



# Cuesta College

## Federation of Teachers

LOCAL 4909

STRENGTH THROUGH UNITY

### Council of Representatives

#### February 2, 2006 Meeting Minutes

Room # 5401B (no polycom)

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

#### Academic Skills/DSPS

Lisa Curtis (p)  
Karen Waska (p)

#### Biological Sciences

Nancy Mann (a)  
1 vacant position

#### Business Education

Marilyne Cleeves (p)  
Diane Lichty (p)  
1 vacant position

#### Counseling

Dana Gough (a)  
Julie Smith (p)

#### Engineering & Technology

Pete Lagomarsino (a)  
2 vacant positions

#### English

Sara Wiebe (p)  
3 vacant positions

#### Fine Arts

Peet Cocke (p)  
Douglas Highland (p)

#### Human Development

Bailey Drechsler (p)  
Kimberly Blackie (p)

#### Languages & Communication

Betsy Dunn (p)  
Tony Rector-Cavagnaro (p)  
Ralph Sutter (p)

#### Learning Resources

Keith Bontenbal (p)

#### Mathematics

Steve Herbekian (a)  
Bobbe McGee (p)  
Richard Taylor (p)  
Peggy Wright (a)

#### Nursing/Allied Health

Marcia Scott (a)  
Antonia Torrey (a)

#### Performing Arts

John Knutson (a)  
Ron McCarley (a)

#### Physical Education

Bob Miller (a)  
Mike Napoli (a)

#### Physical Sciences

1 vacant position

#### Social Sciences

Peter Dill (p)  
Victor Krulikowski (p)  
Mark Weber (p)

#### Student Life & Leadership;

#### Health Center

MJ Basti (p)

#### CCFT Executive Board

Marilyn Rossa – Pres. (p)  
Matthew Fleming - VP (p)  
Hedy Carra – Secretary (p)  
Melanie Senn – Treas. (p)  
Jim West – Grv. Officer (p)  
Susan Marsala - COPE (p)  
Rich Taylor – Liaison (p)  
Lisa Curtis – Liaison (p)  
Marilyne Cleeves - PT Chair (p)

**Guests:** none

The meeting was called to order at 3:20 p.m.



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### 1. Announcements

- Marsala distributed a *Council of Representatives* binder to each rep. Each binder includes information pertinent to the CR, including sections of the CCFT/District contract. The binders were acquired at no cost to the union.
- Dill announced that the BoT voted to approve OZ, a new campus-wide computer database system that will replace the current system at a cost of \$4,500,000.

### 2. Status of Negotiations

Rossa discussed various negotiations issues, including,

- Two to three grievances the CCFT is filing against the district this week concerning violations of the contract
- a request by the district to negotiate away from the table (which is something the district has always before said it never wanted to do) about a significant, potentially costly error made by the district. Discussion by the CR followed.
- Fleming reported that the newly revised 3-point (for tenured and part-time with reassignment rights) and 5-point (for tenure-track and part-time without reassignment rights) peer evaluations are ready for use. He also reported that, although last semester CCFT members voted to return to using 5 points for student evaluations, Student Learning printed the old 4-point student evaluation forms. Several reps expressed disappointment about the student evaluation forms. Dill asked how much money it would cost the district to print the 5-point evaluation forms. Fleming said he will find out. [*Postscript: The district told Fleming it would cost \$700 and take 40 hours of Ryan Cartnal's time to change. Consequently, we will keep the 4-point student evaluation this semester and change to 5 points in the Fall.*]
- West discussed complications resulting from not using a 5-point evaluation for all faculty that he, as our Grievance Officer, has observed. It is his contention that the 4-point evaluations have resulted in many off-cycle evaluations and the 3-point evaluations will do even more harm. West recommends returning to a 5-point evaluation for all faculty peer evaluations.

### **3. Communications with Council/CCFT Members**

- The Union Training with Julien Minard has been moved from a Saturday to March 2 (Thursday) in order to include as many reps and CCFT members in the training as possible.
- Rossa announced a change in CR meeting format that will be more inclusive of and offer better communication to all CCFT members: CR meetings will be open to all CCFT members, beginning with the March CR meeting. As a result of having CR/Member meetings, there will no longer be a need for union reports to be given at division meetings, and reps will no longer need to ask non-members to leave when union business is conducted. [CCFT Bylaws (Section V) state “Any CCFT member may attend meetings of the Council but as observers only. In the event that a confidential issue arises during the meeting, visitors may be asked to leave for the duration of the confidential discussion.”] Discussion by the reps followed.

### **4. Mediation**

The CR discussed the lack of progress in the mediation issue; essentially, it is dead.

### **5. Dues increase**

- Rossa discussed the state-wide dues increase proposed by CFT [see 1-19-06 minutes]. This large increase means that CCFT, for the first time in its 11 year history, must raise CCFT member dues. Senn reported that our auditor/CPA recommended that CCFT raise dues to at least 1.3% [currently we pay 1%] and that faculty pay this percentage of dues on overload and summer work. At the CFT convention in March, CCFT will find out if the proposal passes and the exact amount that CFT dues will be increased. This information will be disseminated at the April CR/Member meeting.