



Executive Board Meeting
Thursday, March 19, 2009, 2:30 – 4:30
Room 3219, Cuesta College

Approved Minutes

Present: Kevin Bontenbal, Marilynne Cleaves, Peet Cocke, Andrea Devitt, Victor Krulikowski, Steve Leone, Allison Merzon, Ron Ruppert, Mark Tomes, Peggy Wright

Absent: None.

Guests: None.

The meeting was called to order at 2:38 p.m. by Allison Merzon.

1. Approval of Minutes

A motion was made (Cocke/Ruppert) to approve the draft March 5, 2009 EB meeting minutes with changes discussed previous to the meeting via email. The motion passed unanimously.

2. Personnel Issues

Tomes reported that there are two issues regarding the district not deducting accurate dues that might be subject to grievances if the district does not rectify the problems soon. The first regards the full-time classified employees who also are teaching credit courses: the courses are coded as “overloads” in Banner by Human Resources staff and are not recognized as needing to have dues deducted by Payroll staff.

The district was notified by CCFT of this problem in early January, including with a possible solution suggested by the Payroll staff. There are eleven such employees this semester and a similar number from last semester. It is reaching the point where taking out dues for all year over one or two months is unfair to the classified employee.

The second issue is that there are faculty members whose base salary is paid over 12 months, but since no dues are being deducted in June or July and no extra dues are deducted August through May to make up for this, the district is deducting the incorrect amount of dues. The district has been aware of this issue for two months and has made no attempt to resolve it (to the best of CCFT’s knowledge). These issues will be addressed (again) in negotiations.

Various confidential issues were discussed. Two long-standing issues are close to being resolved. CCFT is working to resolve another issue in which the district overpaid a faculty member too much fringe by a very large amount and asked for it all back immediately.

3. Negotiations

The negotiation teams have not met in a few weeks but will meet twice the last week of March 2009. Various issues were discussed, including the role of a part-time faculty member on the negotiation team. Merzon and Tomes recognized the vital role that Mike Holmes has on the CCFT negotiation team. After some discussion, Merzon stated that there needs to be a frank discussion of the differences between the expectations and the roles that permanent and temporary faculty members have at Cuesta College.

It was reported that Ed Maduli will be presenting a workshop to Cuesta College employees on April 16 regarding California community college financial apparatus.

The recent joint Shared Governance/Planning and Budget committees meeting resulted in an un-prioritized list of possible budget reduction items. It went out to employees before dollar amounts were attached to the items. Dr. Pelham will have the final word (before the Board of Trustees) on what gets cut, except for negotiable items. It was noted that if hourly employees in educational programs get cut, the resulting faculty workload issues are negotiable.

The construction company that built the library expansion is suing the district. Although there often are funds remaining in project accounts for issues such as this, apparently the Board of Trustees approved many last-minute change orders in the project that consumed all of the project's account reserves.

4. Secretary-Treasurer's Report

Tomes reported that there is \$14,699.70 in the CCFT Treasury, \$59.53 in the SESLOC club account, and \$1647.19 in the COPE account (\$173 of the latter is designated for the Board of Trustees elections).

Tomes also gave a financial report of the CCFT-sponsored student scholarships: there is \$256.78 in the Lenore Erickson Scholarship, no funds in the Katy Tomes Memorial Scholarship, and \$303.22 in the Bob Hartwig Memorial Scholarship (which began with a large enough initial funding to allow it to be endowed and earn interest). He reminded the EB that they had budgeted \$500.00 to be paid into each of these scholarships this semester.

A discussion occurred regarding elections for the re-written Constitution and Bylaws and a dues structure change. There was (unanimous) consensus to approve the current drafts of the Constitution and Bylaws and submit them for approval by the membership next week. Tomes will assemble the ballot packets and put them in the Cuesta inter-district mail by Wednesday, March 25, 2009. All ballots will be due by Friday, April 3, 2009 at 3:00 p.m., both on the North County and SLO campuses, at which time they will be counted. The results will be announced immediately after counting via the CCFT listserv and as soon as possible on the CCFT website.

Tomes reported that he was not able to find any lockable ballot boxes of suitable size (CCCUE has one but it is very small). There was unanimous consensus to use cardboard boxes in which to place the ballots and that they be taped and labeled in such a manner that it will be obvious if there is any tampering with them. Bontenbal provided boxes for this use from the library workroom. Tomes will ask Public Safety for approval for placing the ballot boxes in their offices on the SLO and NCC campuses, as they did last year. Tomes will announce the election via the CCFT listserv and will ask for volunteers to observe and help count the ballots.

A discussion of a possible dues structure occurred. Two EB members stated support for an election simultaneously with the re-written Constitution and Bylaws for an assessment of "all salary all the time." Other members noted that the Executive Board needs more time to educate the members regarding the reasons for a dues change. A dues change might get approved but we might find that it is not enough to build up the reserves to an adequate amount and to fund the activities that we would like to see. The point was made that it might be better to educate the members on the need for a larger increase than the EB was originally proposing. (Tomes had earlier informed the EB that a 1.3% dues assessment on all salary 12 months of the year would most likely be the appropriate dues/fees to get CCFT on solid financial ground again, and even then that might take a number of years at that dues assessment level to reach a solid financial footing.)

It was noted that the Fall 2009 Opening Day and division meetings next semester could be used as a time to inform/discuss with the faculty the need for a dues increase and a specific dues change proposal. There was a motion (Merzon/Devitt) to develop a campaign for a dues change proposal to be implemented in the Fall 2009 semester. It was approved unanimously.

After discussion, there was consensus that no specific instructions for Jeff Stein, the only CCFT delegate attending the CFT Convention, regarding voting at the convention.

After discussion, it was decided that Merzon and Tomes will be the only EB members to give approval for non-routine items to be posted on the CCFT website (routine items include approved minutes of meetings, financial reports, etc.). Also, a discussion of the webmaster budget revealed that some EB members were under the impression that that line item did not include payments to the previous webmaster. The actual amount paid from that line item is already over budget. A motion was made (Merzon/Devitt) to increase the webmaster budget line item by \$1000 for this fiscal year. It was approved unanimously.

5. Committee/Task Force Reports

Part-Time Faculty Committee – Cleeves reported that a well-researched and well-written article regarding the plight of the part-time community college faculty was recently published in the *Cuestonian*.

COPE – Devitt had lunch with Ken Burt, CFT Legislative Director, last Sunday. They both attended the SLO County Democratic Party new headquarters grand opening. She has some possibilities for Board of Trustee candidates. Devitt is exploring having a BBQ fundraiser next semester. Cocke has recently taken over the t-shirt sales. A faculty member has recently authorized a COPE deduction, bringing that number up to 31 faculty members donating \$210 per month to COPE.

Constitution and Bylaws Revision Committee – (see above discussion).

Benefits Committee – A joint CCCUE/CCFT forum will be held on Monday, April 6 3:00 – 5:00 p.m. to discuss health insurance plans. Representatives from CalPERS, SISC, and Blue Cross will be on a panel at the forum. This will be a time for all classified employees and faculty members to ask questions and submit suggestions regarding our health insurance plans. Merzon and the committee are attempting to do the groundwork for deciding which plans to pursue and negotiate for before the deadlines that occur next semester; one SISC representative has expressed appreciation for the unions being so pro-active.

6. Joint Senate-CCFT Issues

Leone gave his appreciation to Merzon and CCFT for representing the faculty so ably at the various meetings where cost-reduction strategies were discussed and for negotiating reassigned time and/or stipends for faculty members chairing accreditation committees. It was noted that there are negotiations with the district regarding payment of the stipends. Many EB members were surprised that one Vice President had mistakenly believed that CCFT had negotiated 1.5% FTEF reassigned time (rather than the actual 1.5 FTEF that was negotiated).

A discussion ensued regarding the accreditation report process and some of the committee chairs. It was noted that faculty members are not expected to be working on these committees this summer; Leone agreed that the timeline is for the drafts to be completed by the end of this semester, although some of the recommendations, by their nature, need on-going research and work.

Leone reported that CCFT's recommendation that Recommendations 5 and 9 committees not be staffed by faculty members until issues had been resolved at the state level were not approved by the Senate. However, the Senate did pass a motion to ask the CCFT President to appoint a representative to Recommendation 5 Committee. As a result, Merzon appointed Cocke to that committee.

Merzon noted that the district has had in its accreditation plan since 2002 a Student Learning Outcomes Assessment Coordinator. This is a faculty issue and so should be a faculty position. She also noted how surprised she was to discover that no office on campus has been identified to coordinate the implementation of accreditation recommendations.

The Senate is exploring having a celebration of the tenured faculty sometime next semester. It could be joint Senate/Union endeavor.

The meeting was adjourned at 4:52 p.m.

Respectfully submitted by Mark Tomes, Secretary-Treasurer.