of the proposal and to take it to the division chairs for their consideration. It passed unanimously. Merzon will bring copies of the relevant contract language to the next Council meeting so that the members will have that additional resource with which to work on the proposal. Also, she is meeting with the division chairs next week and will bring copies of the proposal to them for discussion.

4. **SLO’s and Evaluations**

The ACCJC has sent conflicting messages regarding the use of Student Learning Objectives in faculty evaluations, but it appears that it would like to see faculty evaluated according to their use of SLOS’s in courses, and perhaps are working to eventually have faculty be evaluated by how well students meet their SLO’s in their courses. The latter concept is pedagogically and professionally abhorrent, and since evaluations are negotiated, is illegal. It was noted that CCFT’s attorney is on retainer by CFT to file suit against the ACCJC on this issue.

The Cuesta draft accreditation response to the ACCJC states that faculty have participated in the creation of SLO's, but does not say how. A motion was made (Hoffman/Mann) to direct the Senate (responsible for writing the draft accreditation response) to remove all language linking SLO's and faculty evaluations. It passed unanimously. The draft response is due to the ACCJC on October 9, 2009.

5. **Union Busting**

Bontenbal brought up concerns about a recent newsletter put on the faculty listserv by a non-union member, Marilyn Rossa, attacking the current union leadership and attacking the union as a organization. It was noted that the first issue of the newsletter claimed to be from a Cuesta student organization, but subsequent issues have not had very many student issues in it, has been published on the faculty listservs (why is a student newsletter being published there?), and has repeatedly included anonymous attacks on the faculty union (what does that have to do with students?). One Council member noted that Anthony Guitierrez, the faculty member in charge of student organizations, said the newsletter is not affiliated with any student organization.

Numerous recent instances of union interference by union-members with faculty advocacy were noted by Council members, including interfering with grievance issues by giving faculty members advice that inflamed their issues or giving faculty members erroneous information regarding the contract. Particularly troublesome is the newsletter writer's comments (presumably a faculty member) on current faculty grievance issues, making it more difficult for the union to advocate for the faculty member and resolve issues in their favor.

It was noted that the type of communications that some non-union faculty members have engaged in while attacking the union leadership are unprofessional, uncivil, and unproductive. These non-union faculty members have chosen to rely on anonymous attacks rather than engage in constructive discussions. It was also noted that Marilyn Rossa, after more than a year of losing her bid for the CCFT Presidency, still has a campus voicemail greeting that asks that callers leave a message on her phone "for the Cuesta College Federation of Teachers."

There was a discussion of actions to take when a faculty member is interfering with the legal duties of the union, when there is an "orchestrated undermining" of the ability of the union to advocate for faculty, when faculty members attempt to engage in illegal (outside the union) negotiations with the district, and when a non-union member is pretending to "be the union."

6. **Council Co-Reps**

There was a discussion of what to do when a division has a position on the Council that cannot be filled by a representative but there are two or more division union members that would like to serve (and can serve) part-time on the Council. Having two or more union members fill one position would allow a division of labor, have union members who want to be serve the union be able to do so, and fill a vacant position on the Council.

One proposal was to have a “designated proxy,” but it was noted that representatives are elected, which is contrary to designating permanent proxies. Another idea was to elect “co-reps.” Tomes spoke against this idea, saying that such a system is not in the CCFT Constitution, that it muddies the distinction between who is on the Council, who is not, how to calculate the quorum, and that the current proxy system works well.

7. Negotiations Update

Merzon reported that the district’s position is that step and column is considered a salary increase, the union definitely does not. Step and column increases recognize the added experience and responsibilities that a faculty member gains as they continue their employment with the district.

A comparable district negotiation meeting will be held with the district soon. Merzon reported that Cuesta College faculty salaries are near the bottom of the current list of comparable districts.

The meeting was adjourned at about 4:45 p.m.

Minutes respectfully submitted by Mark Tomes, Secretary-Treasurer.

Next Council of Representatives meeting: Thursday, October 22, 2009

Next Executive Board meeting: Thursday, October 1, 2009