



Council of Representatives

Draft Meeting Minutes

December 8, 2011, 3:00 – 5:00 p.m.
Room 5402 and N1015 (via Polycom)
Cuesta College

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

DSPS/EOPS

(No elected rep)

Biological Sciences

Nancy Mann (p)
Laurie McConnico (p)

Business Education

Marilyne Cleeves (a)
Michele McAustin (p)

Counseling

(No elected reps)

**Engineering and
Technology**

Bret Allen (p)
David Fernandez (p)
Stacy Millich (p)

English

Dennis Baeyen, proxy for
Steve Leone (p)
Tom Patchell (p)

**English as a Second
Language**

(No elected rep)

Fine Arts

Douglas Highland (p)

Human Development

Dawn Brown (p)
Jennifer Frere (a)

**Languages and
Communication**

Beth-Ann Dumas (p)
Tony Rector-Cavagnaro (p)

**Library Services/Academic
Support**

Kevin Bontenbal (p)

Mathematics

Denise Chellsen (p)
Julie Hoffman (p)
Jodi Meyer (p)

Nursing / Allied Health

Mary Ann Ambrose (p)
Jean Corey (p)

Performing Arts

(No elected rep)

Physical Education

(No elected rep)

Physical Sciences

Debra Stakes (p)

Social Sciences

Kathryn Logan (p)
Aaron Rodrigues (a)
Mark Weber (p)

**Student Life and
Leadership & Health
Center**

Anthony Gutierrez (a)

Workforce Development

(No elected rep)

**Executive Board (non-
voting)**

Peet Cocke, VP (p)
Victor Krulikowski, GO (p)
Allison Merzon, Pres. (p)
Mark Tomes, S-T (p)

Visitors

None

McAustin opened the meeting at 3:07 p.m. after a quorum was reached. Tomes announced that Dennis Baeyen was attending the meeting as a proxy for Steve Leone. Also, Tom Patchell reported that he had been selected by his division to fill a Council position representing the English division (confirmed earlier by McAustin and Tomes via an email from Leone).

A. NEW BUSINESS

1. Approval of November 10, 2011 Council Meeting Minutes

A motion was made (Rector-Cavagnaro/Allen) to approve the November 10, 2011 Council minutes; it passed unanimously.

2. Division Concerns and Issues

The Biology division representatives reported that many of the faculty in that division are single, have no children, and are concerned that the health insurance composite rate premiums are affecting them detrimentally.

Library Services division reps reported a basic lack of support for distance education.

Physical Education faculty have been discussing the Title IX complaint.

Business Education faculty are aware that they are the “guinea pigs” for the transition to Moodle, as they have a lot of distance education courses. There is no support for faculty or students, no training, etc. They are concerned that we are out of compliance with Chancellor’s Office policies regarding distance education.

Physical Science faculty are concerned about how they are supposed to complete program and course outcomes while juggling final exams.

Human Development faculty have a lot of distance education courses and a lot of questions about Moodle.

Languages and Communication faculty found out that the draft summer 2012 schedule was due the next day after they received it; a deadline extension was granted. Merzon reported that the summer 2012 summer will be robust: about 650 FTES, up from last summer. The district is below target FTES and is attempting to “ring the bell” on 10,000 FTES, i.e., achieve medium-sized school status and thereby gain an extra \$1.1 million for the next three years.

The English division faculty were concerned that the final date to post Fall 2011 grades had been moved up by one day. Merzon reported that Support Services staff had arbitrarily and unilaterally moved the date. Upon notification by her, they moved the date back to its traditional point (the end of the day of a full five days after the last day of finals), which will be December 23, 2011, 5:00 p.m. A notice from Support Services should reach the faculty soon. Grades will be posted for viewing by students on about January 3, 2012.

3. New Title V Regulatory Changes: Census and Drop Deadlines

Bontenbal reported that the Chancellor’s Office has notified districts of their interpretation of a section of Title V: no apportionment (payment) will be allowed for students who receive no mark on their transcript for a course in which they registered. Hence, any drop without a W completed after census will not be eligible for apportionment. Cuesta College’s current practice of having that drop date two weeks following the census-taking would result in the loss of about 265 FTES and several hundred thousand dollars of apportionment.

The Enrollment Management Committee is recommending that Cuesta keep the current census date (about two weeks into the Fall and Spring semesters) but move the drop date to the Saturday before the census date. The Academic Senate will discuss and vote on it soon; it is expected to approve the change and ask for an evaluation of the change in one year. The change will begin in the summer 2012 session; with its with pro-rated census and drop dates, this means that students must drop a course within 2 days of the beginning of the session.

It was pointed out that payment for large lecture courses are (in some divisions) calculated after the drop date; the change in drop date could mean that some full-time faculty who do not meet their load from large lecture courses will have to bump a part-time instructor to remain 100% load. Merzon stated that this is a bargainable issue and will work with the district for flexibility in implementing the large lecture payments.

It was recommended that faculty members note the new drop date in their syllabi. Also, it was hoped that Student Services would email all students regarding the change.

4. **Title V – Repetition and Withdrawal Changes**

McAustin reminded the Council members to examine the handouts she had attached to this meeting’s agenda. The Senate is discussing possible changes to repeatability of courses, particularly P.E. activity courses. They are waiting to hear more information from the Chancellor’s Office.

5. **Student Success Task Force**

Merzon reported that the state-wide Student Success Task Force is hearing comments on its final report. The report recommends some wide-ranging changes to the California Community Colleges mission and practices, some potentially detrimental but some beneficial. For example, students would not be able to schedule any courses that were not in their Student Educational Plan and would be penalized if they deviated from their plan. Also, one recommendation was to use cell phones to do advising. There appear to be some very clear biases in the Task Force members. The state Academic Senate has voted to not support the changes and might write a minority report.

Some district Board of Trustees are taking positions on the recommendations, but the Cuesta College Board has not even discussed it. Instead, they put it on their February 2012 agenda, a month after the final task force report is scheduled to be presented to the CCC Board of Governors. The Cuesta Board might change their agenda timeline so they discuss the recommendations in January 2012.

B. CONTRACT EDUCATION/CLARIFICATION

1. **(None)**

C. OLD BUSINESS

1. **Harassment and Bully Policy Update**

McAustin reported that she has received some sample anti-harassment and anti-bullying policies from Hoffman. It appears that it will be possible to integrate policies related to bullying into the harassment policies. She will agendize this for the January 2012 Council meeting.

2. **Calendar Changes**

The Cuesta College Calendar Committee has decided to implement an option to have the Wednesday of Thanksgiving week a full instructional day (and not a flex day) and create a 5-day flex/holiday Columbus day weekend in its stead. The change is to accommodate the Chancellor’s Office requirement that all instructional weeks must include three instructional days. Merzon gave kudos to Pat Len, a CCFT rep on the Calendar Committee, for his comprehensive and transparent work in conducting a survey and relating information regarding the issue.

The Calendar Committee is discussing whether to keep spring break tied to the Easter holiday or move it to another time in the semester, such as in the middle of the term.

3. **Tribune Article**

Merzon reported that Cleaves has set up a meeting with some *Tribune* editors and reporters and herself, Bontenbal (as President of the Academic Senate), and a representative from the Associated Students of Cuesta College to discuss the ramifications of district budget cuts on students and faculty. It was requested that the group discuss solutions to the economic crisis that we are in rather than just its problems. It was noted that the original *Tribune* article that prompted this meeting showed many misunderstandings of faculty workload, pay, and other issues. Merzon stated that if any CCFT members wanted to join her at the meeting or provide any comments for the meeting to let her know.

D. ONGOING BUSINESS

1. College Updates

- *Budget* – Merzon reported that the district is planning a large Summer 2012 session, about 650 FTES. The state probably will require some mid-year cuts, but they could be covered by the amount that the district saved last year. Gil Stork has mischaracterized the 50% law as a protection of a certain group of faculty, but he does not mention that AB1725 sets a goal of 75% of instruction be performed by full-time faculty.

The faculty prioritization has been completed (the list was distributed with the agenda), but the district has not said how many of the positions will be funded. The five “unfrozen” positions from last year all will be completed this year. Merzon noted that faculty are the only group on campus that are hired after intense lobbying and scrutiny and a vote of all constituent groups on campus; there is a basic unfairness in the process. It was noted that faculty retirees should be replaced automatically, as they are in other constituent groups.

The FSA “layoff list” has yet to be released by the district, even though they had a timeline of October 2011 to do that. It appears that the FSA letters won’t be out until January 2012, at the earliest, which will not give the faculty much time to examine, contest, add, etc., to them.

Cocke distributed coupons for free coffee to CCFT members at any of the Cuesta coffee carts or cafeterias on Monday and Tuesday, December 12 and 13, 2011, respectively.

2. Negotiations Update

Tomes reported that CCFT and the district had reached impasse on the issue of how the tenured part-time Counselors are loaded. The district has violated the contract and a settlement agreement from 2006 by requiring the seven Counselors to base their loads, overloads, and extra hours on a 197-day work year rather than a 175-day work year. How loads are determined affect fringe payments, STRS service credit, years of service, etc. The next steps will be mediation and, possibly, a PERB complaint.

The district has agreed to fund a 100% FTEF reassigned position for distance education support for faculty. This position will continue through Spring 2013 or until a separate full-time position is funded and filled. There will be a 20% reassigned position for support for students enrolled in distance education courses for the Summer 2012 session.

An on-going issue on the table is how chairs and coordinators get STRS credit in their Defined Benefit or Defined Benefit Supplemental accounts. Also, CCFT has requested a number of times for information related to the firing of a part-time faculty member last summer; the district contends that the Education Code allows it to fire any part-time faculty member at any time for no cause and no due process. CCFT decries this interpretation, saying that other parts of Ed Code and our contract substantially temper that right. The district has ignored CCFT’s request for information.

3. Secretary-Treasurer’s Report

Stakes and Tomes will participate in a conference call with CFT and AFT staffpersons next Monday to discuss the logistics of setting up a Partnership in Political Education program, in which COPE funds are donated to AFT for federal election campaigns and then reimbursed back to CCFT for local and other campaigns in which CCFT is engaged.

Tomes reported that the CCFT treasury has \$69,048.87 in it, the COPE account has \$6362.09, and of the latter, \$1,427.00 is allocated to a local Board of Trustees campaign.

4. Grievances Update

There have been three grievances filed by faculty members who have chosen to not be represented by CCFT. Merzon has reminded the district that CCFT has 20 days to respond to any resolution of the grievances before they are implemented. In addition, these grievances cannot go to arbitration because CCFT will not pay a share of arbitration in which it has not participated.

5. **Committee Reports**

- *COPE* – Stakes reported that a rally will be held outside of Sam Blakeslee’s office on Thursday, December 15, 12:00 p.m., to protest budget cuts to schools. Also, a ballot initiative has been approved to go on the ballot that will block unions from using automatic payroll deposit for dues and fees.
- *Evaluations* – Merzon, Krulikowski, and others will be examining the ad hoc task force’s recommendations on peer evaluation form/process changes for contractual ramifications.
- *Part-Time Faculty Committee* – Logan reported that she had a successful meeting recently with part-time faculty (one of three meetings this semester). Important issues arose, including the need for more dignity shown to part-timers, having a centralized space for part-time faculty to meet, rolling over flex hours from one semester to the next, instructors of condensed courses wanting to get paid for 18 office hours, the ACCJC focusing a lot on SLOs instead of the lop-sided full-time/part-time faculty ratio, improper column placement (based on title of degree rather than the degree’s program), having a more relevant new and part-time faculty orientation (and having it at both campuses), and not being enrolled the first month in a health insurance program after reaching 50% load.

Cocke reported that CCFT is sponsoring a pizza party get-together for part-time faculty members on the afternoon of the new and part-time faculty orientation (Wednesday of Opening Day week).

It was noted that the campus faculty mentoring program is still going. Contact Mike Kinter or Berta Parrish for signing up either as a mentor or to get mentored. Mentors can get flex credit.

6. **Other**

CCFT has requested to see the answers generated from a within-district survey regarding support for a bond measure. Also, Merzon reminded the reps that her term is up in 2013 and those interested in the position will get a lot of help from her.

CCFT has blocked EEO training for hiring committees until the district will bargain its workload effects, despite CCFT’s interest in following the law and ensuring proper hiring practices. The district has suggested a classroom climate survey to look at diversity issues; it would seem that this would single out individual faculty members, rather than completing a campus climate survey.

Hoffman related an article in the *California Community College Journal* that discusses a long-term program for reaching full-time/part-time faculty parity. Merzon will agendize this for the next Executive Board meeting.

There will be a CCFT-sponsored faculty gathering the morning of Opening Day (January 13, 2012).

E. INFORMATION

1. **Nothing at this time...**

The meeting was adjourned at 4:57 p.m.

Minutes are respectfully submitted by Mark Tomes, Secretary-Treasurer.

Next Council of Representatives meeting: Thursday, January 26, 2012, 3:00 - 5:00 p.m., Room TBD

Next Executive Board meeting: Thursday, December 15, 2011, 2:30 - 4:30 p.m.