



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

### Approved Minutes

*Present:* Kevin Bontenbal, Marilyn Cleaves, Peet Cocke, Andrea Devitt, Steve Leone, Allison Merzon, Mark Tomes, Peggy Wright

*Absent:* Victor Krulikowski, Ron Ruppert

*Guests:* None.

The meeting was called to order at 2:43 p.m. by Allison Merzon.

#### 1. Approval of Minutes

A motion was made (Devitt/Cocke) to approve the draft April 2, 2009 EB meeting minutes. The motion passed unanimously.

#### 2. Joint Senate/CCFT Issues

Leone suggested a May 15 date for a combined Senate-CCFT end-of-year celebration at the Clubhouse, from about 5:30 to 8:00 p.m. After discussion, there was consensus on this time and place. It will be a no-host event. Leone will reserve one of the Clubhouse rooms for the event that does not have a rental fee.

Leone reported that some faculty members are upset that the Calendar Committee moved the summer 2010 session start date to a week later than normal, leaving only two weeks between the end of summer session and the beginning of the fall semester. Merzon reported that the San Luis Coastal USD has added an extra week off at spring break and added the days to its end of year. The Calendar Committee had met to approve the later Cuesta start date without Merzon's attendance (despite her request to be there). She has requested and been granted another meeting to discuss the issue, and she has requested data on how many SLCUSD students enroll in Cuesta summer courses. Other EB members suggested looking at how many of those are enrichment students and also looking into starting summer session on a day other than Monday in order to accommodate SLCUSD students and Cuesta faculty members.

Merzon and Leone met with the Distance Education Task Force. The committee will report its recommendations in the fall semester.

There are questions about why a Math faculty position's status was determined in Cabinet and not as part of the shared governance process.

Leone reported that the Accreditation Steering Committee meetings "need adjustment." The last one was scheduled from 3:30 to 7:30 p.m. with no breaks or food. The loose structure of the meetings does not lend itself to productivity. Merzon suggested that certain questions be asked when the committee is reading its draft recommendations, such as, "Does this recommendation answer the agency's question?" and "Are there unneeded things in the draft?" Some of the

recommendations are impractical or negotiable, and often both. Leone will edit the final draft, a big job that deserves extra compensation (which has precedence).

### **3. Personnel**

Many confidential cases were discussed. Also discussed was an issue involving long-term substitute pay. Tomes noted that Merzon's dean experience helped faculty by her being able to offer a solution to the pay issue that she learned while a dean.

Other issues involved "Needs Improvement" evaluations and initial salary placement. Also, Merzon was able to have the Director of Public Safety change his memo regarding the returning of keys to read that faculty members who are scheduled to teach in the fall semester do not have to return their keys.

### **4. Negotiations**

Various negotiation items were discussed. The district and CCFT have tentatively agreed on Articles 1 and 3, the latter including language that strengthens protections for faculty members. Article 4 (Compensation) was opened by the district by presenting general 2009-2010 budget information; no proposal was presented.

CCFT and the district have agreed upon the SISC refund. Faculty members who incurred out-of-pocket expenses for SISC health insurance premiums at Cuesta College in December 2008 will receive a refund. The amount of refund will depend on how much the out-of-pocket premium expenses were for an individual faculty member. Part-time faculty members will receive the largest refunds since they had the largest out-of-pocket premium expenses.

After discussion, a motion was made (Cocke/Merzon) to waive the dues/fees from the June 2008 and July 2008 paychecks from faculty members who are on a 12-month payroll cycle (including only base salary; it does not include summer courses, reassigned time, stipends, etc., that are paid beyond a faculty member's base salary). The motion was approved unanimously. June 2008 dues/fees deductions have already occurred as part of the April 2009 paychecks, so Tomes will explore how to reimburse those faculty members for that deduction.

Another motion was made (Bontenbal/Merzon) to deduct June 2009 and July 2009 base salary dues/fees from the August 2009 and September 2009 paychecks, respectively. These faculty members will have sufficient notice to plan for the extra deductions. The motion was approved unanimously. Tomes will notify the faculty members soon about the summer base salary deductions.

Merzon distributed a draft survey going to faculty members regarding health insurance issues. It will include links to SISC and CalPERS policy and rate information.

### **5. Dues Restructuring Dialogue**

Tomes distributed and explained sections of an updated document showing the financial effects of various dues structure changes, including a reduction and increase in the percentage of salary assessed, eliminating the minimum dues, assessing overloads, and assessing summer courses. Discussion will continue at the next EB meeting.

## **6. Secretary-Treasurer's Report**

Tomes reported that there is \$1104.06 in the CCFT treasury, \$59.63 in the SESLOC club account, and \$1858.19 in the COPE account (\$173.00 of which is specifically allocated to the Cuesta College Board of Trustees account).

The new Constitution requires the CCFT Vice President to be a possible signatory on checks and that two signatures are required on all checks. The latter has already been implemented by Merzon and Tomes. After the minutes from this meeting are approved, Cocke and another CCFT officer will visit our bank to add Cocke's signature card to the CCFT account.

Devitt excused herself from the room and was not part of the following discussion regarding giving a stipend for her work this year as COPE chairperson. After initial discussion, a motion was made (Bontenbal/Cleeves) to pay \$1000 (changed after discussion to \$1500 via friendly amendment) to Devitt as COPE Chair for 2008-2009. It was noted that she has been working hard to recruit a BOT candidate, has kept on top of legislation affecting faculty members, and has been elected as a delegate to the Democratic Party and attended its local events and state convention. She has worked closely with Ken Burt, CFT Legislative Director, and has been instrumental in setting up future funds to CCFT from CFT. Tomes pointed out that the EB had suspended stipends in the budget for the year, but since the budget is projected to be \$19,000 short at June 30, 2009, an extra \$1500 can be made up next semester. Also, one EB member proposed donating to CCFT some extra leave time that she accumulated, more than enough to cover this stipend. The motion passed unanimously.

## **7. Election Outcomes/Ramifications**

Tomes reported that the new Constitution and Bylaws were approved by the CCFT members on April 3, 2009. 118 ballots have been cast, and a total of 107 were counted (some were returned after the due date, and some were spoiled by not having a signature on the back flap of the envelope). The final tally was 98 yeses and 9 noes for the Constitution and 93 yeses and 8 noes for the Bylaws, so each was approved by a large majority. Both documents took effect immediately.

Tomes reported also that nominations closed for the Elections Committee at last week's Council of Representatives meeting. Since there were three candidates and three positions open, Bontenbal (the chair at that meeting) had declared the three candidates elected. The Elections Committee will be comprised of Deborah Barker, Del Chausse, and Catherine Cyr. Tomes will contact them to start the nomination process for the various chair positions that need to be filled.

## **8. Committee/Task Force Reports**

Part-Time Faculty Committee – Cleeves reported that she had hosted a gathering of part-time faculty members at her house and had reported its outcome at the last Council of Reps meeting. One issue that came up at the meeting was part-time faculty seniority rights; she sent possible contract language to Merzon. Cleeves distributed the AFT *Part-Timer* to the EB members and will send copies to each part-time faculty union member.

COPE – Devitt reported that the SLO Democratic Party will be hosting a celebration of the first 100 days of Obama's presidency; she distributed a flyer for it. Also, a possible BOT candidate will address the EB and Council in the fall semester. A discussion of Proposition 1A resulted showed various opinions on it. Some members

stated the opinion that the EB should survey the members before endorsing some candidates or propositions.

Devitt proposed that CCFT purchase a U.S. flag through Lois Capp's office that has been flown over the U.S. Capitol Building. The cost is \$24.05 each. It could be presented to the BOT or the CCFT Unionist of the Year. A motion was made (Merzon/Cocke) to order two of these flags and decide what to do with them after we receive them. It passed unanimously.

Devitt reported that she worked very hard at the Democratic Party state convention for Ken Burt and that he has indicated that CFT will assist CCFT significantly during next year's BOT election.

### **9. Timeline for Newsletter**

Cleeves asked for newsletter articles to be delivered to her by Monday, May 4, 2009.

### **10. Other**

Tomes reported that he sent another notification to a non-member for material and financial obligations to CCFT: Hudson reports, a laptop computer DVD, and \$180 overpaid to her. He noted that he alerted the non-member that the new Constitution prohibits a non-member from joining CCFT if they have material or financial obligations to CCFT.

Tomes reported that he sent out the fair share fee notification to non-members for the 2009-2010 academic year. Also, there have been four or five new members in the past month.

Merzon and Susan Marsala will be presenting a best practices workshop on evaluations in the fall semester. They will include an evaluation best practices manual.

Wright reported that she will not be a co-Grievance Officer next year. Merzon stated that she would like to see Krulikowski to be the chair of a Grievance Committee and to add members the Grievance Committee; it will be one method of training new Grievance Officers. Tomes asked about the role of the committee members and how confidentiality will be handled. It was decided to discuss this topic more at the next EB meeting.

Merzon distributed registration information on AFT's Union Labor Institute (ULI), which will take place at UCLA from July 26 – 31. The deadline is May 22.

Wright will write a draft member survey asking them what the CCFT, as an organization, did well this past year and what could be improved (and how).

The meeting was adjourned at 5:18 p.m.

Respectfully submitted by Mark Tomes, Secretary-Treasurer.

Next EB meeting: May 7, 2009

Next Council of Representatives meeting: May 14, 2009