

# Council of Representatives

## Approved Meeting Minutes

October 22, 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 (a)

Nancy Mann (p)

### **Business Education**

Michele McAustin (p)

Traci Robichaud (p)

### **Counseling**

Dana Gough (p)

Julie Smith (a)

### **Engineering and Technology**

David Fernandez (a)

### **English**

(No elected rep)

### **English as a Second Language**

(No elected rep)

### **Fine Arts**

Douglas Highland (p)

### **Health Center**

(No elected rep)

### **Human Development**

Dawn Brown (a)

Margie Perez-Sesser (a)

### **Languages and Communication**

John Arno (a)

Beth-Ann Dumas (p)

Tony Rector-Cavagnaro (p)

### **Library Services**

Kevin Bontenbal (p)

### **Mathematics**

Denise Chellsen (p)

Julie Hoffman (a)

Barbara McGee (p)

Jodi Meyer (p)

### **Nursing / Allied Health**

Mary Ann Ambrose (p)

Cathy Cyr (a)

### **Performing Arts**

bree valle (p)

### **Physical Education**

Brian Locher (p)

### **Physical Sciences**

Debra Stakes (a)

### **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 (a)

Allison Merzon, Pres. (p)

Mark Tomes, S-T (p)

### **Visitors**

None.



Bontenbal opened the meeting at 3:07 p.m. when a quorum was reached. The meeting was chaired by Rector-Cavagnaro.

1. **Approval of Minutes**

A motion was made (Logan/McAustin) to approve the September 24, 2009 Council of Representatives meeting minutes. It passed unanimously.

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

Cleeves began a discussion regarding draft contract language for part-time faculty bumping rights. Merzon read sample language endorsed by the division chairs and the Executive Board. After discussion regarding some of the language, a motion was made (Bontenbal/Highland) to approve the draft language with changes suggested by Council members, endorsing the idea that part-time faculty members who have their assigned courses canceled have the right to bump Level III instructors who have been assigned similar courses. It passed unanimously, and it will be presented in negotiations with the district.

3. **Academic Calendar 2011-2012**

A draft 2011-2012 Cuesta College academic calendar suggested by the Calendar Committee was distributed. Discussion centered around keeping or eliminating the October flex days and/or adding Monday and Tuesday of Thanksgiving week as flex/holiday days. Council members brought up the following points:

Thanksgiving week is a deadly travel week on the highways: Monday and Tuesday should be taken off.

Students already have Wednesday off for Thanksgiving week; do not give Monday and Tuesday off, too.

Attendance is low on Monday and Tuesday of Thanksgiving week; Monday and Tuesday are normal on Monday and Tuesday of Thanksgiving week.

October flex days are a good time to take a break, for students and faculty.

It is more fair and logistically easier for lab instructors to have a complete week off rather than partial weeks.

If Monday is taken off, that is one more Monday missed for Monday-only sections.

There are already a lot of days taken in November (Veteran's Day, Thanksgiving) and more would be too much.

Students have a more difficult time getting "fired up" after an entire week off.

October flex days work out well for department professional development;

Monday and Tuesday of Thanksgiving would not work (no one would show up).

The Calendar Committee was hoping to make a decision in mid-November, so Council members discussed the next step. After more discussion, a motion was made (Dumas/McGee) to survey CCFT members on-line and have Council members survey

all their faculty through division meetings and/or email regarding the October flex days and Monday/Tuesday Thanksgiving week issues in order to provide feedback to the Council and give direction to the Calendar Committee. Cleaves and Merzon said they could put together the online survey. The feedback from faculty members needs to be ready for the next Council meeting (November 12, 2009). The motion passed unanimously.

#### 4. **Dental, Vision, and Health Benefits**

Merzon distributed information regarding the dental, vision, and health insurance plans and premiums. The information can be posted in division staff rooms.

Vision insurance premium rates will not go up next year.

We are on the self-insured Delta Premier Plan, which was assumed by Delta to be 100% faculty participation, although Cuesta College has not implemented it as such. This means that some faculty have been using the plan to enroll in a year when they need dental work and then resigning from the plan the next year. The effects are higher costs (because the overall premiums being paid are not “pooled” by all faculty each year) and expenditures of payments over what Delta receives in premiums. The dental insurance premium rates are predicted to go up 6.16% next year, primarily because of these over-expenditures.

Delta has offered an “overlay” plan that combines a PPO plan with our Premium plan. The Premium plan does not change, and premium costs will actually go down by about 1% if we implement the PPO overlay. The PPO option provides a higher annual maximum and an increase in the maximum allowable payment for prosthodontics if a faculty member uses a dentist in the PPO network. Faculty members can still use a dentist in the Premium network, but it will entail the lower (current) maximums. Gough was concerned that Delta will use this overlay plan as a step to move us in a PPO-only plan.

Some cities/towns were not listed on the handout of dentists in the PPO network. Merzon has recently received an updated PPO network list and will email that to Council members. She noted that Kerry DeCarli in Benefits has the complete list, as well.

It was noted that, given the college’s and faculty’s financial situations, it is not a good time to ask the faculty to pay more for insurance premiums. The idea to require a minimum 2- or 3-year participation in the dental plan was brought up. It was noted that with 100% participation insurance companies are guaranteed to make more money but insurance premiums are not guaranteed to go down.

Merzon asked Council members to ask their division members for feedback on the dental overlay plan.

#### 5. **Secretary-Treasurer’s Report**

Tomes gave an uncharacteristically short report that included the current bank balances (\$524.13 in the CCFT Treasury, \$2908.19 in the COPE account, and \$629.00 in the Board of Trustees election account) and a report of an outstanding legal invoice of \$9180.25 that will have to wait until our next dues check to be paid. Tomes noted that he paid both of the outstanding AFT per capita invoices (from summer 2009), so from this point on we will see how much reserve we can build. With no CCFT dues/fees increase, CCFT is operating on a bare bones budget and philosophy.

6. **Faculty Advocacy Letter**

Merzon reported that the Executive Board wants to focus the “anti-union-busting” letter that was discussed at the last Council meeting on a more positive, advocacy-oriented tone. The EB did not want to give credence to negative behaviors and tone that did not deserve such credence. Merzon will send a new draft of the letter to Council members for feedback.

7. **COPE Chair**

The COPE Chair position is currently not filled. This position comes with a stipend of \$1000 per month, is a voting member of the Executive Board, and is elected by the Council. The Committee on Political Education is the political activist arm of CCFT. COPE has its own treasury account, and CFT is very interested in helping CCFT support (with funding) a candidate for the Board of Trustees election next year. The CFT political advocacy staffperson, Jim Araby, will be speaking to the Executive Board next month about this issue.

The Council members were asked to contact potential candidates for the COPE Chair and bring back their names to the next meeting.

8. **Communications Chair**

This position is not filled, comes with a stipend, sits on the EB, edits the newsletter, informs CCFT members of legislation affecting them, and helps CCFT members with legislative advocacy actions (letter-writing, postcards, etc.).

9. **Financial Review Committee Chair**

This position also is not filled. It was decided to put the job descriptions of the unfilled positions in the newsletter. Bontenbal said that he would send the job descriptions to the Council members. They are on the website, as well.

10. **College Budget Update**

Merzon reported that DSPS is facing major cuts. Also, CCCUE and the district have reached tentative agreements at the table, but the written documents coming back from the district are not matching what was agreed at the table.

Merzon has received the “311,” the actual financial documents (14 of them) that Cuesta College is required to give to the state. She, other Cuesta faculty members, and a CFT financial analyst are looking over the financial documents now. She is also questioning some of the latest budget figures received from the district.

Dill noted that some departments, including Fine Arts and the Academic Senate, are being budgeted less amounts than they were expecting, so there are questions as to where those funds are going. There was also a difference of about \$842,000 in an escrow account that is unaccounted for.

Cleaves reported that CFT is writing news articles about part-time faculty members who have suffered job losses and about homeless students; she has given them names of people in both groups for photos and the article.

Merzon noted that she has been reading the 2007-2008 audit. It lists “pages and pages” of recommendations that make it easy to see why the accreditation team put Cuesta College on warning status for its financial practices.

11. **Negotiations Update**

Merzon reported that the team met last week with the district for one-half day, giving up the other half so our CCCUE brothers and sisters could finish their negotiations with the district. Most of the CCFT/District negotiations was on the college budget. There will be one more meeting (October 29), and then it is likely the teams will declare impasse on items on which there is no agreement.

The district will implement the increase to the dental fringe benefit on the October 31, 2009 paycheck for all those who are in the health insurance program and were not receiving the extra fringe (\$7.80 or \$3.40 per month, depending on FTEF load).

12. **Grievance Report**

No report (not that the officers have not been busy...).

13. **Committee Reports**

*Part-Time Faculty Committee* – Cleaves referred to her earlier remarks and also that the committee is planning a membership drive for part-time faculty members.

14. **Division Concerns**

None at this time.

The meeting was adjourned at 4:51 p.m.

Minutes respectfully submitted by Mark Tomes, Secretary-Treasurer.

Next Council of Representatives meeting: Thursday, November 12, 2009.

Next Executive Board meeting: Thursday, October 29 or November 5, 2009 (date not set yet).